

Memorandum of Agreement  
Between  
Collins Building Services, Inc  
And  
Office & Professional Employees International Union, AFL-CIO

January 1, 2022 until December 31, 2025

Article XXIII Wages, Increases

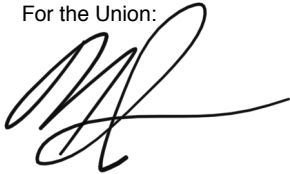
The Employer agrees to increase the base wages of all bargaining unit employees by the following:

1. Retroactive to January 1, 2022: One Dollar per hour
2. Effective January 1, 2023: Ninety Cents per hour
3. Effective January 1, 2024: Eighty Cents per hour
4. Effective January 1, 2025: Eighty Cents per hour

Article VIII Holiday, Religious Observances

The Employer agrees add: "Juneteenth" commencing June 19, 2022.

For the Union:



Jason Garcia Chief Shop Steward

For the Employer:



Jason Sardinias, VP HR  
Collins Building Services

February 10, 2022