

AGREEMENT

BETWEEN

COASTAL INTERNATIONAL SECURITY, INC.

AND

THE INTERNATIONAL UNION,

SECURITY, POLICE AND FIRE

PROFESSIONALS OF AMERICA (SPFPA)

AND IT'S LOCAL NO. 710

Coastal International Security, Inc.
SPFPA Local 710



11/5/07

PREAMBLE

THIS AGREEMENT, entered into this 12th day of October, 2007 between Coastal International Security, Inc., for their operation at the Michoud Assembly Facility, 13800 Old Gentilly Road, New Orleans, LA 70129-2218 (hereinafter referred to as the Company) and the International Union, Security, Police and Fire Professionals of America (SPFPA) and its amalgamated Local No. 710, (hereinafter referred to as the Union).

WITNESS

WHEREAS, the parties desire to enter into an agreement with intent and purpose of promoting and improving relations between the Company, its employees, and the Union, and the establishment of a basic understanding relative to rates of pay, hours of work and other conditions of employment and of means for the prompt, equitable and amicable adjustment of disputes and grievances, and increase in quantity and improve in quality the operations performed by the Company through effective and uninterrupted cooperation and thus promote the best interest of the Government.

NOW, THEREFORE, the parties hereto agree as follows:

ARTICLE I DEFINITIONS

SECTION 1

“Employee” or “Employees” refers to all hourly Security Officers employed by Coastal International Security, Inc at NASA Mischoud Facility covered by this Agreement.

ARTICLE II TERMS OF AGREEMENT

SECTION 1

This agreement shall become effective upon signatures, except as noted for economics in this agreement and shall remain in effect through September 30, 2010, and from year to year thereafter, unless written notice of desire to terminate or amend the Agreement is served by either party or the other at least sixty (60) days prior to any anniversary date in order for negotiations to be scheduled. During these negotiations, this Agreement shall remain in full force and effect, provided, however, that an Agreement has not been reached by midnight of November 1, 2007 or on November 1st of succeeding years, the Company or the Union may at any time thereafter give ten (10) days written notice to the other intent to terminate this Agreement, and upon expiration of such ten-day period, this Agreement shall terminate.

Coastal International Security, Inc. _____
SPFPA Local 710 _____



SECTION 2

By mutual consent, any provision of this Agreement may be changed at any time. A party desiring change shall serve written notice on the other party by registered return receipt requested mail, setting forth the proposed changes. Until the proposed changes are agreed upon by both parties, executed with the same formality as this Agreement, this Agreement shall remain in full force and effect.

SECTION 3

In the event the National Labor Relations Act, the Fair Labor Standards Act, or the Walsh-Healy Public Contracts Act, and the rulings and interpretations issued there under are amended, changed or repealed during the terms of this Agreement, the Company and the Union agree that they will, at that time, upon written request of either, negotiate on provisions of this Agreement which are affected by such amendments, changes or repeal.

SECTION 4

This Agreement shall be binding upon the parties hereto and their assigns throughout the terms specified in Section 1 of this Article and no provisions, terms or obligations herein contained shall be affected, modified, altered or changed in any respect whatsoever by the consolidation, merger, sale, transfer or assignment of either party hereto, or affected, modified, altered or changed in any respect whatsoever by any change of any kind in the legal status, ownership or management of either party hereto.

ARTICLE III RECOGNITION

Pursuant to and in accordance with all applicable provisions of the National Labor Relations Act as amended, and National Labor Relations Board Certification Case # 15 -RC-2533, the Company does hereby recognize The International Security Police and Fire Professionals as the exclusive representative for the purposes of collective bargaining in respect of rates of pay, wages, hours of employment and other conditions of employment for the terms of this agreement of all employees of the Company included in the bargaining unit as defined in the above named NLRB case.

ARTICLE IV EMPLOYEE RELATIONS

SECTION 1

It is agreed that a pre-employment physical examination at the Company's cost, according to the standards set by the Company, shall be a condition of employment. The Company further agrees that it will provide at its expense a licensed physician to examine employees at Company determined intervals during the term of their employment. Submission to and passage of such examination is a condition of continuance of employments.

SECTION 2

An employee may be required by the Company to undergo a routine periodic physical examination by a doctor of the Company's selection. If an employee is found by such doctor to be physically incapable of performing his assigned work functions, the Company will furnish the employee a copy of the doctor's report. In the event that the findings of the doctor's report result in involuntary separation from the payroll, the Union then may take such findings through the regular grievance channels, but such grievances must be supported by medical testimony, which is contradictory to the Company's findings. The Company will give 72 hours prior notice of such scheduled physical to the given employee(s).

SECTION 3

Employees shall be compensated for up to 2 hours for time spent in submitting to any medical examination required by the Company during the terms of their employment.

SECTION 4

Based on a probable cause an employee has been exposed to potentially harmful environmental health conditions during his period of employment either the Employee or the Company may request that the employee submit to a medical examination, including X-rays. Such examinations shall be given at the Company's expense.

ARTICLE V

GRIEVANCE AND ARBITRATION PROCEDURE

For purposes of this Article, the word "days" is defined as weekdays (Monday through Friday) and excludes recognized holidays.

SECTION 1: DEFINITION

A grievance is defined as a claim or dispute by the Employer or Employee or the Union concerning the interpretation of the application of this Agreement, or of any addendum hereto.

SECTION 2: GRIEVANCE PROCEDURE

All grievances must be presented in writing, filed and processed in accordance with the following exclusive procedure:

- **Step 1:** The Employee and the Union Shop Steward shall present the grievance or dispute in writing to the Employee's Shift Commander within five (5) days of occurrence or when the Employee knew, or by reasonable diligence should have known, of its occurrence. If the Employee does not notify the Shift Commander within the requisite amount of time, or fails to meet any other deadline set forth in this Article, the grievance shall be deemed to have been waived. The Shift Commander shall respond to the grievance in writing within ten (10) days. If the Shift Commander does not respond within ten (10) days, the grievance may proceed to Step 2.

SECTION 5: FEES

The fees of the arbitrator and necessary expenses, including transcript, if desirable, of any arbitration proceeding shall be done equally by the Employer and the Union except that each party shall pay the fees of its own counsel or representative. If the Employer calls an Employee witness, the Employer will reimburse that Employee for time lost at the regular straight time base rate. If an Employee witness is called by the Union or if an Employee-grievant is present at the hearing, the Union will reimburse such personnel for time lost.

ARTICLE VI SENIORITY

SECTION 1.

Seniority shall be the determining factor in matters affecting layoff and recall, scheduled time off & overtime. It is agreed that full time Officers who are impacted by a layoff will be offered the opportunity to train for alternate positions. If the employee refuses the training or fails the training he will be laid off and eligible for recall only to the position in which he is qualified for.

SECTION 2

Seniority is defined as an employee's total length of continuous service on the contract with all predecessor contractors.

SECTION 3.

During the first ninety (90) calendar days an employee is employed he shall be regarded as a probationary employee and shall have no seniority or seniority rights whatsoever. Grievances may not be presented in behalf of probationary employees. If such employee is not terminated or transferred within his probationary period, his seniority shall accrue from the first day he works.

Time spent in training (not to exceed thirty (30) calendar days) by an employee will not be credited towards the probationary period.

The seniority of employees hired or transferred into the bargaining unit on the same day shall be determined by the last four (4) digits of the employees' social security number with preferred seniority given in order of high to low.

SECTION 4

An employee promoted to a supervisor's job, supervising employees in the bargaining unit, will retain the seniority which he had at the time of his promotion and continue to accumulate seniority up to an additional sixty (60) working days while in a supervisor's capacity. Such employee will have sixty (60) work days from date of promotion to return to the bargaining unit; thereafter, if he is later returned to the bargaining unit, he will be entitled to a job to which his retained seniority, plus the up to 60 days additional seniority as provided in this paragraph, entitles him.

The Company will notify the Union in writing of promotions of bargaining unit employees to positions in which in-unit personnel will be supervised.

SECTION 5

An employee temporarily upgraded to work in a supervisory capacity may be assigned to such job, but not for more than ninety (90) days cumulatively in any calendar year unless they are filling a supervisory vacancy as a result of a military deployment. In such case the deployed Supervisor may return to their original position upon return from military leave and the Officer who temporarily fulfilled this position would return to the bargaining unit.

Notice of such assignments would be given to the Union in writing.

Temporary upgrade assignment, as referred to herein, shall be deemed to consist of an assignment in the performance of work outside the definition of "Employee" as set forth in Article I of this Agreement between the parties.

An in-unit employee while on a temporary upgrade assignment who feels he has a complaint involving discipline or discharge resulting from his temporary assignment may file and pursue a grievance under the provisions of the Grievance Procedure of the Agreement between the parties.

Upon completion of the temporary assignment, the employee shall be returned to the bargaining unit Job classifications, rate of pay, and other terms and conditions of employment involved in temporary upgrade assignments are not subject to the Agreement between the parties.

The Company agrees to advise the individual employee of the rate of pay for the assignment. The Company further agrees to provide a list with dates for individuals who were on temporary upgraded assignment for each calendar quarter to the Union.

SECTION 6

The Company agrees to prepare seniority lists covering present employees, a copy of which will be furnished to the Union and a copy posted on the bulletin board. Revised seniority lists shall be prepared and furnished to the Union at the expiration of each six month period thereafter. In the event such seniority list is objected to and adjustments are made, such adjustments will not extend beyond the previously posted list.

SECTION 7

Notwithstanding their position on the master seniority list, the president and chairperson of the grievance committee shall, in the event of a layoff, be continued at work when their department or a fraction thereof is at work, provided that they are able to do the work being done at the time. Nothing in this contract shall be construed as requiring the Company to retain a greater number of employees than the Company believes necessary to perform the work.



SECTION 8

In the event of a layoff, full-time employees who are declared excess in their job may bump and displace part-time employees in jobs which they are currently qualified to perform, as shown by the records of the Company. Thereafter, part-time employees will be laid off prior to full-time employees providing there is a sufficient number of similarly qualified full-time employees being laid off that are agreeable to accept part-time positions. Failure to accept assignment at the time it is offered will preclude that particular individual from future consideration for part-time positions.

However, if a full-time employee fails to accept the part-time position offered to him pertinent to this understanding, it will not affect his recall rights to his former full-time position, in accordance with the Bargaining Agreement or prejudice any rights he may have to unemployment compensation benefits.

SECTION 9

In decreasing the workforce, the Company will give employees to be laid off at least forty-eight (48) hours notice unless an employee is absent from work at the time the notice is given, or unless such layoff is occasioned by changes in contract commitments or cancellation, or by unforeseen circumstances such as acts of God.

SECTION 10

Once each calendar year the Union has the option of requesting an overall shift bid. The Union will put its request in writing. Upon notice, the Employer has 30 days to prepare for the shift bid and will offer a mutually agreed upon date to start the bidding process and it shall be completed within 7 days. The Shift bid shall consist of Employees bidding both Shift assignments and Off Days by Seniority on that shift. All new shift assignments will take effect no less than 30 days and no more than 60 days from the completion of the shift bid and at the beginning of the Employers pay period.

If no Shift bid is requested, and in accordance with practice at the time of the signing of this document, the most Senior Officers on a shift may select their days off. The least Senior Officers will work rotating days off based on the Company's staffing requirements.

ARTICLE VII

REPORTING TIME - IRREGULAR ASSIGNMENTS & CALL IN

SECTION 1

Employees reporting for work at their regular starting time shall be guaranteed four (4) hours pay in lieu thereof at their regular rate. Provided, however, that if work is not available for the employees as a result of an Act of God, the Company shall not be so obligated. If it is necessary to reduce the number of employees on a given day, supervision will retain senior volunteers who are qualified to perform the required work. If there are no volunteers, employees will be required to work based on inverse seniority.

SECTION 2

Employees called back to work after the completion and release from duties of their regular shift and prior to commencement of their next regular shift shall be guaranteed four (4) hours work or four (4) hours pay in lieu thereof at their applicable rate of pay. This section will not be applicable when an employee is called in for a period of two (2) hours or less prior to the beginning of his next shift and/or held over at the end of his shift.

ARTICLE VIII PAY DAYS

Employee direct deposit slips will be distributed to bi-weekly pay days. Employees who are not working on the Friday of a pay week will receive their pay stub on their next regularly scheduled work day.

ARTICLE IX HOLIDAYS

SECTION 1

Employees that do not work the Holiday shall receive eight (8) hours pay at their straight time rates for the following holidays.

Employees who work the Holiday will be paid straight time plus their 8 hours Holiday benefit.

All Employees must work their regularly scheduled day preceding and following the holiday, unless the absence was excused by management:

- New Years Day
- Mardi Gras
- Day after Mardi Gras
- Memorial Day
- Independence Day/ Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Should all Holiday slots not be filled by volunteers and staffing requirements are not met, the Officer with the most Seniority and who has refused three previous Holidays will be drafted (required) to work the Holiday.



**ARTICLE X
WORKWEEK PREMIUM FOR OVERTIME**

Overtime pay is to be paid at the rate of one and one-half (1½) times the basic hourly straight time rate for all hours worked over 40 hours in a workweek. A workday shall be defined as from 0001 hours until 2400 hours. There will not be any pyramiding of hours worked. Paid vacation time, personal/sick or holiday time shall not be counted as hours worked in the calculation of overtime. The opportunity to work overtime shall be provided consistent with the Employer's business needs and circumstances and must be authorized in advance by the Employer.

When the Employer has less than twenty-four (24) hours notice of its need to provide coverage, the Employer shall have the right to require an Employee, who normally performs the work, to remain on duty until relieved and/or to require an available Employee to provide such coverage, as conditions warrant.

When the Employer has advance knowledge that overtime will be required, it will offer such work to available part-time officers first and then to qualified Employees, by rotation, in order of seniority within their respective Shift.

Steps to be followed:

1. When the requirement for overtime exists, the Employer will first offer overtime to Employees currently working, based on seniority.
2. If overtime requirement is not met, Employer will contact those Employees not working, in order of seniority, to attempt fill the vacancy.
3. If overtime requirement is not met in Step 2, employer will draft according to seniority the Employee who has refused 2 consecutive overtime opportunities, from the current shift, in order to fill the overtime need.

Should the most senior Employee (s) reject the overtime opportunity, the Employer shall offer the work to the next available, qualified Employee(s) on the seniority list within the Shift. Should an insufficient number of qualified Employees agree to work overtime through this procedure, the Employer may assign overtime to available, qualified Employees by reverse seniority. It is the intent of this procedure that overtime work is distributed among available, qualified Employees within their respective Shifts as equally as possible. For purposes of this Section, an Employee who rejects two consecutive overtime opportunities will be drafted for the next offer of overtime.

Nothing in this Article shall prevent the Company from offering overtime to part time employees first before offering overtime to full time Employees.

Notwithstanding the foregoing, an Employee shall not be required to remain on duty for more than twelve (12) consecutive hours, except in an emergency situation or when no other Employee is available for relief. The existence of an emergency situation and availability of relief shall be determined at the Employer's reasonable discretion. Should a dispute arise among the Employer, Employee and/or Union regarding the existence of an emergency situation, or the availability of relief, the Employee shall continue working as directed by the Employer.

Handwritten signatures and initials, including a large stylized signature and several smaller initials, located at the bottom right of the page.

SECTION 1

Effective August 1, 2007, the normal workweek will be from 0001 Sunday to 2400 Saturday. A work day shall begin at the start of an employee's shift and continue for a period of twenty-four (24) hours.

SECTION 2

Employees called in to work on their off-duty day(s) or drafted to cover overtime, will not be scheduled off during the same workweek to avoid the payment of overtime.

SECTION 3

It is agreed that work available over and above the regular workweek shall be distributed as equally as reasonably possible to all employees.

**ARTICLE XI
STRIKES AND LOCKOUTS**

The Union, its officers and members agree that for the duration of this Agreement there shall be no strikes, sympathy strikes, sit down, slow-downs, stoppages of work or any acts of any nature which would interfere with the proper and efficient manning of posts and performance of inspector duties and no picketing of any kind. The Company agrees that for the duration of this Agreement there shall be no lock-outs. Failure or refusal on the part of any employee of the Company to comply with any and all provisions of this Section shall be sufficient grounds for penalty of discharge.

**ARTICLE XII
VACATION**

Full Time Officers will receive vacation time after 6 months of completed service on the contract, not with the contractor, from their date of hire, in accordance with the following schedule.

- 0- 6 months 48 hours
- 6 months to 2 years of service 96 hours
- 3 years to 6 years 120 hours
- 6 years and above 160 hours

Vacation requests will be submitted at no more than 30 days in advance, through the chain of command. Under special circumstances, as approved by the Contract Manager an employee may request vacation time off more than 30 days prior. Once the request is approved it can not be bumped

SICK LEAVE

Full-time waged personnel are eligible for five (5) days of sick leave per year, accrued at the rate of .0192 hour for every hour worked, up to 40 hours per week. Sick leave is available for use as it is accrued. Employees who are absent due to sickness may be required to provide a doctors certification of illness when absent for more than three (3) consecutive work days, or when the absence occurs before, after, or on a Holiday, or when the absence occurs on the day before or after a vacation period or off day, or when there is suspicion of abuse.

Personnel may carry over 20 hours of unused of sick leave into the next contract year. Personnel may utilize sick leave as personal leave in the case of a bona fide family emergency. Employees may be requested to provide verification of the emergency if abuse is suspected

SECTION 1

In the event of separation or termination of employment, after one or more years of employment, an employee shall be paid for all available sick and vacation earned and not used up to the time of separation.

SECTION 2.

Vacation & Sick time earned during the current year will be paid into the estate of a deceased employee, provided he has completed twelve (12) months continuous service.

SECTION 3

Vacation requests must be submitted no more than sixty and no less than thirty days prior, except in emergency circumstances, which the employer may request proof of. Once a vacation request is approved, senior officers can not bump a junior Employee and over ride that approval. All vacation requests will be approved based on seniority at the time of the request.

ARTICLE XIII

MILITARY LEAVE OF ABSENCE

An employee who is a member of a reserve component of the Armed Forces or the National Guard who is required to enter annual training duty shall be paid his normal straight time earnings, including shift differential where applicable, up to a maximum of ten (10) work days each calendar year. The amount due the employee under this paragraph shall be reduced by the amount received from the government body identified with such training duty for the period of such duty (up to the maximum period mentioned above). Such items as subsistence, rental and travel allowance shall not be included in determining pay received from state or federal government. In the event a recognized holiday(s) falls within the term of such a leave, no deduction will be made from the ten (10) days of pay to which the employee is eligible as a result of such holiday(s). This does not apply for Employee called to active duty status.

**ARTICLE XIV
EQUAL OPPORTUNITY**

During the performance of this contract, the parties agree as follows:
The Company will not discriminate against any employee or applicant for employment of race, color, religion, sex, age, handicap, disabled veteran, veteran of Vietnam era or origin. The Company will take affirmative action to ensure that applicants are employed and employees are treated during employment without regard to their race, color, religion, handicap, and disabled veteran, veteran of Vietnam era or national origin. Such actions include but not be limited to the following: Employment, promotions, upgrading, transfer; recruitment or recruitment advising, layoff or termination; rate of pay or compensation; and selection for training, including apprenticeship.

**ARTICLE XV
WAGE RATES & COMPENSATION**

SECTION 1 WAGES

Effective August 1, 2007 the employer agrees to pay the Officers working on this following rates of pay:

Upon Date of Hire
After 6 Mos. of Employment.
After 12 Mos. of Employment
After 18 Mos. of Employment
After 24 Mos. of Employment

(b)(4)

Effective August 1, 2008 the employer agrees to pay the Officers working on this following rates of pay:

Upon Date of Hire	\$**
After 6 Mos. of Employment.	\$**
After 12 Mos. of Employment	\$**
After 18 Mos. of Employment	\$**
After 24 Mos. of Employment	\$**

Effective August 1, 2009 the employer agrees to pay the Officers working on this following rates of pay:

Upon Date of Hire	\$**
After 6 Mos. of Employment.	\$**
After 12 Mos. of Employment	\$**
After 18 Mos. of Employment	\$**
After 24 Mos. of Employment	\$**

SECTION 2 HEALTH & WELFARE

Effective December 1, 2008, Employer agrees to pay H&W funds, to the Union Health Plan, for all employees covered by this agreement at the following rates of pay for all hours paid, up to 40 hours per week.

Effective December 1, 2007	██████████	for all hours paid, up to 40 hours per week.
Effective August 1, 2008	\$**	
Effective August 1, 2009	\$**	

** The parties agree that either party may reopen negotiations for amendments to Article XV Section 1&2, Wages and Health and Welfare at any time after May 1 and before June 1, for all years governed by this contract, by giving written notice to the other party. Any final agreement resulting from said negotiation shall be incorporated into the terms of this agreement. All provisions of this Agreement, shall remain in force during the terms of the negotiations and any resulting arbitration, and for the remainder of the terms of this agreement.

SECTION 2: POST PREMIUMS

POST 3

Certified full-time employees assigned to Post 3 (Emergency Response/ Fire Brigade) will be paid one dollar (\$1.00) per hour in addition to their base hourly rate for all hours worked. Part-time employees who are certified in Post 3 operations will be paid the above premium only when scheduled and assigned to work Post 3.

ERT (Emergency Reaction Team)

Full-time employees, who meet the qualifications and are selected, will be paid one dollar (\$1.00) per hour in addition to their base hourly rate for all hours worked.

Employees must pass the following physical fitness standards in order to be eligible for the ERT:

Minimum of 25 pushups in one (1) minute

Minimum of 25 sit ups in one (1) minute

Maximum time of 15:28 for one and a half mile run

Obstacle Course - Officers will be required to run the obstacle course. If the obstacle course is not available, the officer will be required to complete the course at the next available opportunity.

Once the team members are assigned they will be required to attend a two week basic SWAT course that will be held at the Michoud facility. It is not mandatory that members of the ERT Team be on call and Employees can not be assigned to both Post 3 and ERT

Coastal International Security, Inc.
SPFPA Local 710

[Signature] 11/16/07

SECTION 3. 401K

Effective August 1, 2007, the Company will contribute (b)(4) per hour towards the individuals Company sponsored 401K.

The Company contributions are for each full hour worked during the regularly scheduled work day of each full-time employee, not to exceed eight (8) hours per day or forty (40) hours per week or when the employee is on any other company pay status at a straight time rate not to exceed eight hours per day or forty (40) hours per week. Employees may elect to contribute through payroll deduction in even \$5.00 increments additional money to this 401K company plans.

SECTION 5. GEAR UP & GEAR DOWN

Gear up & Guard Mount inspections will be held 10 minutes prior to every shift. Failure to attend guard mount will be considered tardiness and may result in progressive discipline. Each officer will be paid 10 minutes of Gear Down per shift for a total of 20 minutes per shift.

ARTICLE XVI DUES CHECK-OFF

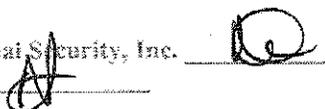
SECTION 1

After receipt from an employee of a deduction authorization on the form, the Company will make deductions from the employee's wages for Union dues in the amount and frequency set forth in the authorization, PROVIDED that deductions for dues will be made from each pay period, and the Company shall have no obligation to collect dues of any employee whose earnings in the week are insufficient to cover the dues.

For employees on part-time status, Union dues will be deducted on the basis of the number of hours that they work within the month. Dues will not be deducted from the pay of part-time employees who work less than ten (10) hours in the month, one hour of pay will be deducted from the pay of part-time employees who work more than ten (10) hours but less than twenty (20) hours in the month, and two hours of pay will be deducted from the pay of part-time employees who work twenty (20) or more hours in the month.

SECTION 2

Dues collected by the Company pursuant to this Article shall be paid to the Union monthly, no later than the 10th of each month for dues collected in the prior month. A check will be mailed to the International SPFPA Treasurer along with a dues check off list. The Union shall save the Company harmless from any loss on account of its performance under this Article.



**ARTICLE XVII
SHIFT DIFFERENTIAL**

A shift differential of (b)(4) per hour will be paid for the entire shift in which a majority of hours worked fall between the hours of 2:00 P.M. and 10:00 P.M.

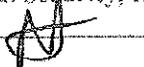
A differential of (b)(4) per hour will be paid for the entire shift in which the majority of the hours worked fall between the hours of 10:00 P.M. and 6:00 A.M.

**ARTICLE XVIII
JURY DUTY**

A leave of absence shall be granted to an employee who has been summoned for jury duty or subpoenaed as a witness. The employee will present the summons or subpoena to their supervisor upon receipt. Employees shall be compensated based on their normal straight time rate for up to eight (8) hours for each scheduled workday missed, up to a maximum of ten (10) days per summons. Personnel will be required to produce evidence that they were called and required to serve on a jury or as a witness on the days for which compensation is requested.

**ARTICLE XIX
BEREAVEMENT**

Full time employees will be granted an excused absence for such time as may be reasonably needed for the purpose of attending or arranging a funeral for a member of his/her immediate family and will be paid his/her straight time rate for any and all of three (3) regularly scheduled work days which may include the day following the funeral. The definition of "immediate family" will be: spouse, children, brother, sisters, parents and/or guardians, step-parents, grandparents, and parents-in-law, daughters-in law, sons-in-law, brothers-in-law and sisters-in-law of the employee. Proof of relation and death may be requested by the Company.



**ARTICLE XX
DISCIPLINE**

SECTION 7.1 PROGRESSIVE DISCIPLINES

The Employer shall not discharge, suspend, or otherwise discipline any Employee covered by this Agreement without just cause. Generally, discipline shall be applied in the following manner:

- a. With respect to an Employees first offense of any manner, the Employee will be given a verbal reprimand within five (5) days of the date the offense is noted.
- b. When an Employee has a second offense of any manner, the Employee will be given a written reprimand within five (5) days of the date the offense is noted.
- c. When an Employee has a third offense of any manner, the Employee shall be suspended without pay for a period of one to three days at the sole discretion of the Employer.
- d. With respect to an Employee fourth offense of any manner, the Employee shall be terminated.
- e. All discipline that are more than 15 months old will not be considered for progressive discipline.

SECTION 7.2 UNEXCUSED TARDINESS

Discipline for unexcused tardiness of 15 minutes or less shall be applied as follows. This tardiness is defined from the start of guard mount as specified in Article VI. Management reserves the right to reassign scheduled duties to another Officer for that day if the scheduled employee is 15 minutes or more late. Unexcused tardiness is defined as failure to call-in, or failure to provide a verifiable excuse for the tardiness. Acceptable reasons that may result in excused tardiness include, but are not limited to, situations that are outside of the employee's control (example: documented public transit breakdown, weather related delay, or documented sudden serious illness)

- a. With respect to a first unexcused tardiness, the Employee shall be given a verbal reprimand within five (5) days of the date the offense is noted.
- b. With respect to a second unexcused tardiness, the Employee shall be given a written reprimand within five (5) days of the date the offense is noted.
- c. With respect to a third unexcused tardiness, the Employee shall be suspended without pay for a period of one to three days at the sole discretion of the Employer.
- d. With respect to a fourth unexcused tardiness, the Employee shall be terminated.

SECTION 7.3 CALL-OFF

It shall constitute an offense for an Employee to cancel work (call off) without providing the Employer with a minimum of six (6) hours notice or, if such notice is not possible, as much advance notice as practical under the circumstances. If an Employee fails to report to work without advance notice, and appears more than fifteen (15) minutes after the start of guard mount, they may, in addition to any discipline provided in Section 7.2 of this Article, be sent home without pay. However, the Employee shall not be disciplined if it is determined in the Employer's reasonable discretion that the occurrence was due to circumstances beyond the Employee's control.

Any Employee who fails to provide notice of an absence and fails to appear for work, may, at the Employer's sole discretion, be suspended without pay for a period of three days. A second occurrence of this infraction may, at the Employer's sole discretion, result in the Employee's termination. However, the Employee shall not be terminated if it is determined in the Employer's reasonable discretion that the second occurrence was due to circumstances beyond the Employee's control. (Example: public transit breakdown, weather related delay, sudden serious illness)

Officers who are calling off must have available sick leave, and their time off from work will be charged to sick leave unless no sick leave is available then it will be charged to vacation time. An employee's absence will be deemed excessive if they exceed the amount of sick leave an Employee receives per year in accordance to the CBA.

SECTION 7.4 SERIOUS OFFENSES

Notwithstanding the foregoing, an Employee is subject to immediate discharge for proven offenses to include, but not limited to, the following:

- a. Drinking or being under the influence of alcohol, illegal drugs, or controlled substances while on duty.
- b. Use or possession of unlawful drug stimulants or alcoholic beverages on the job of job site.
- c. Refusal to submit to drug or alcohol testing as provided in the Drug and Alcohol Testing Policy as may be required under Article XXVIII of this Agreement.
- d. Weapons:
 - Improper use, misplacement, or loss of a firearm, ammunition, OC Spray, baton or handcuffs.
 - Unauthorized or unlawful discharging of a firearm while on duty.
 - Carry a concealed weapon on Government facilities
 - Un-holstering a weapon except for eminent use to protect your life, the life of another person, or to prevent the commission of a felony offense such as

murder, rape, armed robbery, kidnapping, etc. Should a Supervisor direct an Officer to un-holster a firearm for any other reason, the Supervisor is held liable for the offense.

- Carrying an issued weapon off the defined property of the contract or in unauthorized areas.
- e. Possession on the job of a private firearm or other weapon not issued by the Employer pursuant to contract.
- f. Making a willful false statement on an application for employment, Government required form, a gun permit, or a security clearance.
- g. Violations of general or specific Post Orders or directives to include, but not limited to, inattention to duty, sleeping while on duty or abandoning post.
- h. Neglect of duty, which could cause a claim or penalty to be assessed against the Employer.
- i. Causing or engaging in a strike or work stoppage or other conduct in violation of Article X of this Agreement.
- j. Falsifying, concealing, removing, mutilating, damaging or destroying official documents or records, except for the systematic purging of files or records at the direction of the Employer in accordance with established timetables.
- k. Committing an assault, including the making or uttering of verbal or physical threats.
- l. Accepting bribes, enabling a person to secure stolen property, or permitting unauthorized access to classified material.
- m. Engaging in harassment, sexual harassment or discrimination toward the client, other Employees, or visitors.
- n. Commission of a criminal act that violates any rules, regulations or established practices of the Government.
- o. Willfully falsifying time records, post logs, incident reports and/or other documents.
- p. Gross insubordination toward the Employer or supervisors or insubordination toward the client.
- q. Improper or unauthorized use of Government equipment.

SECTION 7.5 OTHER PROVISIONS

Consistent with the provisions of this Article, the Employer has the right to determine the level and degree of discipline. Disciplinary action shall not be taken without just cause. Under normal circumstances, corrective progressive disciplinary action is taken following a thorough review of the incident, as is stated in the preceding provisions of this Article. In addition, it may be proper to give employee one or more written warnings in some cases before giving a disciplinary suspension. In such situations requiring discipline, the circumstances must be known and each action taken on the merits of the case. The Employer's failure to impose greater or any disciplinary action against an employee shall not be used as the principal evidence to support a grievance by or on behalf of another Employee. The Employer retains the right to suspend an Employee without pay for a limited period of time pending the outcome of a disciplinary investigation. Should the Employee be exonerated following the investigation, they will be entitled to back pay for the work-time scheduled during the period of suspension

ARTICLE XXI GENERAL CONDITIONS

SECTION 1

The Company and the Union agree to comply with all Federal and State laws or regulations which are applicable to the Company's operation. Each employee will be furnished a copy of CIS Employee handbook, including current safety rules and will be instructed in safety practice by the Company. Both parties agree to use all means at its disposal to enforce the observance of all safety rules and regulations.

SECTION 2

Supervisors and non-bargaining unit personnel will not perform bargaining unit covered work except in the case of emergency, for purposes of training and/or instructing in-unit personnel, and/or making surveys to determine the, extent of security requirement needed.

SECTION 3

The Company will furnish uniforms. Such uniforms will conform to specifications established by the Company and/or applicable Government authority. The Company will continue to provide such protective clothing and equipment as it deems necessary to employees. Employees are responsible to return all issued uniforms and equipment within seven (7) days of separation or termination. Failure to return all issued equipment & uniforms can result in the Employer deducting cost of such items from Employees final pay.

SECTION 4

The Company will provide bulletin boards upon which committeepersons and other Union officers may post notices pertaining only to business of the Union. The location of the bulletin boards will be mutually agreed upon.



SECTION 5

It is understood that part-time employees will not be eligible for the following fringe benefits as provided in the Agreement:

- Holiday pay, unless work performed is on the holiday
- Jury duty
- Bereavement Leave

This contract shall become enforceable on the date signed by both the Company's representatives and the Union's representatives. All economics will become effective on the dates specifically outlined within this document.

FOR: Coastal International Security, Inc

Nicole A. Terrell
Nicole A. Terrell
Labor Relations

10/26/07
Date

FOR: The International Union Security, Police and Fire Professionals of America & it's Amalgamated Local #710

LOCAL #710

Nathan S. Jones
Signature

Nathan S. Jones
Name

Pres. Local 710
Title

10/23/07
Date

SPPFA International

Bobby R. Jenkins
Signature

Bobby R. Jenkins
Name

Vice-President Region-10
Title

10-23-07

Coastal International Security, Inc. _____
SPPFA Local 710 A

**AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT
BETWEEN
COASTAL INTERNATIONAL SECURITY, INC.
AND THE SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA
AND IT'S AMALGAMATED LOCAL #710**

August 25, 2008

This Amendment to the Collective Bargaining Agreement between Coastal International Security, Inc. and the Security, Police and Fire Professionals of America and it's Amalgamated Local #710 is made as an amendment to the Collective Bargaining Agreement between the Company and the Union that went into effect on October 12, 2007. The Agreement is amended as follows:

WAGE RATES AND SCHEDULES

SECURITY OFFICER	Current	10/1/2008	10/1/2009	10/1/2010
At Date of Hire	(b)(4)			
After 6 months				
After 12 months				
After 18 months				
After 24 months				
FIRE BRIGADE				
At Date of Hire				
After 6 months				
After 12 months				
After 18 months				
After 24 months				
ERT OFFICER				
At Date of Hire				
After 6 months				
After 12 months				
After 18 months				
After 24 months				

The Company will continue to pay Shift Differential, as described in Article XVII of the Agreement. No other post premiums shall be paid.

HEALTH AND WELFARE RATES AND SCHEDULES

ALL EMPLOYEES	Current	10/1/2008	10/1/2009	10/1/2010
At Date of Hire	(b)(4)			

All other provisions, terms and conditions of the Agreement, as previously amended and except as provided herein, shall continue in full force and effect.

SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA,
AND ITS AMALGAMATED LOCAL 710

By: Bobby R. Jenkins
Bobby R. Jenkins, Regional Vice-President

Date: 8-25-08

By: Nathan S. Jones
Nathan S. Jones, President, Local 710

Date: 8/26/08

COASTAL INTERNATIONAL
SECURITY, INC.

By: Sean J. Engelin
Sean J. Engelin, Director, Labor Relations

Date: 8/26/08

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN
MICHLOUD ASSEMBLY FACILITY
UNIFORMED SECURITY SERVICES SUPERVISORS
AND
COASTAL INTERNATIONAL SECURITY, INC.**

This agreement is entered into by the Michoud Assembly Facility Uniformed Security Services Supervisors (the "Supervisors") and Coastal International Security, Inc. (the "Company").

For purposes of this agreement, the bargaining unit shall consist of all regular full-time and part-time uniformed security services supervisors and all non-exempt personnel with a rank of Lieutenant, Sergeant, or Investigator employed by the Company at the Marshall Space Flight Center in Huntsville, AL.

This agreement shall be binding on both the Supervisors and the Company, their successors and assigns.

The Company agrees to pay to the Supervisors the following wages and fringe benefits:

WAGES

The Company agrees to pay Supervisors covered by this agreement at the following rates per hour:

Current

Sergeant
Lieutenant
Investigator

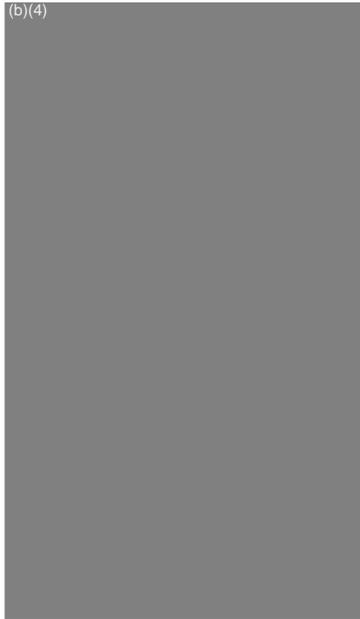
Differentials
2nd Shift
3rd Shift

Effective 10/1/08 to 9/30/09

Sergeant
Lieutenant
Investigator

Differentials
2nd Shift
3rd Shift

(b)(4)



Effective 10/1/09 to 9/30/10

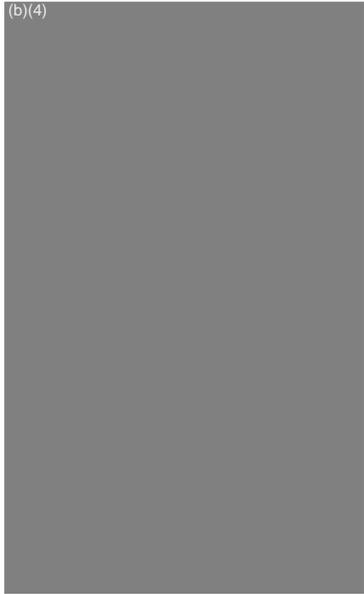
Sergeant
Lieutenant
Investigator

Differentials
2nd Shift
3rd Shift

Effective 10/1/10 to 9/30/11

Sergeant
Lieutenant
Investigator

Differentials
2nd Shift
3rd Shift



HEALTH & WELFARE

The Company agrees to pay Supervisors covered by this agreement at the following H&W rate per hour. In lieu of paying H&W in cash, the Company will provide a health insurance plan.

Current

All Employees (b)(4) regular hour paid up to 40 per week

Effective 10/1/08 to 9/30/09

All Employees (b)(4) regular hour paid up to 40 per week

Effective 10/1/09 to 9/30/10

All Employees (b)(4) regular hour paid up to 40 per week

Effective 10/1/10 to 9/30/11

All Employees (b)(4) regular hour paid up to 40 per week

401K CONTRIBUTION

CURRENT AND CONTINUING

The Company will contribute (b)(4) per hour worked toward the supervisors' individual Company-sponsored 401k.

VACATION

CURRENT AND CONTINUING:

Full-time supervisors will receive vacation time after 6 months of completed service on the contract, not with the contractor, from their date of hire, in accordance with the following schedule:

- | | |
|----------------------------------|-----------|
| • 0-6 months | 48 hours |
| • 6 months to 2 years of service | 96 hours |
| • 3 years to 6 years | 120 hours |
| • 6 years and above | 160 hours |

HOLIDAYS

CURRENT AND CONTINUING:

Normally, salaried employees will not be required to work on a holiday. Non-salaried employees will receive 8 hours of holiday pay plus their actual time worked. The holidays recognized under this contract are as follows:

1. New Years day
2. Mardi Gras
3. Day after Mardi Gras
4. Memorial Day
5. Independence Day/Fourth of July
6. Labor Day
7. Thanksgiving Day
8. Day after Thanksgiving
9. Christmas Eve
10. Christmas Day

BEREAVEMENT LEAVE

CURRENT AND CONTINUING:

Full time employees will be granted an excused absence for such time as may be reasonably needed for the purpose of attending or arranging a funeral for a member of his/her immediate family and will be paid his/her straight time rate for any and all of the three (3) regularly

scheduled work days which may include the day following the funeral. The definition of "immediate family" will be: spouse, children, brothers, sisters, parents and/or guardians, step-parents, grandparents, and parents-in-law, daughters-in-law, sons-in-law, brothers-in-law and sisters-in-law of the employee. Proof of relation and death will be provided to Coastal.

JURY DUTY

CURRENT AND CONTINUING:

A leave of absence shall be granted to an employee who has been summoned for jury duty or subpoenaed as a witness. The employee will present the summons or subpoena to their supervisor upon receipt. Employees shall be compensated based on their normal straight time rate for up to eight (8) hours for each scheduled workday missed, up to a maximum of ten (10) days per summons. Personnel will be required to produce evidence that they were called and required to serve on a jury or as a witness on the days for which compensation is requested.

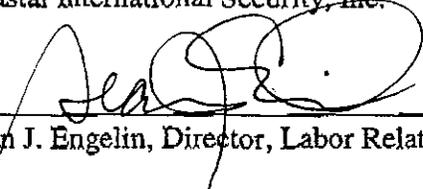
PERSONAL / SICK LEAVE

CURRENT AND CONTINUING: ~

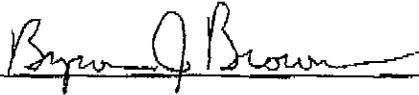
Full time personnel are eligible for five (5) days of personal/sick leave per year, accrued at the rate of .0192 hour for every hour worked, up to 40 hours per week.

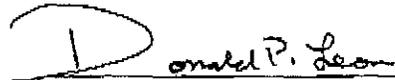
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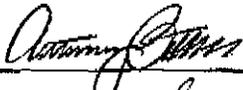
Coastal International Security, Inc.

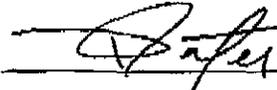
By: 
Sean J. Engelin, Director, Labor Relations

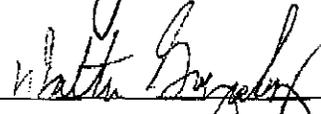
Supervisors:

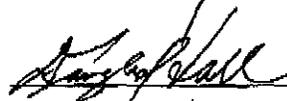

Byron J. Brown


Donald P. Leon

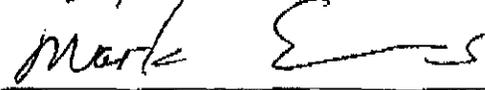

Anthony [unclear]

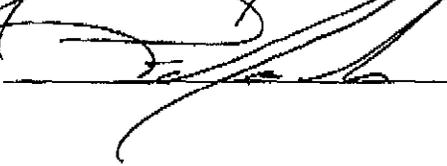

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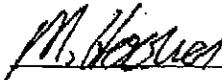

Walter [unclear]


[unclear]


James [unclear]


Mark [unclear]


[unclear]


M. [unclear]