

Collective Bargaining Agreement Between

Triangle, Inc.

And

SEIU Local 509

Effective July 1, 2025 – June 30, 2028

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Article 1 – Preamble

Triangle is a private non-profit agency whose mission is to help people with disabilities and their families enjoy rich, fulfilling lives. Triangle and its staff seek to accomplish this mission through empowerment, support, challenge, and opportunity.

Article 2 – Mutual Respect and Dignity

The parties agree upon the importance of treating all employees, management and bargaining unit alike, with dignity and respect at all times.

Article 3 – Recognition

Section 1. The Collective Bargaining Unit. In accordance with the provisions of the certification of the National Labor Relations Board in Case No. 1-RC-223132, Triangle recognizes the Union as the exclusive collective bargaining representative with respect to wages, hours, and other terms and conditions of employment for all full-timer regular part-time, and per diem employees having the job title of Asleep / Awake Overnight, Assistant Program Manager, Case Manager, Community Coordinator, Community and Fleet Coordinator, Custodian, Direct Care, Employment Specialist, Epic Program Assistant, Epic Youth Program Specialist, IMPACT Ability & IMPACT Instructor, Program Aide – Adult Services, Receptionists Self Defense Instructor, Career Advancement Specialist, or Support Coordinator, employed by Triangle at its office or group home locations, but excluding all other employees, managers, guards and supervisors as defined in the National Labor Relations Act. Changes in job titles shall not affect the Union's representation status. With respect to new job titles created after the date of the Union's recognition, Triangle will provide notice to the Union and, upon request, discuss such newly created title(s) with the union, regarding inclusion or exclusion in the bargaining unit; provided however, that this requirement does not apply to supervisory or managerial job titles as those terms are defined by the National Labor Relations Act and

its interpretive case law. For a newly included job title, Triangle and the Union shall, upon request, enter into good faith negotiations over wages for the new job title.

Section 2. Definitions. As used in this Agreement, the terms "Triangle" or "Employer" or "Agency" refers to the employer, Triangle, Inc. The terms "Employee" and "Employees" shall refer only to individuals included within the bargaining unit as defined in this Article.

Article 4 – No Discrimination

Section 1. Neither Triangle nor the Union will discriminate against any Employee in applying any of the terms of this Agreement on account of race, color, religion, national origin, sex, age, physical or mental disability, sexual orientation, gender identity, genetic information, marital status, veteran status or Union membership or activity, unless such discrimination is based on a bona fide occupational qualification as defined by law.

Section 2. Sexual harassment is a violation of state and federal law and is grounds for disciplinary action.

Article 5 – Discipline and Discharge

Section 1. No Employee who has completed his or her probationary period, or any extension thereof, shall be disciplined or discharged except for just cause. Discipline shall be handled in a professional manner, and in a private setting when possible.

Section 2. Notification to Union. Triangle shall notify the Union within three (3) business days of any disciplinary action taken against an Employee. Supervision meetings are non-disciplinary and are not subject to the grievance and arbitration procedures under this Agreement.

Section 3. Triangle recognizes the right of an Employee who reasonably believes that an interview with a supervisor might result in discipline to request the presence of a Union representative at said interview (Weingarten Rights).

Section 4. Disciplinary action shall be removed from an Employee's personnel file after one (1) year provided that the Employee has received no further discipline within that period. Notwithstanding the foregoing, discipline related to abuse or other gross misconduct shall not be removed from an Employee's file.

Article 6 – Probationary Period

A newly hired Employee shall complete a probationary period of ninety (90) days. The probationary period may be extended up to an additional ninety (90) days.

An Employee may be discharged or disciplined during their probationary period with or without just cause, at the discretion of the Employer and without any recourse to the grievance and arbitration procedures under this Agreement.

Article 7 – Management Rights

Except as clearly and specifically limited by an express provision of this Agreement, the Employer reserves and retains, solely and exclusively, its rights to manage and operate its business and direct its workforce and establish staffing levels in accordance with its own judgment, business needs and discretion. These management rights shall include, but are not limited to, the right to discontinue processes, operations or services, or to discontinue their performance by Employees of the Employer; to transfer an operation, service, process or portion of the business, or any part thereof; to institute, continue, maintain, revise, or alter company rules, work rules, policies, practices or, procedures or other rules in connection with the operating of the business, including but not limited to rules regarding job performance, consumer care, operation procedures, conduct and

duties of Employees; to determine, maintain, institute, change, revise or discontinue the types of operations or services, and the methods, processes, materials and equipment to be employed; to assign, transfer or reassign the performance of such processes, operations or services; to determine the quality of work to be performed, who shall perform it, including the determination of job qualifications, and the location where such work shall be performed; to determine and re-determine job content and establish, expand, reduce, alter, combine, consolidate, abolish or discontinue any job classification, to hire Employees of its own selection; to rehire, promote, transfer, train, lay-off; recall, to discharge or otherwise discipline Employees; to require the maintenance of discipline, order and efficiency; to establish and otherwise determine and change hours of work and work schedules, and assignment of overtime; to increase or decrease the workforce; to establish and maintain workforce performance standards; to close a facility or department wholly or in part; and to increase or decrease operations or services. The foregoing enumeration of management prerogatives shall not be deemed to be all inclusive, but shall merely indicate the type of rights which shall belong to and are inherent in the management of the Employer. Neither the failure of the Employer to exercise any right or power reserved to it, nor the exercise thereof in any particular manner, shall constitute a waiver of such right or a binding precedent restricting management's discretion in any manner.

Article 8 – Hours of Work

Section 1. Workweek. The payroll week shall begin Sunday at 12:00 AM and end the following Saturday at 11 :59 PM. Triangle shall assign a work schedule to each Employee at the time of his or her hire. Such schedule may require rotation of or varying work days or work hours. Triangle may from time to time establish a different work schedule for any Employee based on the needs of the individuals served. Before instituting a new regular work schedule, Triangle will give due consideration to the convenience of the affected Employee(s) involved including by discussing the anticipated change with the affected

Employee(s). An affected Employee(s) shall be given at least three (3) weeks' notice of a change to the Employee's regular work schedule, absent emergency.

The scheduled workweek for full-time employees shall consist of up to forty (40) hours per week, Sunday through Saturday, five (5) eight (8) hours days (this does not apply to residential employees, nor is it a guarantee of hours). Part-time employees generally work less than thirty (30) hours per week. Triangle does not require "split shifts", meaning the splitting of a single shift into two or more smaller periods of duty during the same workday separated by a gap in time; this prohibition does not apply to transportation drivers, nor does it prevent the working of a split shift by written agreement with the Employee.

Section 2. Overtime and Extra Shifts. An Employee shall receive one and a half (1.5x) their straight time hourly rate for all hours actually worked in excess of forty (40) hours per week. There shall be no pyramiding of overtime. When filling Triangle may determine in its discretion whether a shift will be filled and whether the shift will be filled by a relief Employee, a part-time Employee, or by a regular Employee incurring overtime hours. Subject to such discretion, overtime and extra shifts shall be distributed equitably and impartially. In selecting an Employee to fill a shift, Triangle may consider an Employee's possession of certifications and their ability to perform necessary job functions on the shift. The Employer will not utilize other staff or staff from a third-party agency to fill a shift unless the Employer has first offered the shift to qualified relief Employees, part-time Employees, and regular Employees incurring overtime hours, unless offering the shift to those Employees would be impractical in the circumstances, such as when an Employee provides little or no notice of an absence. The remedy for failing to distribute overtime or to fill shifts in accordance with the provisions of this Article shall be through future overtime or extra shift assignments.

Section 3. Coverage. It is the responsibility of the Employer to schedule such coverage as the Employer may determine necessary to cover an Employee absence.

Section 4. Emergency Coverage. Triangle will make reasonable good faith efforts to avoid requiring an Employee to work beyond the Employee's scheduled shift, however it is understood that mandatory extended shifts may sometimes be required based on the needs of the individuals served and unanticipated coverage issues. In the event that being forced to work beyond the Employee's scheduled shift would cause serious and immediate danger to a third party to whom the Employee owes a duty of care: the Employee will notify their supervisor who will make every effort to find replacement coverage as soon as possible, including but not limited to temporarily reassigning an Employee from another program.

Section 5. Employees reporting for work at their regularly scheduled starting time for a shift longer than four (4) hours in duration, whose shift was cancelled by the employer due to operational reasons but where the employee was not previously notified of cancellation prior to the start of the shift shall receive a minimum of four (4) hours of work for that day at straight time. For avoidance of doubt, this section is only intended to include an employee reporting to work for a regularly scheduled shift that was cancelled by the employer without having given prior notice of cancellation to the employee (e.g., it does not cover truncation of shift due to disciplinary reasons, or a situation in which the employer made normal reasonable efforts to notify the employee of cancellation which the employee did not receive).

Section 6. When employees are required to attend Employer meetings or other training outside their normally scheduled work hours, they are expected to clockin for the actual time spent at the meeting and will be compensated for such time at their normal hourly rate of pay. Employees will not be required to attend meetings while on a scheduled day off, scheduled vacation, or while on an approved leave of absence. For avoidance of doubt, this section is intended to apply to employer group meetings and trainings such as Safety Care; it does not cover disciplinary, investigatory, or grievance meetings, or re-trainings required for an employee to return to the schedule.

Section 7. No employee shall be on duty for more than eighteen (18) hours continuously unless a pre-approved exception is given due to natural disaster or health pandemic, or other emergency need. For avoidance of doubt, the calculation of 18-hours encompasses all work shifts, including working performed on sleep shifts or across different programs.

Article 9 – Health and Safety

Section 1. Both parties recognize the importance of a safe and healthful work environment and acknowledge that fostering such an environment is a shared responsibility. Triangle is committed to complying with all applicable local, state and federal health and safety laws and regulations. Employees are committed to working safely and to providing Triangle with prompt notification of safety or health concerns. Alleged violations of this section are subject to the grievance and arbitration provisions of this Agreement, provided however that an arbitrator shall have no authority to render a decision affecting staffing levels that are set by Triangle in accordance with state requirements, guidance, or funding.

Section 2. The Union and the Employer shall set up a joint committee to discuss safety issues in the workplace. The committee shall meet regularly as needed.

The Union may designate up to four (4) bargaining unit employees to participate on the safety committee, ideally coming from different Triangle programs or locations. Employees serving on the safety committee shall be compensated at their regular rate of pay for attendance at safety committee meetings, up to a maximum of two (2) hours of meeting time unless the time for the meeting is extended beyond two (2) hours by mutual agreement of the Employer and the Union.

Section 3. If an individual served by Triangle has a history of violent behavior, as reflected in the individual's referral packet provided by the funding source, or the

Behavioral Support Plan or Behavioral Guidelines, then that documentation shall be shared with Employees who work with the individual. Additional guidance and/or training will be provided, as needed.

Section 4. The parties agree to establish a joint Health and Safety Committee. The committee shall meet regularly and as-needed, but not less than six (6) times per year, with the goal of promoting the safest possible work environment for employees and program participants. All meetings will be held during normally scheduled working hours.

Article 10 – Vacancies, Postings and Selections

Section 1. Posting. Whenever a vacancy in a bargaining unit position occurs which Triangle determines will be filled, a notice of such vacancy will be posted at a prominent location at each work site and on the agency's web page. The notice shall include: a) job title; b) wage rate; c) job site; and d) shift / schedule.

Any Employee interested in a vacancy may apply to Human Resources, Triangle will not consider outside applicants until at least five (5) business days have elapsed following the internal posting.

Triangle reserves the right to hire the applicant, whether internal or external, whom Triangle in its discretion deems the most qualified. When choosing between two (2) or more internal bargaining unit applicants with equal qualifications, the position will be awarded to the bargaining unit member with the greatest seniority. When choosing between an internal bargaining unit applicant and an external applicant with equal qualifications, the position will be awarded to the internal bargaining unit applicant.

Section 2. Transfers. A transfer is a change in work location within the same or lower job classification. Triangle reserves the right to transfer Employees consistent with its operational needs. This right shall not be exercised in an arbitrary or capricious manner.

For voluntary transfers, when choosing among two (2) or more internal applicants with equal qualifications: the position will be awarded to the bargaining unit member with the greatest seniority; when choosing between an internal bargaining unit applicant and an external applicant with equal qualifications, the position will be awarded to the internal bargaining unit applicant. Triangle reserves the right to fill positions with the individual, whether internal or external, whom Triangle in its discretion deems the most qualified.

Section 3. Promotions. A promotion is a change to a position in a higher job title within the bargaining unit. Generally, an Employee is not eligible for promotion until the Employee has served at least six (6) months in the Employee's current position, however exceptions may be made in the discretion of Triangle. Triangle reserves the right to promote, or hire externally, the applicant whom Triangle in its discretion deems the most qualified. When choosing between two or more internal bargaining unit applicants with equal qualifications, the position will be awarded to the bargaining unit member with the greatest seniority. When choosing between an internal bargaining unit applicant and an external applicant with equal qualifications, the position will be awarded to the internal bargaining unit applicant.

Section 4. Selection. Triangle is committed to promoting and hiring from within. Upon request, an internal applicant who applied for but was not selected to fill a vacancy, voluntary transfer, or promotion, will be provided by Triangle with an opportunity to discuss the decision with Human Resources and will be provided with an explanation including areas of needed improvement if applicable.

Article 11 – Grievance Procedure and Arbitration

Section 1. Grievance Procedure. Only grievances as defined in this Article are subject to the grievance and arbitration procedure. A Grievance shall be defined as any dispute arising during the term of this Agreement which involves the interpretation or application of any of the provisions of this Agreement.

Grievances shall be handled as follows:

Informal Adjustments. The parties recognize that day-to-day problems affecting Employees may be discussed and resolved between the Employee and the Employee's immediate supervisor. Such informal adjustments are encouraged, but no such adjustment shall be inconsistent with the terms of this Agreement. Except as the Employer and the Union agree in writing, such adjustments shall not establish a precedent for the resolution of any other or similar problems between any Employee and the Employer. Except as the Employer and the Union agree in writing, whether or not such informal discussions take place shall have no effect on the time limits set forth below.

Step 1. The aggrieved employee, with or without their Union steward or representative, first shall present the Grievance to the Program Manager within fifteen (15) calendar days following the event forming the basis for the Grievance or following the time when the employee reasonably should have been aware of the event forming the basis for the Grievance. The Grievance shall be signed by the aggrieved employee and/or the union steward and/or union representative. The Grievance shall state the specific provision(s) of the Agreement alleged to have been violated, the nature of the Grievance, and the remedy sought. The Employer may hold a meeting at this step, at the Employer's discretion, and shall answer the Grievance in writing within seven (7) calendar days after the Grievance has been presented to him/her or, if a meeting is held, within seven (7) calendar days after the meeting.

Step 2. If the Step 1 answer is not satisfactory, the Grievance, may be referred to the Executive Director, or their designee, within fourteen (14) calendar days after the answer to Step 1 is given. The Employer shall hold a meeting at this step within fourteen (14) calendar days (unless mutually agreed otherwise) and

answer the Grievance in writing within seven (7) calendar days after the meeting.

A Grievance concerning a suspension or termination, or a class action Grievance, initially may be presented at Step 2 by the Union. When submitting a class Grievance, the Union shall furnish a list of the names of all Employees alleged to be aggrieved, where practical given the nature of the Grievance.

Step 3: Arbitration.

- (a) If the Step 2 answer is not satisfactory, the Union, may submit the Grievance to arbitration by giving written notice to the other party and to the American Arbitration Association or the Labor Relations Connection under its Voluntary Labor Arbitration Rules within thirty (30) calendar days after the answer in Step 2 is given. The fees and other charges of the arbitration shall be borne equally by both parties; provided, however, that in the event one party requests late cancellation or postponement of a hearing, and if such request is granted by the arbitrator, the arbitrator shall have discretion to require that party to pay the arbitrators fee.
- (b) The arbitrator shall have no authority to add to, subtract from, change or disregard any of the terms or provisions of this Agreement. The arbitrator shall be bound by the principle that there are no restrictions intended on the rights or authority of the Employer other than those expressly set forth in this Agreement. The award of the arbitrator on any grievance property submitted to him/her hereunder shall be final and binding upon the parties and the employee(s),
- (c) Should the subject matter of a Grievance become, at any time prior to the Arbitrator's decision, the subject of a complaint, charge or suit filed by or on behalf of the grievant(s) in any court or before any state

or federal agency, then said Grievance, or arbitration proceeding, or any arbitration decision rendered thereon, may at the option of the Employer, be declared null and void.

- (d) Any arbitration hereunder shall be conducted in accordance with the rules of the American Arbitration Association or Labor Relations Connection then applicable to voluntary labor arbitrations, except to the extent that such rules may be in conflict with the provisions of this Agreement. In the event of any such conflict, the provisions of this Agreement shall govern.

Section 2. Time Limits. The time limits provided for herein are mandatory. Any mutual agreement by the parties to waive or extend the time limits must be in writing. If there is a vacancy in the position of the employer representative at any step, the Grievance may be submitted to Human Resources within the applicable time limit. The failure of the employer at any step to give its written answer to the Grievance within the applicable time limit shall be deemed to be a denial of the Grievance and shall qualify the Grievance to be referred to the next step, however no time limit shall be binding on the grievant and/or the union until the required response is given.

Section 3. Grievance Meetings. Grievance meetings shall be held at a time and location convenient to both parties. The parties will act in good faith to schedule grievance meetings promptly. Grievance meetings need not occur during an Employee's working time, however when a Grievance meeting does take place during an Employee's working time the time will be paid.

Article 12 – Personnel Files

Upon written request of an Employee to Human Resources, the Employee shall be permitted to examine their personnel file, and/or to receive a copy of their personnel file, within five (5) business days. If a review is requested it shall take place during normal

business hours, overseen by Human Resources. An employee who disagrees with any information contained in their personnel file shall have the right to submit a written statement explaining the Employee's position and to have such statement inserted into the file. Employees shall receive a copy of any negative material placed in their personnel file.

Article 13 – Wages

Section 1.

- Year One (eff. 7/1/25)
 - All Employees except asleep overnight will receive a five percent (5%) increase
 - Asleep overnight rate will increase forty cents (\$0.40) per hour

- Year Two (eff. 7/1/26)
 - All Employees except asleep overnight will receive a three percent (3%) increase
 - Asleep overnight rate will increase thirty cents (\$0.30) per hour

- Year 3 (eff. 7/1/27)
 - All Employees except asleep overnight will receive a three percent (3%) increase
 - Asleep overnight rate will increase thirty cents (\$0.30) per hour

- Seniority Differential – change current differential to twenty-five cents (\$0.25) per hour after two (2) years of service; twenty-five cents (\$0.25) after three (3) years of service; fifty cents (\$0.50) after five (5) years of service.

Section 2. During the term of this Agreement (through 6/30/25), if the Commonwealth makes additional funds available to Triangle which are earmarked or otherwise expressly

restricted in usage to the improvement of Employee compensation, Triangle will promptly apply such funds as instructed by the funding source, upon Triangle's receipt of the funds, and to the extent Triangle has discretion over the application of such additional funding towards compensation, Triangle will, upon request, engage in good faith negotiations with the Union. Notwithstanding, with respect to monies received from Triangle through ARPA II / the Commonwealth's 2022 Economic Development Bill to fund supplemental workforce payments, it is understood that such monies will be applied to fund the 2022 wage increases agreed to in this contract, to the full extent permitted by law.

Section 3. The Employer reserves the right to determine the pay rate for new hires based on relevant skills, experience, education and training. The Union shall be given written notice of a new Employee's pay rate. It is not Triangle's intent to pay a newly hired Employee more than a current Employee in the same job with an equivalent level of experience. Accordingly, a current Employee who believes that they (the current Employee) should receive a similar adjustment based on the possession of similar prior experience, education, training and/or skill set must make a request for adjustment within forty-five (45) days of the date that the Union received notice of the new Employee's rate. If a determination is made by Triangle that the requesting current Employee is in the same job and possesses an equivalent level of experience as the new Employee, yet is being paid at a lower rate, the current Employee's wage rate will be adjusted accordingly. A current Employee may not be adjusted unless and until the new Employee has satisfactorily completed the new Employee's probationary period. Decisions regarding the placement of new Employees shall not be subject to the grievance and arbitration procedures of the Agreement.

Article 14 – Health Insurance

All full-time employees and part-time employees who are regularly scheduled to work at least thirty (30) hours per week are eligible to participate in the health insurance plan(s) offered by the Employer.

Triangle will pay seventy percent (70%) of the premium for an Employee who chooses to participate in Triangle's health insurance plan. The Employee shall pay the remaining thirty percent (30%).

Triangle shall have the right to change plans, carriers, or administrators, or decide to self-insure, or alter the plan design, so long as coverage is comparable or the change is more beneficial to a majority of employees of Triangle currently receiving insurance through Triangle. Changes will not discriminate against Employees in the bargaining unit. Triangle will notify the Union in advance of such change.

Article 15 – Sick Time

Section 1. Full-time employees will receive sixty-four (64) hours of sick time per year. Part-time employees will receive a prorated amount based on the number of hours such employees are regularly scheduled to work.

<u>Scheduled Hours Per Week</u>	<u>Sick Time</u>
36-40 hours (full-time)	64 hours
31-35 hours	56 hours
24-30 hours	48 hours
< 24 Hours & Relief	Accrued as per MA Earned Sick Time Law (1 hour per 30 hours worked, up to 40 hrs. sick time / year)

For full-time and part-time employees, the annual sick time allotment is awarded in full on July 1 each year.

Newly hired employees will receive pro-rata share of sick days at time of hire.

Sick time may be taken for any of the reasons set forth in the Massachusetts Earned Sick Time Law, including:

1. Caring for the Employee's own physical or mental illness injury, or medical condition;
2. Caring for a physical or mental illness, injury, or medical condition of the Employee's child, spouse, parent, or spouse's parent;
3. Attending the Employee's own routine medical appointment;
4. Attending a routine medical appointment for the Employee's child, spouse, parent, or spouse's parent;
5. Addressing the psychological, physical, or legal effects of domestic violence; or
6. Travel necessitated by any of the above.

Sick time is not paid-out upon separation from employment. For full-time and part-time employees, up to sixteen (16) hours of sick time may be carried over from year to year.

Section 2. An Employee may request to donate sick time to another Employee subject to the following conditions:

- a. The receiving Employee must have exhausted their own sick time bank before applying donated time.
- b. Donation will only be approved, in the discretion of the Employer, where there is a qualifying PFMLUFMLA event or other significant health-related event or emergency.

- c. The donating Employee must retain at least sixteen (16) hours of sick time for personal use in a contract year (July 1 – June 30).
- d. The receiving Employee may receive donated time from multiple donating employees, up to a total of twenty-one (21) days per contract year.
- e. Donation is voluntary. Neither Employees nor the Employer will pressure other Employees to donate sick time. A mere solicitation communication for sick time donation does not constitute pressure for purposes of this section.
- f. Donated sick time hours are not eligible for cash-out or payout upon termination. If the receiving Employee leaves Triangle for any reason before the donated sick time is used, the remaining balance of hours will be returned (on a prorated basis) to the donating Employees.

Article 16 – Paid Personal Leave

Employees who regularly work twenty-four (24) hours per week are eligible to accrue paid personal leave ("PPL") which can be used for vacation, personal business, or unplanned emergencies such as illness. Eligible employees accrue PPL as follows:

- a. During the first year of employment: 0.039 hours of PPL per each hour worked, up to a maximum of eighty (80) PPL hours in a year.
- b. During the second through fourth years of employment: 0.077 hours of PPL per each hour worked up to a maximum of one hundred sixty (160) PPL hours in a year.
- c. After the fourth year of employment: 0.096 hours of PPL per each hour worked up to a maximum of two hundred (200) PPL hours in a year.

Employees may accrue and hold PPL up to their applicable annual accrual limit (e.g., eighty (80), one hundred sixty (160) or two hundred (200) hours). An employee may never hold more than their applicable accrual limit. Accrual will cease once the limit is reached, until some PPL time is used.

Approval to use PPL time is subject to operational needs, but shall not be unreasonably denied.

Employees shall continue to accrue PPL while using PPL or while using other approved leave paid by the employer (e.g., excluding workers comp.).

Each January 1st starting on January 1, 2020, employees may carry over unused PPL up to their full accrual limit (e.g., eighty (80), one hundred sixty (160) or two hundred (200) hours) into the next year.

To the extent permitted by applicable law, employees are required to use PPL for any absence from work. In the case of planned absences, employees must request to use PPL in writing to their immediate supervisor. Employees must make such requests at least two (2) weeks in advance. Approval of requests to use PPL shall take into account the wishes of the Employee and the needs of the Employer. Generally, the Employer will not approve requests to use more than two consecutive weeks of PPL.

Upon separation from employment for any reason, or upon transfer or demotion to a position which is not eligible for PPL, an Employee will be paid out any accrued unused PPL time. Because an Employee cannot hold more accrued PPL time than their applicable annual accrual limit (e.g., eighty (80), one hundred sixty (160) or two hundred (200) hours), payout may never be more than the applicable annual accrual limit.

PPL BUY BACK. Employees with at least five (5) years of employment at Triangle may annually cash out up to forty (40) hours of their accrued PPL time provided they give at least a four (4) week notice to Human Resources, and provided they have at least forty (40) accrued hours of PPL remaining. The buy back must occur within a month of the Employee's anniversary date.

Article 17 – Holidays

All regular full-time and regular part-time employees are eligible for the following paid holidays:

New Year's Day, Martin Luther King Day, President's Day, Patriot's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day

In order to receive Holiday Pay, an Employee must be actively employed and be regularly scheduled to work on the day that the holiday falls. With the exception of Christmas Eve, when a holiday falls on a weekend it will be observed on either the preceding Friday or the following Monday. If Christmas Eve falls on a weekend, it will be observed on another day.

Holiday Pay equals eight (8) hours of pay at the Employee's regular rate, prorated for eligible part-time Employees. For purposes of this Article, part-time shall mean an Employee who is regularly scheduled to work at least twenty-four (24) hours per week.

If an Employee is required to work on a paid holiday, other than Christmas or Thanksgiving, the Employee will be compensated for hours worked at the Employees regular rate of pay, or at the overtime rate if applicable. Employees required to work on Christmas or Thanksgiving shall be compensated at one and a half times (1.5x) their regular rate of pay. Compensation for working on a holiday is in addition to whatever Holiday Pay the Employee might also be eligible to receive, if any.

In addition to the holidays identified above, eligible full and part time Employees are entitled to a "floating holiday" to be used in the calendar year. This floating holiday may not be carried over to the following year, will be forfeited if not used, and will not have any monetary value upon separation. Employees are required to give two (2) weeks'

notice before using this day. Approval is subject to operational needs. The floating holiday may not be utilized during a resignation-notice period or a period during which the Employee is not scheduled to work, such as a leave of absence or suspension period.

Veterans Day: All regular full-time and regular part-time employees, as defined herein, who are or were a member of the armed services, including the Army, Navy, Air Force, Marines, National Guard or Coast Guard, are entitled to a day off with pay on Veterans Day or on the day it is observed should it fall on a weekend. Pay is limited to the number of hours the Employee was scheduled to work on the day Veterans Day is observed. Eligible employees who wish to take a day off with pay on Veterans Day are required to give two (2) weeks' notice before Veterans Day.

In the event a holiday for which the employee is eligible occurs during an employee's vacation, the holiday shall be treated as holiday time not vacation time.

Article 18 – Leaves of Absence

Section 1. Requesting Leave. Except as otherwise provided by a leave of absence must be requested in writing and whenever practicable no less than thirty (30) days' in advance of the requested leave.

Section 2. Family and Medical Leave Act. Massachusetts Paid Family and Medical Leave Law. Massachusetts Parental Leave Act, and the Small Necessities Leave Act. The Employer will provide leave to eligible Employees in accordance with the Family and Medical Leave Act (FMLA), the Massachusetts Paid Family and Medical Leave Law (PFMLL), the Massachusetts Parental Leave Act (MPLA), and the Small Necessities Leave Act (SNLA).

If an Employee takes PFMLL leave it will run concurrently with applicable leave under this Agreement or Triangle policy, to the extent permitted by law, provided that an

Employee shall receive the greater of the benefits available for a leave covered by both the PFMLL and by the terms of this Agreement or Triangle policy. Employees shall not be discriminated against or treated less favorably than non-union employees of Triangle for purposes of PFMLL, including in the calculation and withholding of payroll deductions to the full extent permitted by law. Triangle will comply with the leave laws mentioned above and their accompanying regulations as may be amended from time to time.

Section 3. Military Leave. Employees shall be granted military leave in accordance with applicable law.

Section 4. Discretionary Leave. When an Employee requests to use more than two consecutive weeks of PPL or has exhausted his or her accrued PPG leave may be granted at the discretion of Triangle in special circumstances, subject to the following conditions:

1. An Employee must be employed by Triangle for at least three (3) continuous months to be eligible for discretionary leave.
2. The Employee must use any available PPL or personal time while on discretionary leave. If the Employee does not have any PPL or personal time available, leave under this section shall be unpaid.
3. Leave under this section shall generally not be approved in excess of thirty (30) calendar days.
4. An Employee on an approved discretionary leave of thirty (30) calendar days or less shall be reinstated at the end of the leave period to the Employee's position or to a substantially equivalent position. An Employee on discretionary leave beyond thirty (30) calendar days will not be guaranteed reinstatement to the same or any position at the end of an approved leave, but will receive a preference for any open positions for which they are qualified if their position is filled while they are on leave under this Section.

5. Triangle may require documentation concerning the need for leave. Approval of a request for leave under this Section will be verified by prior written authorization of the Employer.
6. Leave under this Section may be granted by Triangle in its sole discretion. Generally: no more than one (1) discretionary leave per year will be granted.

Section 5. Benefits While on Leave. Employee benefits will continue while on an approved leave of absence. Employees shall continue to be responsible for the employee contribution to health and dental plans. If an Employee does not pay the employee's share for health and dental benefits while on leave, the Employer may, subject to applicable law and at its discretion, terminate such benefits.

Section 6. Return from Leave. An employee returning from a leave of absence pursuant to Section 2 or 3 of this Article shall be placed in the same job (classification, work site, shift, schedule, number of hours) as he or she was in prior to the leave. Provided, however, that the Employee remains qualified to perform the essential functions of their position, and provided further that an Employee returning from leave shall have no greater rights than if the Employee had not taken leave at all. Leave granted under Section 4 of this Article may be contingent upon different return-to-work rights.

Section 7. Fitness for duty. If the Employer has reason to believe that an Employee is not fit to return to duty following a leave of absence, then the Employer may require medical evidence from the Employee's health care provider attesting to the Employee's fitness to resume their duties without jeopardizing the health or safety of the Employee, individuals senæd or other staff. In the event there is a good faith doubt about the medical evidence provided, the Employer may request authentication or clarification from the health care provider, and/or a second opinion at the Employer's expense from a different provider satisfactory to the Employer.

Section 8. Assault / Bodily Injuries. If an Employee is out of work due to bodily injuries suffered, during the course of work, from a physical assault by an individual receiving services from Triangle, the following shall apply with respect to paid leave:

1. if the Employee has an approved workers compensation claim as a result of such injuries, Triangle will provide paid time off for leave taken during the first two (2) weeks following the incident. This two (2)-week paid period includes (a) pay or reimbursement for any accrued time applied by the Employee during the initial one (1)-week worker's compensation waiting / elimination period, and (b) "topping off" the Employee's worker's compensation benefit in the second week of leave in order to make the Employee whole,
2. in the event no workers compensation claim is filed or approved, Triangle shall have discretion to approve up to one (1) week of paid time off following the incident (including for lesser injuries simply allowing the injured employee to go home for the day if needed). Discretion shall not be exercised in an arbitrary or capricious manner.

Leave under this Section runs concurrently with any other leave entitlement(s) that might apply (e.g., FMLA, PFMLL).

Article 19 – Bereavement Leave

Full-time and regular part-time Employees shall be entitled to paid bereavement leave for normally scheduled hours which the Employee would otherwise have worked for up to three days in the event of a death in the Employees immediate family, provided such leave is taken within a reasonable amount of time following the death. The Chief Executive Officer or Human Resources may, in their discretion, grant additional leave as follows: Accrued paid leave (PPL) may be granted to extend bereavement leave or to take leave in the event of the death of an individual who is not an "immediate family" member; unpaid leave may be granted if PPL is exhausted. The term "immediate family"

means parents, stepparents, children, stepchildren, siblings, spouses, domestic partners, grandparents, grandchildren, in-laws, and a domestic partner's immediate family members. Reasonable proof of death and relationship to the deceased may be required by the Employer.

An eligible employee who is on a paid vacation at the time of death of a member of the employee's immediate family as listed above, may choose to take their bereavement leave during the scheduled vacation period and in such case shall not be charged vacation time for the bereavement leave absence(s). The employee in such case may request to reschedule or extend their planned vacation to account for the days which were taken as bereavement leave, and the employer will consider such request favorably subject to operational and staffing needs.

Article 20 – Labor Management Committee

The Union and the Employer agree to meet at the request of either party at mutually agreeable times and places to discuss workplace matters affecting the parties. up to four (4) employees representing the Union shall be allowed to attend on work time. A reasonable number of additional representatives of the Union may attend provided that they are not on paid time during the meeting.

When possible, the requesting party will submit to the other party a list of items to be discussed seven (7) calendar days in advance of the meeting.

Unless mutually agreed otherwise by the parties, such meetings shall occur no more frequently than on a quarterly basis and shall not last longer than two (2) hours unless the time for the meeting is extended beyond two (2) hours by mutual agreement of the Employer and the Union. Such meetings shall not be for the purpose of initiating or continuing bargaining nor in any way to modify, add to, or detract from the provisions of this Agreement and such meetings shall be exclusive of the grievance and arbitration

proceedings in this Agreement as grievances shall not be considered proper subjects of such meetings.

Article 21 – Job Descriptions

An Employee shall be provided with a copy of their job description upon hire, upon changing positions, and upon request. These descriptions, however, are not part of this Agreement. It is recognized by the parties that occasional changes in job descriptions may be necessary to meet the needs of the individuals being served and the operating needs of the organization. Employees will be given two (2) weeks notice prior to a change in job description. Upon request, Triangle will bargain with the Union over the effects or impact of a job description change.

Article 22 – Seniority

Section 1. Definition of Seniority. An Employee's seniority, unless otherwise defined elsewhere in this Agreement, shall be defined as being equal to their length of continuous employment with Triangle, unbroken by any of the reasons specified in Section 2 below. An Employee shall acquire seniority from their date of hire upon completion of the probationary period.

Section 2. Loss of Seniority. An Employee shall lose their seniority if the employee quits, retires or is terminated, and is not rehired into a bargaining unit position with Triangle within one (1) year. An Employee who is rehired into a bargaining unit position with Triangle within one (1) year from the employee's date of resignation or termination shall have his or her former seniority restored.

Article 23 – Reduction in Force

Section 1. Notice. In the event the Employer determines in its judgment that it is necessary to reduce its working force or reduce an Employee's regularly scheduled hours by more than twenty-five percent (25%), the Employer shall post at all Employer locations a notice announcing the need for layoffs or a reduction in hours, the targeted program or house, and the affected classification(s) of employees. Employees designated for layoff or reduction in hours shall receive at least thirty (30) days notice of such layoff or reduction in hours, unless the circumstances necessitating the layoff or reduction in hours are attributable to a retroactive reduction in funding, in which case the employees designated for layoff or reduction in hours shall receive two (2) weeks' notice of such layoff or reduction in hours. Upon request, Triangle will negotiate with the Union concerning the effects of the layoff.

Section 2. Volunteers. Any employee within the effected classification(s) in a targeted program or house willing to accept voluntary layoff or reduction in hours shall notify the Employer of their desire to do so within five (5) business days of the posting required in Section 23.1.

Section 3. Selection. The order of a layoff or a reduction in hours within the targeted program or house shall be as follows: First, any volunteers within an affected classification in the targeted program or house; and then, in reverse order of seniority (last in, first out), the least senior employee within the affected classification in the targeted program or house. The Employer may exempt from selection any employee with unique or essential qualifications such as education, training, experience, skills, language, licensing, or certification or any employee required for the Employer to remain in compliance with any law, regulation, or contract.

Section 4. Vacant Positions. An employee designated for layoff shall have the opportunity to interview for any vacant position in the employee's job classification or any

other vacant position for which the employee is qualified. Such positions shall be filled based on qualifications, which shall include program or house-specific needs, if any. The Employer shall determine in its sole discretion whether a vacancy exists, whether any program or house-specific needs exist, and whether an employee on layoff is qualified for a vacant position. When choosing among two (2) or more internal bargaining unit employees with equal qualifications, the position will be awarded to the employee with the most seniority. When choosing between an internal bargaining unit employee and an external applicant with equal qualifications, the position will be awarded to the internal bargaining unit employee.

Section 5. Bumping. An employee designated for layoff shall have the opportunity to displace the least senior employee in the same classification, provided that if the employee designated for layoff is bumping into a new program or house, the employee must be qualified for service in that new program or house. The employer shall determine in its sole discretion whether an employee is qualified for service. Displaced employees shall have no further displacement rights. An employee who is subject to layoff shall have five (5) business days after receiving the notice in 23.1 to advise the employer of the employee's final and binding decision to exercise the employee's right to displace. The bumped employee shall be laid off on the original day scheduled for layoff, but shall have at least five (5) business days' notice of such layoff.

Section 6. Recall. An employee who is laid off shall be eligible for recall for one (1) year. Whenever vacancies occur in the classification(s) from which employees were laid off, qualified employees who are on layoff shall, subject to applicable regulatory or legal requirements, be offered such vacancies. Such positions shall be filled based on qualifications, which shall include program or house-specific needs, if any. When choosing between two (2) or more employees on layoff with equal qualifications, the positions will be awarded to the employee with the most seniority. The Employer shall determine in its sole discretion whether a vacancy exists and whether an employee on layoff is qualified. For the vacant position. For the purposes of recall notification, Triangle

will contact an employee by email, mail, home phone, cell phone or text pursuant to the employee's expressed preference and using the contact information provided by the employee. Within five (5) working days after notification, the Employee must inform the Employer if they are willing to accept recall. If accepted, the Employee must be willing to report to work within five (5) working days after indicating their acceptance. An employee who is recalled and refuses the position shall lose recall rights. It is the laid off employee's responsibility to keep the Employer informed of the employee's contact information.

Section 7. Preference for Additional Hours. When an employee's hours have been involuntarily reduced by more than twenty-five percent (25%), the employee shall have first preference to be given additional hours for which they are qualified, should they become available.

Article 24 – No Strike / No Lockout

Section 1. No Strikes. The Union agrees that during the term of this Agreement or any extensions thereof there shall be no strikes, sympathy strikes, unfair labor practice strikes, stoppages or interruption of work, sit downs, slowdowns, sickouts or picketing on or about the premises of the Employer. Neither the Union nor any of its officers, stewards or other agents or representatives shall participate in, cause, urge, encourage or otherwise induce a violation of this Article. The Employer shall have the right to discipline or discharge any Employee or Employees who participate in, cause, urge, encourage or otherwise induce a violation of this Article. If such discipline or discharge is grieved, the only issue shall be the participation of the grievant in any of the activities prohibited by this Article.

Section 2. No Lockouts. The Employer agrees that during the term of this Agreement or any extensions thereof it will not lock out any Employees.

Section 3. Union's Best Efforts. The Union agrees that, in the event of any violation of Section 1 the Union will immediately order that such violation cease, and the Union will use its best efforts to cause such violation to cease and to cause work to resume fully. The Employer shall not hold the Union liable or responsible for damages for violations of Section 1 if the Union promptly upon notification of such violations orders all of its members to cease and desist from such violations at once, and informs its members that such violations are a breach of this Agreement.

Article 25 – Union Security

Section 1. All Employees in the bargaining unit on the effective date of this Agreement shall as a condition of continued employment, within thirty (30) calendar days after the execution of the Agreement acquire and maintain membership in good standing in the Union for the duration of the Agreement and tender to the Union the periodic dues uniformly required as a condition of membership or pay an agency service fee, as that term is understood, to the Union in lieu of Union membership. Each new employee covered by this Agreement hired after the effective date of this Agreement shall as a condition of employment, within thirty (30) calendar days after the date of hire, either (i) acquire and maintain membership in good standing in the Union and tender to the Union the periodic dues uniformly required as a condition of membership or (ii) pay an agency service fee to the Union in lieu of Union membership.

Section 2. In the event an employee covered by this Agreement refuses and fails to acquire and maintain union membership and tender to the Union the periodic dues that are obligations of members or to pay to the Union an agency service fee, the Employer shall, upon written notice from the Union, suspend said Employee's employment until said Employee comes into compliance with this Article. Provided, however, that the Employer shall not be obligated to suspend or otherwise discriminate against any Employee for non-membership in the Union if the Employer has reasonable grounds for believing that such membership was not available to the Employee on the same terms

end conditions generally applicable to other members, or if the Employer has reasonable grounds to believe that membership was denied or terminated for reasons other than the failure of the Employee to tender the periodic dues or agency fee required. Provided further that any Employee who is a member of and adheres to established traditions and tenets or teachings of a bona fide religion, body or sect which holds conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment, Instead, such Employees shall be required, as a condition of employment, in lieu of payment of periodic dues, to pay a sum equal to such dues or agency service fee to a charity of the Employee's choice agreeable to the Union.

Section 3. The Union shall have the exclusive right to the checkoff and transmittal of Union dues on behalf of each Employee. An Employee may consent in writing to the authorization of the deduction of Union dues from their pay and to the designation of the Union as the recipient thereof.

Section 4. The Employer agrees to deduct Union dues, and/or agency service fees with each paycheck from the pay of employees who voluntarily authorize such deductions by submitting the appropriate signed authorization to the Employer. If an Employee wishes to revoke their dues or agency service fee deduction authorization, the Employee may do so by providing written notice to the Union and Employer. Deductions shall be made in the amounts certified by the Union as those uniformly required as a condition of acquiring or maintaining membership, or satisfying an Employee's agency fee obligations, and shall be made in accordance with the terms of said authorization. The Employer agrees to remit to the Treasurer of the Union all such authorized deductions no later than the end of the calendar month following the month in which the deductions were made. Included in with the check will be a list of each bargaining unit Employee whose dues and/or agency service fee were deducted. The list shall contain the name of the Employee, job classification / title, gross pay for the period, hourly pay rates hours worked and amount dues or agency service fee deducted.

Section 5. The Employer shall advise all new employees at the time of hire that the Union is their collective bargaining representative and of the union security clause in this agreement. Each month the Employer shall also notify the Union of each new Employee and terminated Employee including the following information:

- Name
- Address
- Phone number
- Job title
- Hire date
- Work location
- Rate of Pay
- Date of termination (if applicable)

This information shall be provided electronically, in a spreadsheet (e.g., Excel).

Section 6. An employee may consent in writing to the authorization of the deduction of a political education fund fee from their wages and to the designation of the Union as the recipient thereof. Such consent shall be on a standard union form and shall bear the signature of the employee. An employee may withdraw their political education fund fee authorization by giving notice in writing to the Union.

Section 7. The Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union hereby agrees that it will indemnify and hold Triangle harmless from any claims, actions or proceedings by any current or former Employee arising from deductions made by Triangle hereunder. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

Article 26 – Union Business

Section 1. Visitation. Subject to the limitations set forth in this section, the Employer shall allow a duly authorized Union representative access to the Employer's non-residential facilities for the purpose of conferring with Employees covered by this Agreement, and/or with Union stewards, to discuss or investigate grievances or potential grievances. The Union representative must request permission from Triangle's Executive Director or designee at least twenty-four (24) hours in advance of the visit. Permission to visit shall not be unreasonably denied. Visits will be limited to the times and places approved by the Executive Director or designee. Such meetings will take place during non-working time, absent express permission otherwise. Visits shall not interfere with the operations of the Employer, or with an Employee's normal work duties, or with the services being provided to individuals.

Section 2. Bulletin Boards. The Employer shall provide space for Union bulletin boards or notebooks as appropriate at each work location for the exclusive use of the Union.

Section 3. Union Stewards and Officers. Duly authorized Union stewards and officers acting as agents of the Union shall be recognized by the Employer. Such Union stewards and/or officers are authorized to receive complaints and process grievances through the grievance procedure. The Union shall furnish the Employer with a written list of such stewards and officers. Stewards shall be permitted a reasonable amount of time in which to investigate and process grievances, and to respond to employees' requests to exercise their rights to union representation, without loss of pay or benefits.

Section 4. New Employees. Triangle shall notify the Union each month as to any new employees hired into the bargaining unit, including name, contact information, hire date, job title, and pay rate. Triangle will advise all new employees in the bargaining unit that the Union is their collective bargaining representative: and Triangle will also provide

contact information for the steward(s) and for the designated Union representative, to the extent such information is made known to Triangle by the Union.

Section 5. Union Orientation. The Employer agrees to allow the union up to thirty (30) minutes at Employer orientations to speak with new hires, provide them with a copy of this Agreement and explain to them their rights as members of the bargaining unit. If such union orientation is conducted by a Triangle union steward, and to the extent that such orientation occurs during the steward's scheduled working time, the steward shall not suffer a loss of pay; if the orientation occurs outside the steward's scheduled working time it shall be unpaid.

Article 27 – Paycheck Accounting

Employees shall have access to a computer and printer at their work location to view and print their pay stub. The pay stub shall list the hours worked, the type of hours worked, the rate of pay for each hour worked, standard deductions, and all accrued but unused paid personal leave and paid sick leave time.

Article 28 – Sleep Shifts

Employees working sleep shifts shall be provided with a bed or mattress to sleep on.

Article 29 – Multiple Jobs for Asleep Overnights

Asleep Overnight Employees are not prohibited from working two (2) jobs, provided that any such other employment does not conflict with their Triangle duties.

Article 30 – Personal Vehicle

If an Employee is required to utilize their own vehicle to transport a client, the Employee shall be entitled to receive a mileage allowance at the rate of the prevailing IRS then rate in effect. When an Employee is transporting a client and has to pay for parking, the Employee will be reimbursed parking fees provided they submit a valid parking receipt. Nothing in this provision is intended to alter Triangle's normal requirement that in order to be approved to use their personal vehicle for work the Employee must have presented current proof of insurance, and that, absent emergency, usage of personal for work must be pre-approved by the supervisor.

Article 31 – Legal Conflicts

Should any applicable Federal or State law, municipal ordinance, or final order from a court or agency with jurisdiction in a matter in which either the Union or Employer is a party contravene or make unenforceable any provision of this Agreement, the provision so affected shall be deemed to conform to the law, ordinance, or final order, and otherwise the Agreement shall continue in full force and effect. Nothing herein shall be construed to replace or abridge the right of either party to appeal court or administrative decrees or decisions.

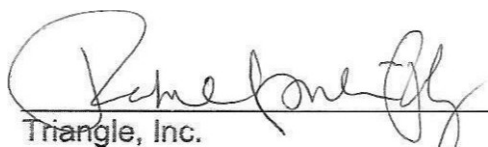
Article 32 – Complete Agreement

The parties acknowledge that during the negotiations which resulted in the Agreement, each party had the unlimited right and opportunity to make demands and proposals, and each therefore voluntarily and unqualifiedly waives the right, and shall not be obligated, to bargain collectively with respect to any subject matter not specifically referred to or covered in this Agreement, even though such subject matter may not have been within the knowledge or contemplation of either party at the time the Agreement was negotiated.

Article 33 – Effective Date and Duration

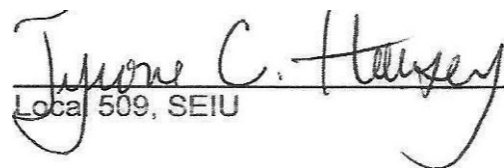
The preceding provisions of this Agreement shall be effective as of July 1, 2025, and will remain in full force and effect through midnight, June 30, 2028, unless notice is given in writing by either party to the other of a desire to bargain not less than ninety (90) days prior to the expiration of the above-stated period.

In witness whereof the parties have executed this Agreement, as of the day and year first written above.



Triangle, Inc.

Date 2/17/2026



Local 509, SEIU

Date 2-10-26



Local 509, SEIU President

Date 3/2/26

SIDE LETTER

\$51HR- ENHANCED RATE AT COVID-POSITIVE HOUSES DURING CURRENT PUBLIC HEALTH EMERGENCY

To: Service Employees International Union, Local 509

Date: January 13, 2023

This letter will confirm that Triangle's existing practice of paying an enhanced rate of \$5/hr. to bargaining unit employees for working in a COVID-positive house, a practice which was implemented based on the federal Department of Health and Human Services' declaration of public health emergency due to COVID-19 and which was in effect during collective bargaining negotiations in 2022, shall be continued as long as the current declaration of a public health emergency remains in effect. The enhanced pay rate will be discontinued upon the government's declared ending of the public health emergency.

Sincerely,




Coleman, Nee

SIDE LETTER: BREAKS

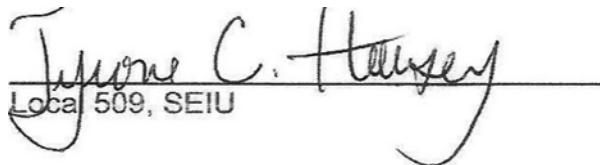
To: Service Employees International Union, Local 509

Date: July 1, 2025

As discussed in collective bargaining in 2025, the Employer's current practice regarding breaks shall continue and if any concerns arise the parties will discuss the concerns in good faith.


Triangle, Inc.

Date 2/17/2026

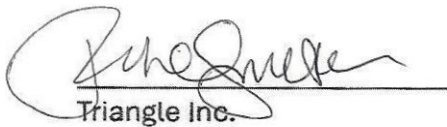

Local 509, SEIU

Date 2-10-26

MEMORANDUM OF AGREEMENT

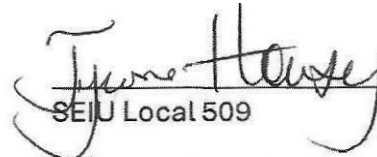
Through the collective bargaining process in 2025, which resulted in a successor CBA covering the period July 1, 2025 through June 30, 2028, the parties agreed as follows:

In year one Triangle will not pay starting rates in excess of current starting rates (i.e., those in effect as of June 2025), with the exception of the current \$19.20 rate which in 2025 shall not exceed \$19.60/hr. After year one, it is understood that Triangle intends to continue its current practice of increasing hiring rates in the same percentage as wage increases (i.e., 3% in year two, 3% in year three).



Triangle Inc.

Date 2/17/26



SEIU Local 509

Date 7-10-26