

**BRIDGE AGREEMENT**  
**Between URS Federal Services and the**  
**International Association of Machinist and Aerospace Workers**

**Whidbey Island, WA**

This Bridge Agreement is made and entered into by and between URS Federal Services, Inc., (hereinafter referred to as the Company) and the International Association of Machinist and Aerospace Workers, AFL-CIO, District Lodge 751 (hereinafter referred to as IAM or the Union).

Whereas, the Union has been a party to a Bridge Agreement with L-3 Communications, Contract Field Support (CFS) entered into the 29<sup>th</sup> day of November 2012, bridging a predecessor Collective Bargaining Agreement between the Union and URS dated August 1, 2011 through and including the 31<sup>st</sup> day of July 2015 for work covering certain Contract Field Team (CFT) operations at the NAS Whidbey, Oak Harbor, WA; and

Whereas, effective January 1, 2015, L-3 Communications CFS will no longer be the contractor for NAS Whidbey and covered by the aforementioned Collective Bargaining Agreement; and

Whereas, effective January 1, 2015, URS Federal Services, Inc., will become the prime contractor for designated CFT operations at NAS Whidbey, Oak Harbor, WA which remains covered by the predecessor CBA established by URS in 2011 through and including July 31, 2015; and

Whereas, URS Federal Services will recognize the Union effective January 1, 2015; and

Whereas, URS Federal Services is not assuming any practices previously established under the existing bridge agreement with L-3 Communications CFS, other than specifically provided herein; and

Whereas, URS Federal Services and the Union wish to establish the wages, fringe benefits, terms, and conditions of employment that will prevail for those employees hired by the Company for its operations referenced herein effective January 1, 2015;

Now, therefore, the Company and the Union agree as follows:

1. The CBA previously established between the parties dated August 1, 2011 through July 31, 2015, will become effective on January 1, 2015.
2. Article 5: The Union agrees to provide the Company with updated dues deduction authorizations for CFT, Whidbey Island employees. The Company will accept prior authorizations to set up deductions but will require URS authorizations to continue said deductions.

Incorporate prior MOA revisions to Article 5:

**Section 1. (c)** – All employees of the Company subject to the terms of this Agreement shall, as a condition of employment, become and remain members in good standing of the Union. This requirement shall take effect thirty-one (31) days following the beginning of employment in a position covered by this agreement. The only obligation imposed by this section shall be the payment of regular or periodic dues or representation fees.

**Section 1. (d)** – Delete.

All other provisions of Article 5 remain unchanged and in full force and effect.

3. Only those employees listed and attached hereto and those employed with the Company on January 1, 2015 will retain recall rights under the CBA.
4. Effective January 1, 2015, URS Federal Services will pay to its employees in the functional areas referenced herein who are represented by the Union the straight-time hourly wage rates for their

respective classifications as listed in Article 16, Wages and Job Classifications, of the aforementioned CBA. Wages will be paid on a bi-weekly basis, one week in arrears. The following job classifications and wages rates will be added to the CBA.

Job Classification	1/1/2015	
Aircraft Logs & Records Technician	\$	22.84
Aircraft Life Support Equipment Mechanic I	\$	30.81
Aircraft Life Support Equipment Mechanic II	\$	32.36

- Article 18 - Effective January 1, 2015, URS Federal Services agrees to provide benefits as listed in the CBA. Revisions may be made for compliance with the Affordable Care Act (ACA). Should there be any inconsistency or misunderstanding, the plan document regarding each benefit plan will govern.

The Company will make available Medical and Dependent Flexible Spending Accounts (FSAs) to employees covered under this Agreement.

- Article 19, Pension and 401k, Section 4 – The Pension contribution effective January 1, 2015 will be \$.60 per hour, up to a maximum of forty hours per week.
- This Bridge Agreement and the CBA referenced herein constitutes the sole and entire existing Agreement between the parties. This Bridge Agreement completely and correctly expresses all of the rights, obligations, and restrictions retained by or imposed upon the parties to this Bridge Agreement.

Any supplements, amendments, or modifications to this Bridge Agreement that are mutually agreed upon must be reduced to writing and signed by both parties.

AGREED:

URS Federal Services, Inc.

AGREED:

International Association of Machinist and  
Aerospace Workers

\_\_\_\_\_  
Lester W. Jordan, Director, Employee &  
Labor Relations

\_\_\_\_\_  
Jon Holden, President, Directing Business  
Representative

\_\_\_\_\_  
Date:

### Recall List

Name	Skill Classification	Seniority Date
John Mckittrich	Aircraft Mechanic I	6/29/2009
Erik Nyberg	Aircraft Mechanic I	10/9/2009
Carlos Perez	Aircraft Mechanic I	11/2/2009
Todd Forrest	Aircraft Mechanic I	11/15/2011
Paul Jung	Aircraft Mechanic I	11/22/2011
Ernie Deluna	Aircraft Mechanic II	10/1/2003
Dominic Peacock	Aircraft Mechanic II	5/1/2009
T Goodman	Aircraft Mechanic III	11/9/2009
kenneth Obrien	Aircraft Mechanic III	6/25/2010
Peter Rutter	Aircraft Painter	8/28/2012
Christipher Schule	Aircraft Worker	3/20/2009
Scott Fisher	Aircraft Worker	11/20/2009
Marc Belcher	Aircraft Worker	2/22/2011
Issac Allen	Aircraft Worker	3/22/2011
Rebecca Miller	Aircraft Worker	3/29/2011
Sean slattery	Aircraft Worker	5/16/2011
Jeffrey Hollis	Aircraft Worker	6/7/2011
Brandon Bahr	Aircraft Worker	6/14/2011
Joe Henderson	Aircraft Worker	7/19/2011
Adam Fedewa	Aircraft Worker	9/6/2011
Preston Burroughs	Aircraft Worker	11/1/2011
Scott Pereyda	Aircraft Worker	1/24/2012
Abraham Demotta	Aircraft Worker	1/30/2012
Eric Young	Aircraft Worker	1/30/2012
Rosendo Deguzman	Aircraft Worker	1/30/2012
Brian Maltbie	Aircraft Worker	2/7/2012
Jeffrey Scarp	Aircraft Worker	2/7/2012
Daniel Leeper	Aircraft Worker	2/21/2012
Robert Strohl	Aircraft Worker	3/27/2012
Jordan Moffett-Carvalho	Aircraft Worker	4/17/2012
Terrence Stiff	Aircraft Worker	7/10/2012
Margeen Boyer	Aircraft Worker	9/11/2012
Leeon Stecher	Production Clerk	9/27/2011
Donna Bernardini	Supply Technician	3/20/2009