

COLLECTIVE BARGAINING AGREEMENT

Between

**United Food and Commercial Workers
District Local 431
Davenport, Iowa**

And

**VVS, Inc.
Cozad, Nebraska**

Effective: August 1, 2019

Expires: July 31, 2023

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AGREEMENT

This agreement is made between VVS, Inc., Cozad, Nebraska, for its Waterloo, Iowa cafeteria (hereinafter referred to as the Company) and the United Food & Commercial Workers International Union (hereinafter referred to as the Union), on behalf of its Local Union, 431.

ARTICLE 1 PURPOSE OF AGREEMENT

Section 1: It is the intent and purpose of the parties hereto that this Agreement shall promote and improve the industrial and economic relationships between the Company, the Union, and its members as set forth herein; and to set forth herein rates of pay, hours of work, and other conditions of employment to be observed between the parties hereto.

Section 2: It is recognized by both parties that they have mutual interest and obligation in maintaining friendly cooperation between the Company and the Union which will permit safe, economical, and efficient operation of the cafeteria.

ARTICLE 2 RECOGNITION

VVS, Inc., hereby recognizes the United Food and Commercial Workers International Union and Local 431 as the sole and exclusive bargaining agency for employees in the bargaining unit which includes food production employees and vending fill employees at the Company's Waterloo, Iowa facility, but excluding office, clerical, bookkeeping, collection, supervisors, managers, and professional employees, as defined in the Act.

ARTICLE 3 NON-DISCRIMINATION

The Company and Union agree not to discriminate against any applicant or employee of the Company regardless of race, sex, color, creed, age, nationality, disability, political affiliation, veteran status, religion, or membership in the Union.

The Union recognizes the Company's obligation to make reasonable accommodation to the disability of applicants and/or employees in accordance with the Americans with Disabilities Act. In the event such an accommodation is necessary and is in conflict with any provision of this agreement, the Company and the Union shall meet to discuss such accommodation. However, no such accommodation shall result in