

**LETTER OF INTENT by and between GOOD GUARD SECURITY, INC
and SERVICE EMPLOYEES INTERNATIONAL UNION,
UNITED SERVICE WORKERS WEST**

Good Guard Security, Inc ("the Employer"), upon being awarded a Contract to provide Services ('Service Contract') where the employees are represented by Service Employees International Union, United Service Workers West ("the Union"), and the Union agree to the following terms:


The Employer will:

- (1) Retain all current employees and thereby recognize USWW as the employees' exclusive agent for collective bargaining; and
- (2) Sign, and adhere to all terms and conditions of, the current Master Collective Bargaining Agreement between the predecessor contractor and the Union; and subsequently
- (3) Honor the Union seniority dates of all Continuing Employees for all purposes; and
- (4) Honor the wage rates and benefit levels of all Continuing Employees; and
- (5) Maintain existing schedules and work hours of all Continuing Employees, subject to the right of the Awarding Authority to require new specifications in which cases changes will be made per the terms of the Collective Bargaining Agreement; and
- (6) Work cooperatively with the Union and its representatives to address any issues arising in the contractor transition.

The Union will not oppose the Employer's bid for the Service Contract and will recognize the Employer as a legitimate Union Bidder for all intents and purposes moving forward.

AGREED FOR THE UNION:

SERVICE EMPLOYEES INTERNATIONAL UNION,
UNITED SERVICE WORKERS WEST


By:  _____

Name: Sanjay Garla

Date: 2/9/23

AGREED FOR THE EMPLOYER:

GOOD GUARD SECURITY, INC

By:  _____

Name: Shawn Helmandi

Date: 02/10/23