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Introduction and Purpose

This Collective Bargaining Agreement (the "Agreement") is made and entered into by and between DocuPal Demo, LLC, located at 23 Main St, Anytown, CA 90210, United States ("Employer"), and the Acme Inc Employees Union ("Union").

Purpose

The primary purpose of this Agreement is to establish and maintain a harmonious and cooperative relationship between the Employer and its employees represented by the Union. This Agreement sets forth the terms and conditions of employment for these employees, including, but not limited to, wages, hours, benefits, and working conditions. It aims to promote fair and equitable treatment, ensure a safe and healthy work environment, and provide a framework for resolving disputes.

Scope and Duration

This Agreement covers all employees of ACME-1, located at 3751 Illinois Avenue, Wilsonville, Oregon - 97070, USA, who are members of the Union and are within the bargaining unit as defined and certified by the appropriate labor relations authority. The effective date of this Agreement is January 1, 2024, and it shall remain in full force and effect until December 31, 2026, unless otherwise modified or terminated as provided herein.

Recognition and Union Security

Union Recognition

DocuPal Demo, LLC recognizes Acme, Inc Employees Union as the sole and exclusive bargaining representative for all full-time and part-time production employees. This recognition is based on the union's demonstration of majority support through a secret ballot election. A neutral third party conducted the election to ensure fairness and impartiality.



Employee Coverage

The bargaining unit includes all full-time and part-time production employees of DocuPal Demo, LLC.

Union Membership

Union membership is not a required condition of employment at DocuPal Demo, LLC. Employees have the option to join or not join the Acme, Inc Employees Union.

Union Security

DocuPal Demo, LLC will provide the Acme, Inc Employees Union with a current list of all employees within the bargaining unit. This list will include each employee's name, job title, department, and contact information. The company will update this list regularly, no less than quarterly, to reflect any changes in employment status. DocuPal Demo, LLC will allow the union to post notices and other relevant information on employee bulletin boards in locations typically used for employee communications. The union agrees to not post political or derogatory information. DocuPal Demo, LLC will provide the union reasonable access to the company's facilities for the purpose of conducting union business, such as meeting with employees, investigating grievances, and monitoring compliance with this Agreement. Union representatives will provide reasonable advance notice to the Company of their intent to access the facilities, and such access will not disrupt the Company's operations.

Wages and Compensation

This section outlines the wages, overtime, and other compensation-related terms for employees covered by this Collective Bargaining Agreement. The provisions detailed below are effective from January 1, 2024, through December 31, 2026.

Base Pay Rates

The base hourly pay rates for employees will range from \$18.00 to \$35.00 per hour. These rates are determined by job classification and years of experience within the classification. Specific pay scales for each job classification are detailed in Appendix A of this Agreement.



The following table shows an example of wage progression based on experience for a sample job classification:

Years of Experience	Hourly Rate (USD)
0-1	18.00
1-3	20.00
3-5	23.00
5-7	27.00
7+	30.00

Overtime Pay

Employees will be compensated for overtime work at a rate of one and one-half (1.5) times their regular hourly rate. Overtime pay applies to all hours worked in excess of forty (40) hours in a workweek. Additionally, work performed on designated holidays will be compensated at a rate of two (2) times the employee's regular hourly rate.

Shift Differentials

A shift differential will be provided to employees working evening and night shifts. Employees working the evening shift will receive an additional \$1.00 per hour. Employees working the night shift will receive an additional \$2.00 per hour. The specific hours defining evening and night shifts are outlined in the Company's policy, as amended from time to time.

Annual Bonuses

Eligible employees may receive an annual performance-based bonus. The bonus amount will be up to five percent (5%) of the employee's annual salary. Bonus eligibility and the specific criteria for determining bonus amounts will be based on the Company's performance management system. These criteria will include individual performance, team performance, and overall company performance.



Allowances

Currently, there are no additional allowances provided as part of this agreement. This may be subject to change through mutual agreement during the term of this Collective Bargaining Agreement.

Pay Schedule

Employees will be paid on a bi-weekly basis. Paychecks will be issued every other Friday, covering the preceding two-week period. Employees can elect to receive their paychecks via direct deposit or paper check.

Hours of Work and Scheduling

This section outlines the standard hours of work, scheduling practices, break periods, and related regulations for employees of DocuPal Demo, LLC represented by the Acme Inc Employees Union.

Standard Workday and Workweek

The standard workday consists of eight (8) hours. The standard workweek consists of forty (40) hours.

Scheduling

Work schedules will be posted at least two (2) weeks in advance. Every effort will be made to accommodate employee preferences when creating schedules, but business needs will take precedence. Employees can request changes to their schedules by submitting a written request to their supervisor. Approval of schedule changes is at the discretion of management.

Shift Schedules

Rotating shift schedules will be implemented on a quarterly basis. The specific shift rotations will be determined by management and communicated to employees at least one (1) month prior to the start of each quarter. Employees are expected to work their assigned shifts. Shift swaps between employees are permitted with prior supervisory approval.



Flexible Schedules

Flexible work schedules may be available to employees, subject to management approval. Employees interested in a flexible schedule should submit a proposal outlining their desired work hours and how it will meet the needs of their position and the company. Management will review proposals on a case-by-case basis, considering factors such as operational requirements and employee performance.

Breaks and Rest Periods

Employees are entitled to a fifteen (15) minute paid break for every four (4) hours worked. A thirty (30) minute unpaid lunch break will be provided to employees working more than five (5) consecutive hours. Break times will be scheduled by the supervisor to ensure continuous operation. Employees are expected to take their breaks in designated areas.

Overtime

Work performed beyond eight (8) hours in a workday or forty (40) hours in a workweek will be compensated at the overtime rate of one and one-half (1.5) times the employee's regular hourly rate. Overtime must be authorized in advance by a supervisor. Employees who work overtime will receive either overtime pay or compensatory time off, at the discretion of the company.

Call-In and Call-Back

Employees who are called in to work on their day off will be guaranteed a minimum of four (4) hours of work. Employees who are called back to work after completing their regular shift will be compensated at the overtime rate for all hours worked.

Holiday Scheduling

The Company recognizes the following paid holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day



Employees required to work on a holiday will be compensated at two (2) times their regular hourly rate for all hours worked. A schedule for holiday work will be posted in advance, and employees will have the opportunity to volunteer. If insufficient volunteers come forward, the company will assign holiday work based on seniority.

Leave and Holidays

This section details the leave and holiday entitlements for employees of ACME-1, as agreed upon in this Collective Bargaining Agreement.

Vacation Leave

Employees accrue vacation leave based on their length of service with ACME-1. The accrual rate is as follows:

- **Years of Service:** Less than 1 year
 - **Accrual Rate:** 1 day per month
- **Years of Service:** 1-5 years
 - **Accrual Rate:** 15 days per year
- **Years of Service:** 6-10 years
 - **Accrual Rate:** 20 days per year
- **Years of Service:** Over 10 years
 - **Accrual Rate:** 25 days per year

Vacation time must be requested in advance and is subject to approval by the employee's supervisor, considering operational needs. Employees can carry over a maximum of 5 vacation days into the following year. Any unused vacation time exceeding this limit will be forfeited. Upon termination of employment, employees will be paid for any accrued, unused vacation time.

Sick Leave

Employees accrue sick leave at a rate of 1 day per month, totaling 12 days per year. Sick leave can be used for the employee's own illness or injury, or to care for a sick family member (spouse, child, or parent). Employees must notify their supervisor as soon as reasonably possible when taking sick leave. For absences exceeding three consecutive days, a doctor's note may be required. Unused sick leave can be carried over to the following year, up to a maximum of 30 days. Sick leave is not paid out upon termination of employment.



Personal Leave

Each employee is granted 3 days of personal leave per year, to be used for any purpose. Personal leave requests must be submitted in advance, subject to supervisor approval.

Bereavement Leave

In the event of the death of an immediate family member (spouse, child, parent, sibling, grandparent, or grandchild), employees are eligible for up to 5 days of paid bereavement leave. Additional unpaid leave may be granted at the discretion of the company.

Parental Leave

Eligible employees are entitled to parental leave in accordance with the Family and Medical Leave Act (FMLA). This includes up to 12 weeks of unpaid leave for the birth, adoption, or foster care placement of a child. Employees may also use accrued vacation or sick leave to supplement their income during this time, subject to the relevant policies governing those types of leave.

Holidays

ACME-1 recognizes the following 10 paid holidays per year:

1. New Year's Day
2. Martin Luther King, Jr. Day
3. Presidents' Day
4. Memorial Day
5. Juneteenth
6. Independence Day
7. Labor Day
8. Columbus Day
9. Thanksgiving Day
10. Christmas Day

Employees who are required to work on a designated holiday will be compensated at a rate of double their regular hourly pay for all hours worked on that day, in addition to receiving their regular holiday pay.



Special Leave Provisions

Military Leave

Employees who are members of the National Guard or Reserve are entitled to military leave in accordance with applicable federal and state laws.

Jury Duty Leave

Employees summoned for jury duty will be granted leave. ACME-1 will pay the difference between the employee's regular pay and the compensation received for jury duty.

Leave for Union Activities

Employees who are elected or appointed as union representatives may be granted leave to attend union meetings, conferences, or training sessions. Such leave is subject to reasonable notice and shall not unduly disrupt ACME-1's operations.

Benefits and Welfare

DocuPal Demo, LLC provides a comprehensive benefits package to support the health, financial security, and overall well-being of its employees represented by the Acme Inc Employees Union. The following outlines the specific benefits provided under this Collective Bargaining Agreement.

Health Insurance

The company offers medical, dental, and vision insurance plans to all eligible employees. Employees can choose from available plans during open enrollment. DocuPal Demo, LLC contributes 75% towards the health insurance premiums, with the remaining 25% paid by the employee through payroll deductions. Detailed plan information, including coverage details, deductibles, and co-pays, are available from the Human Resources department.



Retirement Plan (401(k))

Eligible employees can participate in the company's 401(k) retirement savings plan. DocuPal Demo, LLC will match 50% of employee contributions up to a maximum of 6% of the employee's salary. Employees are immediately vested in their own contributions, and employer matching contributions are subject to a vesting schedule as outlined in the plan document. Employees can manage their investments through the plan's designated provider.

Life Insurance

DocuPal Demo, LLC provides basic life insurance coverage to all eligible employees. The coverage amount is [Specify coverage amount or formula here. E.g., equal to one times the employee's annual salary]. Employees have the option to purchase supplemental life insurance for themselves and their dependents through payroll deductions.

Additional Welfare Programs

Details regarding eligibility, enrollment, and specific plan provisions are available from the Human Resources department. The administration of benefits is the responsibility of the Human Resources department. A joint labor-management committee will review the benefits package annually to assess its effectiveness and make recommendations for improvements. This committee will consist of representatives from both DocuPal Demo, LLC and the Acme Inc Employees Union.

Grievance and Dispute Resolution Procedures

This section outlines the process for addressing and resolving any grievances or disputes that may arise during the term of this Collective Bargaining Agreement. ACME-1 and Docupal Demo, LLC are committed to resolving issues fairly and efficiently.



Grievance Initiation

An employee who believes that ACME-1 has violated a provision of this Agreement may raise a grievance. The employee can discuss the issue with their supervisor or union representative.

Dispute Resolution Steps

The following steps will be followed to resolve disputes:

1. **Informal Discussion:** The employee will first discuss the grievance informally with their supervisor. The goal is to reach a mutual understanding and resolve the issue quickly.
2. **Written Grievance:** If the informal discussion does not resolve the issue, the employee, with the assistance of their union representative if desired, must submit a written grievance to the Human Resources (HR) department of ACME-1 within [Number, e.g., 10] business days of the event giving rise to the grievance. The written grievance must include:
 - The date of the alleged violation
 - The specific provision(s) of this Agreement that were allegedly violated
 - A detailed description of the grievance
 - The remedy sought by the employee
3. **HR Review and Response:** HR will review the written grievance and conduct any necessary investigation. HR will provide a written response to the employee and the union representative (if involved) within [Number, e.g., 15] business days of receiving the grievance. The response will state whether the grievance is accepted, denied, or if further investigation is required. If denied, the response will include the reasons for the denial.
4. **Mediation:** If the grievance is denied or the employee is not satisfied with the HR response, the parties will attempt to resolve the dispute through mediation. A neutral mediator will be selected by mutual agreement of ACME-1 and the Union. The mediation session will be held within [Number, e.g., 30] days of the HR response, unless otherwise agreed. ACME-1 and the Union will share the costs of the mediator equally.
5. **Arbitration:** If mediation is unsuccessful, the dispute will be submitted to binding arbitration. The arbitration process will be conducted as follows:



- **Selection of Arbitrator:** ACME-1 and the Union will attempt to agree on a neutral arbitrator. If they cannot agree within [Number, e.g., 10] business days, they will request a list of qualified arbitrators from the Federal Mediation and Conciliation Service (FMCS) or another mutually agreed-upon arbitration service. The parties will then select an arbitrator using a strike-and-rank method.
- **Arbitration Hearing:** The arbitrator will conduct a hearing at which both ACME-1 and the Union will have the opportunity to present evidence and arguments. The hearing will be conducted in accordance with the rules of the FMCS or other agreed-upon arbitration service.
- **Arbitrator's Decision:** The arbitrator will issue a written decision within [Number, e.g., 30] days of the close of the hearing. The arbitrator's decision will be final and binding on both ACME-1 and the Union.
- **Costs of Arbitration:** ACME-1 and the Union will share the costs of the arbitrator equally. Each party will be responsible for its own attorney's fees and other costs associated with the arbitration.

Time Limits

The time limits specified in this grievance procedure are essential to the prompt resolution of disputes. These time limits may be extended by mutual written agreement of ACME-1 and the Union. Failure by the employee or the Union to comply with the time limits at any step will result in the grievance being considered withdrawn. Failure by ACME-1 to respond within the specified time limits at any step will allow the Union to proceed to the next step.

Union Representation

Employees have the right to be represented by the Union at any stage of the grievance procedure. ACME-1 recognizes the Union as the exclusive bargaining representative for all employees covered by this Agreement.

Scope of Arbitration

The arbitrator's authority is limited to interpreting and applying the express provisions of this Agreement. The arbitrator does not have the authority to add to, subtract from, or modify the terms of this Agreement.



Expedited Arbitration

ACME-1 and the Union may agree to use expedited arbitration procedures for certain types of grievances, such as those involving minor disciplinary actions or disputes over work assignments. Expedited arbitration procedures may include shorter time limits, a less formal hearing process, and a quicker decision by the arbitrator.

No Strike/No Lockout

During the term of this Agreement, there will be no strikes, work stoppages, or lockouts. All disputes will be resolved through the grievance and arbitration procedures outlined in this section.

Health, Safety, and Working Conditions

DocuPal Demo, LLC and the Acme Inc Employees Union are committed to providing a safe and healthy working environment for all employees. Both parties recognize their shared responsibility in maintaining these standards. This section outlines the health and safety obligations, risk management protocols, and environmental conditions within the workplace.

Occupational Safety and Health

DocuPal Demo, LLC will comply with all applicable standards set forth by the Occupational Safety and Health Administration (OSHA). This includes, but is not limited to, providing a workplace free from recognized hazards, implementing safety measures to prevent accidents and injuries, and maintaining records of work-related injuries and illnesses.

Safety Training and Education

All employees will participate in regular safety training programs. These programs will cover topics relevant to their job duties and the potential hazards present in their work areas. Training will be conducted at commencement of employment and periodically thereafter to ensure employees remain up-to-date on safety procedures and best practices. Specific training will include:

- Hazard communication
- Emergency procedures



- Use of personal protective equipment (PPE)
- Safe operation of equipment

Personal Protective Equipment (PPE)

DocuPal Demo, LLC will provide employees with the necessary PPE required for their specific job tasks. Employees are responsible for using and maintaining the provided PPE in accordance with training and manufacturer instructions. PPE may include items such as:

- Safety glasses
- Gloves
- Hearing protection
- Protective footwear

Workplace Monitoring and Inspection

Regular safety inspections will be conducted by designated personnel to identify and address potential hazards. A joint labor-management safety committee will be established to facilitate communication and collaboration on safety issues. This committee will:

- Review safety inspection reports
- Investigate accidents and near misses
- Recommend corrective actions
- Promote safety awareness

Employee Responsibilities

Employees are responsible for adhering to all safety rules and procedures, reporting any unsafe conditions or hazards to their supervisor, and participating in safety training programs. Employees also have the right to refuse work they believe is unsafe without fear of reprisal, as defined under OSHA regulations.

Risk Management

DocuPal Demo, LLC will implement a comprehensive risk management program to identify, assess, and control workplace hazards. This program will include:

- Hazard identification and analysis

- Risk assessment and prioritization
- Implementation of control measures
- Regular monitoring and evaluation

Environmental Conditions

DocuPal Demo, LLC is committed to maintaining a clean and healthy work environment. Measures will be taken to:

- Ensure adequate ventilation
- Maintain appropriate temperature and humidity levels
- Control noise levels
- Properly dispose of waste materials

First Aid and Emergency Procedures

Adequate first aid supplies will be readily available, and employees will be trained in basic first aid and CPR. Emergency evacuation plans will be developed and practiced regularly. These plans will include procedures for:

- Fire emergencies
- Medical emergencies
- Natural disasters

Reporting and Investigation of Accidents

All accidents, injuries, and near misses must be reported immediately to a supervisor. A thorough investigation will be conducted to determine the root cause of the incident and implement corrective actions to prevent recurrence.

Dispute Resolution

Any disputes arising under this section will be subject to the grievance procedure outlined in this Collective Bargaining Agreement.



Management Rights and Responsibilities

DocuPal Demo, LLC retains the exclusive right to manage its business. This includes directing the workforce and determining the methods and means of production. The company can also introduce new or improved production methods or facilities.

Operational Control

ACME-1 recognizes that DocuPal Demo, LLC has the right to establish and enforce reasonable work rules. The company can decide on the products to be manufactured, the location of plants and departments, and the scheduling of production. This extends to the control of raw materials, semi-manufactured, and finished products. DocuPal Demo, LLC determines the jobs to be performed, the size and composition of the workforce, and the assignment of work. They also decide when overtime is necessary.

Disciplinary Actions

DocuPal Demo, LLC has the right to discipline employees for just cause. Disciplinary actions will follow a progressive discipline approach. This typically includes:

1. Verbal warning
2. Written warning
3. Suspension
4. Termination

Not all infractions will require all steps. The severity of the infraction will determine the appropriate disciplinary action.

Decision-Making Authority

DocuPal Demo, LLC retains all rights not specifically modified or restricted by this Agreement. This includes, but is not limited to, the right to:

- Determine business strategies and objectives.
- Make financial decisions.
- Organize, direct, and control operations.
- Introduce new technology or equipment.
- Establish and change policies, procedures, and practices.



All management rights and responsibilities will be exercised in accordance with the provisions of this Collective Bargaining Agreement. The company will act reasonably and in good faith when making decisions that affect employees. DocuPal Demo, LLC also retains the right to contract out work, provided that such contracting does not directly result in the layoff of bargaining unit employees.

Seniority, Promotions, and Transfers

Seniority

Seniority at ACME-1 is determined by an employee's date of hire. This date is the starting point for calculating an employee's total length of service within the company. Seniority affects various aspects of employment, specifically vacation scheduling and layoff decisions. Employees with greater seniority have priority in selecting vacation times, subject to operational needs. In the event of a layoff, more senior employees will be retained, provided their performance is satisfactory, as detailed in the Layoff section.

Promotions

ACME-1 is committed to promoting from within whenever possible. Promotion decisions consider several factors to ensure the best candidate is selected for the role.

- **Qualifications:** Candidates must meet the minimum qualifications outlined in the job description for the position. This includes required certifications, licenses, or educational degrees.
- **Experience:** Prior experience relevant to the position is a significant factor. The depth and breadth of experience will be evaluated to determine the candidate's readiness for the new role.
- **Seniority:** While not the sole determining factor, seniority is considered alongside qualifications and experience. In cases where candidates are equally qualified and experienced, the more senior employee will be given preference.

The promotion process typically involves an application, interview, and assessment of skills. ACME-1 aims to provide opportunities for employees to enhance their skills and knowledge to prepare them for future promotions.



Transfers

Employees may request a transfer to another position within ACME-1. Transfers are subject to business needs and the employee's qualifications for the desired role.

- **Employee Request:** Employees interested in a transfer should submit a written request to their supervisor or Human Resources, outlining their reasons for the transfer and the position they are seeking.
- **Business Needs:** The company will assess whether the transfer aligns with its operational requirements. Transfers will be approved if they benefit the company and do not disrupt operations.
- **Qualifications:** The employee must meet the minimum qualifications for the position they are seeking. The company may require an interview or assessment to determine the employee's suitability for the role.

ACME-1 will make reasonable efforts to accommodate employee transfer requests, but the final decision rests with the company.

Layoffs

In the event of a layoff, ACME-1 will implement a fair and transparent process based on seniority and performance.

- **Seniority:** Generally, employees with less seniority will be laid off first. However, performance also plays a critical role in the decision-making process.
- **Performance:** Employees whose performance is consistently below expectations may be subject to layoff, regardless of their seniority. Performance will be evaluated based on recent performance reviews and documented performance issues.

Before implementing a layoff, ACME-1 will explore alternatives such as voluntary departures, reduced work hours, or temporary assignments. The company will provide affected employees with notice of the layoff, as required by law. ACME-1 will also offer resources to assist laid-off employees in finding new employment, such as career counseling and resume writing assistance.

Contract Duration, Renewal, and



Termination

Duration

This Collective Bargaining Agreement shall be in full force and effect from January 1, 2024, through December 31, 2026.

Renewal

This Agreement will automatically renew for successive one-year terms unless either party provides written notice to the other party of its desire to modify or terminate the Agreement. Such written notice must be given at least sixty (60) days prior to the expiration date of the then-current term.

Amendment

This Agreement may be amended or modified at any time by mutual written agreement of DocuPal Demo, LLC and the Acme Inc Employees Union. Any such amendment or modification shall become effective on the date specified in the written agreement or as otherwise mutually agreed upon.

Termination

Termination for Material Breach

Either party may terminate this Agreement prior to its expiration date in the event of a material breach of this Agreement by the other party. A material breach shall include, but not be limited to, a significant failure to perform any of the obligations or covenants contained in this Agreement, which failure continues uncured for a period of thirty (30) days after written notice of such breach has been given to the breaching party.

Procedure for Termination

In the event that either party intends to terminate this Agreement due to a material breach, the terminating party shall provide written notice to the breaching party, specifying the nature of the breach and the intention to terminate. The breaching



party shall have thirty (30) days from the date of such notice to cure the breach. If the breach is not cured within the thirty-day period, the terminating party may then provide a second written notice of termination, which shall be effective immediately upon receipt.

Obligations Upon Termination

Upon termination of this Agreement for any reason, all obligations of the parties under this Agreement shall cease, except for any obligations that have accrued prior to the date of termination.

Miscellaneous Provisions

This section addresses various general terms that govern the Collective Bargaining Agreement.

Confidentiality

Both DocuPal Demo, LLC and Acme, Inc Employees Union agree to maintain the confidentiality of proprietary information and trade secrets belonging to the other party. This obligation survives the termination of this Agreement. Specific details regarding confidential information will be outlined in separate confidentiality agreements, as needed.

Non-Discrimination

DocuPal Demo, LLC is committed to providing a work environment free of discrimination. All employment decisions will be made without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, marital status, disability, genetic information, or any other characteristic protected by applicable federal and state anti-discrimination laws. The Acme, Inc Employees Union shares this commitment.

Force Majeure

Neither DocuPal Demo, LLC nor Acme, Inc Employees Union will be liable for any failure to perform its obligations under this Agreement where such failure is due to circumstances beyond its reasonable control. Such circumstances include, but are



not limited to, acts of God, war, riots, fire, flood, natural disasters, epidemics, or governmental regulations. The affected party will promptly notify the other party of the force majeure event and will make reasonable efforts to mitigate its effects.

Entire Agreement

This Collective Bargaining Agreement constitutes the entire agreement between DocuPal Demo, LLC and Acme, Inc Employees Union with respect to the subject matter hereof. It supersedes all prior or contemporaneous communications and proposals, whether oral or written.

Severability

If any provision of this Agreement is held to be invalid or unenforceable, the remaining provisions will continue in full force and effect. The parties will negotiate in good faith to replace any invalid or unenforceable provision with a valid and enforceable provision that achieves the same economic effect.

Governing Law

This Agreement will be governed by and construed in accordance with the laws of the United States and the State of California, without regard to its conflict of laws principles.

Signatories and Execution

This Collective Bargaining Agreement is executed as of December 1, 2023, by and between DocuPal Demo, LLC, and the Acme Inc Employees Union.

Signatories

DocuPal Demo, LLC

By: John Smith

Title: CEO

Acme Inc Employees Union



By: Jane Doe

Title: Union President

Legal Affirmations

By signing this Agreement, both parties acknowledge they have read and understand the terms and conditions outlined herein. They agree to be bound by these terms for the duration of the agreement, which spans from January 1, 2024, to December 31, 2026. This agreement is made in good faith. Both DocuPal Demo, LLC, and the Acme Inc Employees Union commit to upholding the principles of collective bargaining and maintaining a positive working relationship throughout the agreement's term.

Witnesses

The signatures below serve as witness to the execution of this Collective Bargaining Agreement.

Witness Name

Witness Signature

