

**Memorandum of Agreement Between  
UFCW Local 7  
And  
New Look Cleaners**


UFCW Local 7 and New Look Cleaners are party to a collective bargaining agreement (“CBA”) for barbers performing work in the barbershop located on Fitzsimmons/Buckley Air Force Base, which is presently set to expire on April 22, 2023. The parties have met and reached Agreement for a new CBA which shall contain the provisions of the current CBA between the parties, including the current commission percentage, except as modified in the attached documents. The new CBA shall have a term of April 23, 2023 through and including January 13, 2024.

The attached Agreements and the current CBA, as modified herein, represent the entire Agreement between the parties. Any Union proposal not identified or addressed herein shall be deemed withdrawn. Any Employer proposal not identified or addressed herein shall be deemed withdrawn. The modification or withdrawal of any proposal in these negotiations shall not be used as evidence in any arbitration or other proceeding.

The parties reserve the right to correct any drafting errors or omissions in this Agreement.

The Union, its officers, and bargaining committee agree to recommend and support the ratification of this Agreement.

  
\_\_\_\_\_  
New Look Cleaners

  
\_\_\_\_\_  
UFCW Local 7

3-21-2023  
\_\_\_\_\_  
Date

March 21, 2023  
\_\_\_\_\_  
Date

**UFCW Local 7 to New Look Cleaners – Buckley AFB Barber Shop  
TENTATIVE AGREEMENT 3/21/23**

**The below agreements are tentative and are subject to a complete agreement on all proposals reflected in a memorandum of agreement, which is ratified by the bargaining unit.**

**All proposals not addressed herein remain open. Article and section numbering may be amended for consistency and order.**

The parties agree the collective bargaining agreement shall be amended in the following manner:

THIS AGREEMENT is made and entered into as of **April 23, 2023**, by and between DILIP PATEL (NEW LOOK CLEANERS) (hereinafter referred to as the “Company”), and UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 7 (hereinafter referred to as the “Union”)

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**ARTICLE IV  
EXCHANGE CONTRACT**

**Section 1.** The provisions of this Agreement shall in every way be subject to and controlled by the provisions of the present and any future contracts between the Company and the Army and Air Force Exchange Service for the operations covered by this Collective Bargaining Agreement, and any provision of this Agreement inconsistent or in conflict there with shall be null and void. The provisions of said Exchange contract or contracts (“**Exchange Contract**”) are made part of this Agreement as if set forth at length herein. ...

**Section 2.** It is the understanding of the Parties that the economic provisions of the Exchange Contract are relevant to the bargaining relationship between the parties. Immediately following ratification of any Exchange Contract, amendment to the Exchange Contract, extension of the Exchange Contract, or other change to the Exchange Contract which may affect the bargaining relationship between the Parties, the Company agrees to notify the Union in writing. The Company agrees to provide all provisions of the Exchange Contract to the Union as soon as practicable, or on the effective date of the provisions, whichever is sooner.

**ARTICLE V  
CLASSIFICATION AND COMPENSATION**

...

**Section 2. Pay Periods.** Barbers shall be paid on a bi-weekly basis. Employees’ check will be direct deposited upon written authorization from the employee. **Add: The Employer shall provide a printed (hard copy) pay stub to employees who make a request. Such requests shall be effective for payroll issued the week following receipt of the request.**

...

**ARTICLE XXIV**

**UFCW Local 7 to New Look Cleaners – Buckley AFB Barber Shop  
TENTATIVE AGREEMENT 3/21/23**

**DURATION OF CONTRACT AND REOPENING**

It is agreed that this contract shall be in force and effect from **April 23, 2023** until midnight **January 13, 2024**. Should either party to this agreement desire to negotiate changes in any or all of the provisions of this Agreement upon its expiration date, written notice to that effect must be given to the other party at least sixty (60) days before the date of expiration. If no opening notice is given as designated above, this Agreement shall run from year to year and can only be changed through negotiations started by written notice by one party to the other party at least sixty (60) days prior to any expiration date, that is, the annual anniversary date of this Agreement.

**Add New Article**

**ARTICLE \_\_  
BEREAVEMENT LEAVE**

**Section 1.** Upon request an employee covered by this Agreement shall be granted the necessary time off without pay in order to make arrangements for and/or attend a funeral, and/or for grieving, occasioned by a death in his immediate family. Such time off without pay shall in no event exceed three (3) regularly scheduled working days, and the amount of such paid time off actually granted shall normally depend upon the distance involved. The immediate family is defined as the employee's father, mother, spouse, significant other, common law spouse, civil partner, co-parent, children, step-child, father-in-law, mother-in-law, brother, sister, step-parents, grandparents or grandchildren, nieces, nephews, cousins, aunts and uncles.

Additional time, without pay, shall be granted as is needed by the employee up to seven (7) days for the above defined immediate family as well as step-brothers, step-sisters, nieces and nephews.

If an employee is notified of the death of his spouse, parent, child or grandchild while at work, he shall be granted the remainder of the day off. This day shall not be counted as part of the above three (3) days.

**Add New Article**

**ARTICLE \_\_  
JURY DUTY**

**Section 1.** Whenever any employee covered by this Agreement is required to serve on a petit or Grand jury during his regular working hours, the Employer agrees to pay such employee fifty dollars (\$50.00) each day they are required to serve on said jury. On any scheduled work day, the employee shall promptly report to complete any remaining hours of his scheduled work day; provided, no employee shall be required to so report for work on any day on which he has served and been compensated by the court for at least eight (8) hours' jury duty. The Employer may require a statement from the court certifying attendance.

**UFCW Local 7 to New Look Cleaners – Buckley AFB Barber Shop  
TENTATIVE AGREEMENT 3/21/23**

New Look Cleaners

*Shiv Patel*

*3-21-2023*

Date

UFCW Local 7

*[Signature]*

*March 21, 2023*

Date