COLLECTIVE BARGAINING AGREEMENT

Between

Ashen Company, LTD. Individual Owner Dentists

and

Service Employees International Union, Local 1021, CTW

July 1, 2025 through December 31, 2027

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AGREEMENT

THIS AGREEMENT ("the Agreement"), is made and entered into by and between ASHEN COMPANY, LTD. And INDIVIDUAL EMPLOYER DENTISTS REPRESENTED BY ASHEN COMPANY, LTD. ("the Employer") and SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL NO. 1021 ("the Union").

WITNESSETH

WHEREAS, the parties here to are mutually desirous of entering into a collective bargaining agreement for the purpose of promoting their mutual welfare and for the purpose of bringing about equitable conditions of employment in order to render a more effective service to the public;

NOW, THEREFORE, THE PARTIES MUTUALLY AGREE AS FOLLOWS:

ARTICLE I
UNION RECOGNITION

Section 1. The Employer recognizes the Union as the sole and exclusive bargaining agent for the employees covered under this Agreement. This Agreement shall apply to and cover all permanent Dental Assistants, Receptionists and office employees employed at the offices, excluding employees in the classifications of Manager, Supervisor, as defined by the National Labor Relations Act, Insurance Manager, Head Bookkeeper, all supervisory accounting and payroll department employees, and all other supervisor and confidential employees ("the employees").

Section 2. The Employer agrees not to interfere with, coerce or intimidate his employees in the exercise of their right to bargain collectively. No employees shall be discriminated against on the account of race, color, creed, sex, national origin, union affiliation or because of being handicapped or a Vietnam-era veteran.

Section 3. The Employer shall refrain from discrimination, retaliation, or harassment on the basis of union membership or activity.

ARTICLE II
EMPLOYMENT

Section 1. If the Union had knowledge of a qualified person who would desire to be considered for employment by the Employer, it may notify the Employer of that fact, setting forth the name, address, phone number and qualifications of that person. The Employer shall give the Union equal opportunity with all other recruiting sources to refer suitable applicants for

employment, but the Employer shall not be required to hire those persons referred by the Union or any other particular recruiting source. The Employer shall not discriminate against applicants because of race, color, age, creed, sex, national origin, union affiliation or because of being handicapped of a Vietnam-era veteran.

Section 2. The Employer shall notify the Union of the name, address, classification and date of employment of each new employee, and the name and last date of employment of any employee who leave the employ of the Employer by the last day of the month during which a new employee commences work or an employee leaves the employ of the Employer, as the case may be.

Section 3. Each employee shall become a member of the Union within ninety (90) days from the execution of this Agreement on ninety (90) days from the date of employment, whichever occurs last, and shall remain a member of the Union in good standing as a condition of continued employment. Upon the Employer's receipt of written notice from the Union of failure or the part of the Employer shall, within seven (7) days of the Union's notice, discharge the employee if the employee does not join the Union within the seven (7) day period.

Section 4. An employee who is hired for a specific period of time, not to exceed sixty (60) days, for the express purpose of substituting for employees who are or will be taking vacation time, shall not be subject to any of the privileges, benefits or rights contained in the Agreement, except they shall not be paid wages lower than those provided in the Agreement.

The Union shall not grieve or appeal the termination of such vacation replacements, unless the grievance or appeal is based upon a claim that the termination was due to race, color, creed, sex, age, national origin, union affiliation, handicap or for being a Vietnam-era veteran. The Employer shall notify the union, by date of hire, the name and anticipated period of time on the payroll of such vacation replacements.

Section 5. All employees, other than vacation replacement, designated pursuant to Article II, Section 4 herein, employed for an average of at least twenty (20) hours per week during their probationary period shall be deemed to be permanent employees hereunder, so long as they continue to be employed for an average of at least twenty (20) hours per week, inclusive of holidays, vacation and sick leave taken, during any twelve (12) month period while this Agreement is in effect.

Section 6. Any employee may voluntarily assign to the Union, through a payroll deduction, sums equivalent to the initiation fee, reinstatement fee dues and assessments that are uniformly required by the Union as a condition of membership in accordance with the Constitution and Bylaws of the Union. Voluntary assignment by an employee of those sums shall continue in effect until it is revoked pursuant to the Section 6, or until the termination of the Agreement, whichever occurs first. The Employer's obligation pursuant to this Section 6 is limited to remitting to the Union the sum of sums actually deducted from wages earned by the employee.

Payroll deduction authorization, pursuant to this Section 6, shall be made on properly executed forms provided by the Union as set forth in Exhibit A hereto and incorporated therein by this

reference. Any voluntary assignment of sums this Section 6 shall continue in effect unless revoked by the employee within and during the thirty (30) day period prior to any anniversary date of this Agreement or any renewal hereof by written notice to the Employer and to the Union by registered mail, return receipt requested.

Any payroll deduction authorization executed by an employee shall be canceled automatically if that person ceases to be employed as an employee, if the Union is no longer recognized the Employer, or this agreement expires without having been renewed or extended or a new agreement is not executed prior to its expiration.

The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article or in reliance on any list, notice or assignment furnished under this Article. This indemnification shall not cover failures or alleges failure of the Employer to submit monies deducted to the Union.

Payroll deductions pursuant to this Section 6 shall be made for each month during the term of the Agreement from the first paycheck during each month received by the employee. The Employer shall submit all monies deducted pursuant to this Section 1 to the Union no later than the twenty-fifth (25th) day of the month for which the deduction is made, together with a list of the employees for who the monies were deducted.

Section 7. Voluntary COPE deductions will be authorized as long as there is no cost to the Employer.

ARTICLE III

SHOP STEWARD AND UNION REPRESENTATIVE

Section 1. The Union shall notify the Employer in writing of its designation of any employee as Shop Steward: The Employer shall recognize the designated Shop Steward as the representative of the Union for the employees. All complaints shall be discussed on un-paid time.

The employer and the Union agree that no employee shall be discriminated against for his/her designation or activity as a steward. The employer shall allow stewards reasonable un-paid release time to investigate and attend grievance meetings with the prior approval from their supervisor. Permission shall be granted except in the event of emergency or when the employee's absence would disrupt the worksite, in which event a mutually agreeable time will be set.

Weingarten and disciplinary meetings, meetings with stewards requested by management, and grievance meetings shall be held at a time mutually agreed. Stewards shall be provided and

relevant documents and/or personnel files for the purpose of preparing, investigating and representing the affected member at these meetings.

Section 2. The Union shall notify the Employer in writing of its designation of its accredited representative. The designated accredited representative shall be allowed access to the office at reasonable times during working hours, upon reasonable notice to the Employer to ascertain whether the conditions set forth in the Agreement are being fulfilled or for business relative to Union matters, so long as the visitation does not interfere with normal function of the office of the work to be performed by any of the Employer's employees.

ARTICLE IV
CONDITIONS OF EMPLOYMENT AND DISCIPLINE

Section 1. Any employee discharged or disciplined shall be given notice in writing of the reason for the discharge or the discipline at the time thereof and a copy of the notice shall be sent to the Union. Any issue with respect to whether a discharge or discipline of any employee was for cause is subject to the grievance procedure set forth in Article XVII herein.

Section 2. Except for the probationary employee, the Employer shall not discharge or discipline any employee except for just cause. Employees shall be counseled or disciplined in private. Instructions or directions may be given at any time.

Section 3. Both parties agree that discipline will be for just cause and will follow progressive discipline unless there are facts supporting immediate termination. All employees who are discharged or disciplined shall be informed in writing of the reason(s) for discharge or discipline. Employees will be notified of an investigatory meeting that may lead to discipline prior to the meeting. Supervisors shall ask employees if they wish the presence of a Union Steward and/or Union Representative. The Employer will, at the request of the employee and/or Union, furnish copies of necessary and or/relevant documents or written statements used by the Employer as a basis for the disciplinary action.

ARTICLE V
LAYOFFS, RESIGNATIONS AND SENIORITY

Section 1. Should dullness of trade necessitate a layoff of employees, the employees shall be laid off according to seniority in the area in which they are employed. The three "areas" shall include all offices in the Sacramento area (Marconi Avenue, Rancho Cordova, Roseville, Folsom, Greenhaven AKA South Sacramento and Downtown Sacramento); the office in Stockton and the office in Modesto. An employee's seniority in the area is defined as the length of continuous service with the Employer in the area. This Article V shall not be construed, however, as

permitting an employee to exercise any seniority rights unless they have the competency and ability to perform the available work. The Employer shall be the judge of competence and ability subject to review by the grievance procedure.

Section 2. The Employer shall give 2 weeks' notice of layoff of pay in lieu thereof to all non-probationary employees when a layoff is necessary. The Union shall be notified 2 weeks in advance as well and provided with a complete list of all employees who are being laid off, a seniority list for all employees, a list of all vacancies, and an explanation of the events necessitating layoff.

Section 3. Continuous service shall be broken by:

A. Discharge;
B. Voluntary resignation;
C. Layoff which continues for more than six (6) months;
D. Leave of absence beyond the mutually agreed-upon period;
E. Absence due to disability which continues for more than six (6) months;
F. Failure to report withing seventy-two (72) hours after the date of notification of recall is sent by letter, copy to the Union, to the last known address of the employee. If the employee is hospitalized, the seventy-two (72) hours shall commence with the doctor's release.

Section 4. An employee shall not attain seniority or have any seniority privileges hereunder until they have completed their probationary period upon completion of their probationary period, the employee's seniority shall commence on their date of hire. The Union expressly waives the right to grieve and appeal any termination of probationary employee; unless the Union proves that the employee was terminated because of race, color, age, creed, sex, national origin, union affiliation, handicap or being a Vietnam-era veteran.

Section 5. An employee shall be considered on probation- for the first one hundred twenty (120) days of his or her employment.

Section 6. Employees desiring to change shifts may do so upon written request, based upon seniority, providing an opening exists within their classification on the desired shift. Should a night shift employee request a day shift assignment, the Employer shall first have the right to hire a new employee and train said new employee on the day shift for a period not to exceed sixty (60) days before transferring the senior employee to the day shift and the new employee to the night shift.

ARTICLE VI
WAGE SCALE

Section 1. All wages provided for herein are minimum wages. Nothing contained herein shall affect the right of the Employer to pay wages in excess of the minimums.

Section 2. Employees who have been employed for 3 years with Ashen shall be paid at least:

$17.00 -Front Office employees

$18.00 -Dental Assistant

$20.00 -Registered Dental Assistants

Employees who have been employed for three years and are below the anchor for their classification will move to the pay specified above upon ratification. Employees doing work in a higher classification (i.e. Front Office working as a DA or RDA) shall be paid wages of that higher classification while they are doing the work.

-Effective January 1, 2026, employees will receive an additional $0.50/hour wage increase. Retroactive pay from January 1, 2026, to ratification to be paid within 120 days of ratification.

-Effective January 1, 2027, employees will receive an additional $0.50/hour wage increase.

Section 3. The Employer agrees to pay the rate established by the Internal Revenue Service as reimbursement to employees who are required to work on a temporary basis in another office of the Employer. Such reimbursement shall be paid for round trip travel from the employee's "home" office to his/her "visiting" office. If an employee is notified to report directly to his/her visiting office, the employee shall be paid the difference in mileage between the employee's "home" and "visiting" office.

Section 4. The Employer agrees to pay half of the cost of classes, up to $300 per class as reimbursement to employees taking continuing education classes required for licensing and/or courses for advancement provided the advancement courses are approved. Pre-approved time for classes shall not be counted as absences for the purpose of discipline and will not be considered part of an employee's 15% time off without pay.

Section 5. Employees who chose to opt out of the Kaiser plan shall be paid a differential of $2.00/hour beginning upon ratification.

Employees hired before 07/01/2023, who are currently covered by the Kaiser plan, will receive a one-time differential pay of $1.25/hour upon ratification.

ARTICLE VII

PAYMENT OF WAGES

Section 1. In no event shall wages be paid less than twice a month during the term of this Agreement.

Section 2. There shall be no differential in wages paid to, or hours worked by, female employees who perform the same type of work assigned to and performed by male employees.

Section 3. Upon the request of the Union, the Employer shall inform the Union of any changes in the wages of any employee and give the accredited representative on the Union any information concerning wages relative to the employees.

ARTICLE VIII

HOURS OF WORK

Section 1. A normal week's work shall consist of forty (40) hours, excluding Sunday work. A regular day's work shall be deemed to consist of not more then eight (8) hours in any nine (9) hour period. An unpaid lunch period of no longer than one (1) hour shall be provided as close to the middle of the eight (8) hour regular workday as possible. Work performed before the time established in the office to begin work, and work performed after the time established in the office to stop work, shall be considered overtime and shall be paid for at the rate of time and one-half (1 1/2) of the regular wage rate established herein. Any workday established shall not begin earlier than 7:00 a.m., or end later than 10:00 p.m.

Section 2. No more than (10) hours of overtime work per employee above the established forty (40) hour workweek shall be permitted in any given week without approval of the Union of the employee who is being asked to perform the overtime work. The Employer may require an employee to perform a reasonable amount of overtime up to that limit.

Section 3. Overtime shall only be given to those in the department in the office for which overtime is required and shall be divided as equitably as possible.

Section 4. Making up for lost time during a regular workday at no fault of the employee shall not be permitted to avoid overtime.

Section 5. A full-time employee reporting for work on a regular scheduled workday shall be guaranteed a minimum of eight (8) hours of work or eight (8) hours of straight-time pay in lieu thereof, unless the failure to provide work is for reasons beyond the control of the Employer or by reason of the employee's failure to report to work on time.

Section 6. Should the employer implement night and/or weekend shift(s) both parties will meet prior to implementation to bargain over wage differential, assignment, hours and impact.

Section 7. It shall be a violation of this Agreement should any employee of the Employer work for another company or person in the industry covered by this Collective Bargaining Agreement while in the employ of the Employer. However, this provision shall not apply to an employee who works for another employer in this industry under a collective bargaining agreement.

ARTICLE IX
HOLIDAYS

Section 1. The following days shall be considered holidays: NEW YEAR'S DAY, WASHINGTON'S BIRTHDAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING, DAY AFTER THANKSGIVING, CHRISTMAS EVE DAY, CHRISTMAS, and NEW YEAR'S EVE DAY. All un-worked holidays shall be paid for at the rate of eight (8) hours of straight time, regardless of the day of the week upon which such holiday falls. However, if an employee regularly works less than eight (8) hours per day, they shall be paid only for the number of hours they would have worked on that day had it not been a holiday. In the event any holiday occurs on Saturdays, the preceding Friday shall be considered the holiday. If New Year's holiday occurs on a Saturday or Sunday, the holiday shall be granted on the preceding Friday.

Section 2. If an employee is required to work on a holiday, they shall be paid, in addition to the pay to which they are entitled in Section 1 above, one and one-half (1-1/2) times their regular hourly rate of pay for the first eight (8) hours of work on the holiday, and two and one-half (2½) times their regular rate of pay for work in excess of eight (8) hours on that day. All work on Sunday shall be paid at the rate of one and one-half(l-1/2) times the employee's regular wage rate.

Section 3. In order to qualify for holiday pay, the employee must have been employed at least sixty (60) days by the Employer prior to such holiday. The employee must have worked their regularly scheduled workday before and after such holiday, unless the absence is due to illness, or is excused by the Employer. If the employee did seek the attention of a doctor, then a physician's certificate will, if required, be furnished to the Employer. In addition, the employee mush not have been on layoff or leave of absence at the time of the holiday in order to receive holiday pay.

ARTICLE X
VACATION

Section 1. Any full-time employee who has been continuously employed by the Employer for one (1) year, vacation accrual as follows: 1 week after 1 year, 2 weeks after 2 years, 3 weeks after 5 years, and 4 weeks after 15 years. All part-time employees shall be entitled to a vacation

pursuant to this Section 1 in an amount directly proportional to the average number of hours worked in the prior year.

Section 2. An employee may take more than ten (10) days of vacation at a time, up to the maximum number of days they have earned, provided that, in the Employer's judgment, the extended vacation will not interfere with the reasonable business and operational requirements of the office. Should any of the holidays mentioned in this Agreement fall during an employee's vacation period, the employee shall be entitled to an extra day of vacation, as well as to holiday pay for the un-worked holiday.

Section 3. Any employee who has been continuously employed by the Employer for twelve (12) months shall be entitled to vacation pay equal to eight (8) hours of straight time pay for each day of vacation earned.

Section 4. Should an employee be discharged, laid off or should they resign, they will be entitled to receive the vacation pay that they have earned, provided they have worked at least six (6) months for the Employer. At the request of an employee, the Employer will cash out vacation leave at the straight-time hourly rate, up to half of the employee's yearly accrual.

Section 5. Employees may take their vacations only during the years of eligibility and there shall be no accumulations of vacations from one year to the other, except as follows: By the mutual agreement of an employee and the Employer the employee shall have the option to have their vacation accumulated from one year to the other.

Section 6. Balances shall also be provided within 3 business days of written request.

ARTICLE XI
SICK LEAVE

Section 1. Every employee covered by this Agreement shall be entitled to six (6) days (48 hours) of paid sick leave per year. Sick leave shall be front -loaded each year at six (6) days (48 hours). Employees may use available sick leave after 90 days of employment. Sick leave may be used for personal illness, family illness. medical appointments, or for any other reason permitted by California law or this agreement, and may be taken in hourly increments. A doctor's certificate or other reasonable proof of illness may be required by the Employer. Such sick leave with pay shall be applicable only in cases of bona fide illness or accident.

Section 2. Sick leave benefits may be accumulated up to a maximum of eighteen (18) days. All sick leave taken by employees shall be in no less than one (1) hour increments. At the request of the employee, the Employer shall pay for any accumulated sick leave over twelve (12) days at their straight-time hourly rate.

Section 3. It is the intention of the Employer and the Union that sick leave benefits payable hereunder shall be integrated with unemployment compensation disability benefits and/ or

workers' compensation temporary disability benefits which may be received by an employee. During the preliminary period of sick leave, when benefits are not payable from unemployment compensation disability benefits or workers' compensation temporary disability, the employee shall receive a full day of pay for each day for which the employee is eligible for sick leave pay. Sick leave pay shall be integrated with unemployment compensation disability benefits and/or workers' compensation temporary disability benefits so that the sum of the daily leave benefits which may be payable to an employee, shall not exceed one hundred percent (100%) of the employee's regular straight-time daily rate for any one day, the sick leave pay for that day shall be reduced accordingly. Any portion of the sick leave allowance not received by the employee by reason of any such reduction shall be retained in the employee's sick leave pay amount as part of the employee's accumulated sick leave pay credits. In order to effectuate the integration of all sick leave benefits, sick leave will be calculated on an hourly rather than a daily basis.

Section 4. Balances shall also be provided within 3 business days of the written request.

ARTICLE XII
BEREAVEMENT LEAVE

Section 1. In the event of a death in the immediate family (defined as parents, grandparents, brother, sister, spouse domestic partner, in-laws, children, or grandchildren) of an employee who has been employed for at least 30 days before taking the leave, the employee shall, upon request to the Employer, be allowed such time off with pay as is necessary to make arrangements for and/or attend the funeral not to exceed three (3) regular scheduled working days of the employee. In addition, an employee may take up to two (2) additional days of unpaid bereavement leave. Employees may use accrued leave to cover any unpaid days of bereavement leave if they choose. Unused accrued leave may be used to extend bereavement leave beyond the five (5) days stated above. To be eligible for bereavement leave for the death of a domestic partner the employee must have on file with Human Resources an approved statement of domestic partnership. Bereavement leave does not need to be taken all at once, but must be taken within three months after the death of the person for whom bereavement leave is taken.

To qualify for bereavement leave pay, an employee must:

Have worked at least three (3) consecutive workdays immediately preceding the date of death of the relative, unless the failure to do so was due to unpaid vacation, paid sick leave, or paid holiday, or the absence is due to illness that is confirmed in writing by the employee's physician or is excused by the Employer; and

Return to work on the first regularly scheduled workday after the bereavement leave expires.

The Employer may request proof of the need for bereavement leave(such as but not limited to death certificate, obituary, funeral program), which the employee must provide to the Employer within 30 days of the first day of bereavement leave.

ARTICLE XIII

REPRODUCTIVE LOSS LEAVE

Section 1. Purpose of Leave: Employees are entitled to take time off after either a "reproductive loss event" or after another kind of leave for the same "reproductive loss event." A "reproductive loss event" includes miscarriage, unsuccessful assisted reproduction, failed adoption, failed surrogacy, and stillbirth. This is a new leave entitlement under the Fair Employment and Housing Act.

Section 2. Eligibility: Employees are eligible to take this leave on the 30th day of employment. In the event of a failed adoption or failed surrogacy, leave is available to a person who would have been a parent had the event been successful. For miscarriages, stillbirths, and unsuccessful assisted reproduction, leave is available to the person who experiences the loss and their spouse or domestic partner, or by another individual if that individual would have been a parent as a result of the pregnancy.

Section 3. Amount of Leave (Unpaid): Qualified employees are entitled to take 5 days of unpaid leave per reproductive loss event. Employees may use available leave balances, such as paid leave, when taking reproductive loss leave. Leave is capped at 20 days per 12-month period if an employee has more than one loss event.

Section 4. Timing of Leave: Employees are entitled to take this leave within three months after a reproductive loss event. This leave does not have to be taken consecutively or all at once. If prior to or immediately following a reproductive loss event, an employee is on or chooses to go on California Pregnancy Disability Leave (PDL), California Family Rights Act (CFRA) leave, or any other leave under state or federal law, the reproductive loss leave must be taken within three months of the end date of such other leave. The reproductive loss leave is a separate leave entitlement and does not count against an employee's entitlement to PDL, CFRA, or other leave under state or federal law.

Section 5. Documentation: The employee is not required to provide documentation in order to use this leave.

ARTICLE XIV

DENTAL BENEFITS

Section 1. After six (6) months of employment with the Employer pursuant to this Agreement, an employee shall be entitled to dental benefits and coverage under the Employee's Dental Plan and the Addendum thereto attached to this Agreement. For the term of this Agreement, the Employer agrees to pay the full cost of the Employee's Dental plan for employees and eligible

dependents, with the exception of the co-pays listed on pages 1, 2, 3 and 4 of the Employee's Dental Plan. Such benefits shall apply to any employee working thirty (30) hours per week or more after such employee has completed (12) months of continuous service. The Employer shall maintain the schedule of covered benefits set forth on pages 1, 2, 3 and 4 of the Employees Dental Plan for employees and eligible dependents for the term of this Agreement.

Section 2. Eligible dependents, for the purpose of this Article only, are defines as the lawful spouse of the employee and the employee's unmarried children (natural, step, adopted or foster), for whom the employee is entitled to a deduction on their income tax, and who are less than 26 years of age.

Section 3. Pre-Authorization for Dental Treatment for employees or individuals covered under an employee's plan shall be approved or denied within 30 days of the employee's request.

ARTICLE XV
INSURANCE

Section 1. The employer shall provide to all eligible employees and their dependents' group health coverage under the Kaiser Health Plan HRA $6,650 for single and $13,300 for employee plus spouse and/or children of family. Employer provides an annual HRA contribution to meet the annual deductible.

HRA Reimbursements (5 -Tiers)

Employee Only: First $1,000.00, Employer pays 100%.
Remaining $5,650.00 Employer pays 70% and Employee pays 30%

Employee +1: First $2,000.00, Employer pays 100%.
Remaining $11,300.00 Employer pays 70% and Employee pays 30%

Employee +2: First $3,000.00, Employer pays 100%.
Remaining $10,300.00 Employer pays 70% and Employee pays 30%

Employee +3: First $4,000.00, Employer pays 100%.
Remaining $9,300.00 Employer pays 70% and Employee pays 30%

Employee +4 or more: First $5,000.00, Employer pays 100%.
Remaining $8,300.00 Employer pays 70% and Employee pays 30%

Section 2. Kaiser Premium – Employee Contribution:

Employees hired before 01/01/2007 (4 tiers)

Employee: $180.00/month
Employee +1: $180.00/month

Employee +2: $280.00/month
Employee +3 or more: $300.00/month

Employees hired after 01/01/2007 (4 tiers)

Employee: $200.00/month
Employee +1: $300.00/month
Employee +2: $375.00/month
Employee +3 or more: $450.00/month

Section 3. Eligible employees, for the purpose of this Article only shall be an employee who has been paid 32 hours of time on each calendar week and the probationary period has been completed.

Section 4. Eligible dependents for the purpose of this Article only, are defined as the lawful spouse of the employee and the employee's unmarried children (natural, step, adopted or foster) for whom the employee is entitled to a deduction on their income tax, and who are less than 26 years of age.

ARTICLE XVI
NO STRIKE/NO LOCKOUT

Section 1. The Union shall not call or engage in any strike, slowdown or stoppage of work, unless the Employer has failed to comply with the award of an arbitrator, and the Employer agrees that it will not engage in lockout of the employees unless it violates the provisions of Section 1. The Union shall use its best efforts in good faith to require its members to perform their services for the Employer, even though any other groups or persons may be on strike provided the performance of their services does not subject them to the hazard of bodily harm.

Section 2. SEIU Mailer: The Union will send a mailer to all SEIU members of Local 1021 every six months for the duration of the agreement promoting the Employer's discounted services (with the Employer assuming all costs). The Union will provide the mailers to the Employer for review but the final mailer will be mutually agreed upon prior to distribution to union members. The first mailer will be sent to members after ratification.

ARTICLE XVII
MISCELLANEOUS

Section 1. The Employer shall maintain the office in a healthful and sanitary condition. All areas of the office shall be kept clean and well ventilated, well lighted and at a temperature not injurious to the health of the employees. The employees shall at all times keep their work areas and equipment in a clean and sanitary condition. The Employer and employee shall conform to and abide by the California Labor Code and shall correct any violations when called to their attention.

Section 2. There shall be no individual agreement between the Employer and any of the employees in conflict with this Agreement.

Section 3. All meetings of employees, when called by the Employer, shall be considered as being on the employer's time and shall be paid for by the Employer. If the meetings take place during working hours, the employees attending the meeting shall be paid by the Employer for the time spent at the meeting at the employee's attending the meeting shall be paid by the Employer for the time spent at the meeting at time and one-half (1-1/2) of the employee's regular straight time hourly rate.

Section 4. Before any sale, assignment or change in name of ownership of the office is made by the Employer, the new ownership shall be fully informed as to all terms and conditions of this Agreement, and the Employer shall do everything within reason to see that the employees do not suffer loss of benefits provided by this Agreement through sale, assignment or other change in name or ownership of the office. After the terms of this Section 4 have been complied with and the Union notified of the Employer's action, the original owners shall be released from further responsibility in connection therewith.

Section 5. "Kickbacks" or "reimbursements" in any manner whether direct or indirect, from an employee to the Employer for the sake of maintaining employment are absolutely prohibited. Acceptance of such "kickbacks" or "reimbursements" by the Employer shall be deemed a breach of this Agreement.

Section 6. Where the male gender is used in this Agreement, it shall be understood to apply to the female gender.

Section 7. An employee shall be allowed four (4) days in any calendar year, at their option, from their regular sick leave or vacation, for personal leave. The employer shall not reasonably deny a request for a leave, and each employee shall give reasonable notice of the request for such leave. The leave granted hereunder shall be taken in segments of one (1) hour or more.

Section 8. Employees shall be granted leaves of absence, without pay, to attend such functions as union conventions. Employees shall give the Employer as much advance notice as possible when requesting such leave.

Section 9. The Employer and the Union agree that the conduct, dress and appearance of an employee are important to the success of both. Therefore, employees are expected to be neat in appearance and dress and to conduct themselves in accordance with reasonable standards. Employees who violate conventional standards in conduct, dress and appearance shall be given a written warning of their offense and may be subject to disciplinary action, including discharge, for subsequent violation.

Section 10. The Employer agrees to comply with all state and federal laws and regulations with regard to maternity leave.

Section 11. The Employer allows employees to clock in five (5) minutes before their start time. It is further understood that any employee who clocks in before their start time will waive their right to pay. However, in the event the Employer requests an employee to work prior to their start time, the employee will be compensated at their regular rate of pay.

Section 12. If on any regular workdays the dentist is off, an employee has the option of taking the day off without pay, by mutual agreement with the office Manager. The day off will not be considered an unexcused absence.

Section 13. In a calendar month employees will be allowed to take up to 15% of their scheduled work time off without pay. This time shall not result in discipline.

ARTICLE XVIII
FAVORED NATIONS CLAUSE

Section 1. Favored Nations (Me too clause with Fresno Union)

ARTICLE XIX
GRIEVANCES

Section 1. All grievances and complaints resulting from the operation of this Agreement or arising under specific clauses thereof or in any dispute regarding the interpretation or application of this Agreement shall be handled in the following manner.

The grievance or complaint signed by the aggrieved employee, the Shop Steward, or union representative shall be submitted in writing within the time herein provided. The Shop Steward or union representative will present the grievance or complaint to the immediate supervisor of the aggrieved employee who shall give it prompt attention and hear the complaint within ten (10) working days from written submission.

The grievance or complain shall be considered to have been waived by the aggrieved employee unless it is presented to the aggrieved employee's immediate supervisor within fifteen (15) working days after the action or inaction giving rise to the grievance of complaint occurs, unless circumstances beyond the control of the aggrieved employee prevent its presentation within that fifteen (15) day period.

If the Shop Steward or union representative and the immediate supervisor of the aggrieved employee cannot reach an understanding within (48) forty- eight hours after the grievance or complaint is presented to the employee's immediate supervisor, the matter shall be presented directly to the Employer or its designated agent and the Union Business Agent, Human Resources or their representative.

The aggrieved employee may, at his election and without pay, be present at any of the meetings involved in the grievance procedure provided herein.

In the event the two parties are unable to settle the grievance or complaint, the matter shall be referred to arbitration. In the event the parties are unable to agree upon the selection of an impartial arbitrator, they shall request the California State Conciliation Service to furnish the names of five (5) persons qualified to act as arbitrators. The representative of the Employer and the Union shall each have the choice of selecting two (2) persons from the five (5) persons listed, with the first choice being determined by lot. The remaining fifth person shall thereby be selected as arbitrator.

ARTICLE XX
UNION-MANAGEMENT RELATIONS

Section 1. The Union agrees that it will cooperate with the Employer and support its efforts to assure a full day of work on the part of its members.

Section 2. Employees shall be required to perform a standard amount of work in an efficient manner, and the Union agrees to cooperate to that end.

Section 3. The Employer and the Union agree that communication is beneficial to the collective bargaining relationship. To that end, a Labor- Management Committee shall be established and shall be composed of one (1) management representative of the Employer - who shall have decision - making authority- and employee representatives of the Bargaining Unit (to be chosen by the Union). Upon the request of either party, the Committee shall meet at a mutually agreed upon time and place to discuss topics of mutual interest and concern. If either party request a meeting, the meeting will be scheduled within two weeks of the request unless both parties agree otherwise. Meetings will not occur more often than monthly without the consent of both parties.

Section 4. Union Bulletin Boards: The Employer shall provide the Union with access to bulletin board space at each worksite in a visible and accessible location, designated by the employer for union communications. The Employer shall provide the bulletin boards. Materials posted shall

be limited to official union business. Union postings shall not be removed by management without prior consultation with the Union.

ARTICLE XXI
SANCTUARY COMMON GOOD

Section 1. In order to protect community members of all immigration statuses in our communities who are targeted for repression by the Federal Government, the parties hereby adopt the following Sanctuary Policies:

The Employer will not allow federal immigration agents or Department of Homeland Security (DHS) agents onto its premises unless they produce a valid warrant except as otherwise required by law. In the event that federal immigration agents or DHS agents do enter the premises, the Employer shall notify the Union immediately.

The Employer will not share any information about employees, visitors, residents, clients, patients, or any other person with federal immigration agents except as required by law.

The Employer will advise all employees that they have a right not to comply with any requests or direction from federal immigration agents except as required by law.

All Employees will receive training on these sanctuary policies.

ARTICLE XXII
WAIVER CLAUSE

Section 1. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 2. If any article, section, subsection, sentence, clause, or phrase of this Agreement is declared invalid or is in conflict with the Dental Practices Act, the law, including the Dental Practices Act, shall govern , and such invalidity or conflict shall not reflect the validity of the remainder of this Agreement.

Section 3. This agreement shall remain in full force and effect from July 1, 2025 to and including December 31, 2027.

In WITNESS WHEREOF, the parties hereto affixed their hands this day of April 26, 2026.

Employer: Ashen Company, LTD.

By: _____ 6/26/2026

Michael S. Ashen, Partner — Date

Union: Service Employees International Union, Local 1021

By: _____ 7-7-26

Angelique Steele
Bargaining Team Member — Date

By: _____ 7/15/26

Amanda Ayers
SEIU 1021 Union Representative — Date

By: _____ 7/15/26

William R. Petrone
SEIU 1021 Field Director — Date

By: _____ 7/15/2026

David Canham
SEIU 1021 Executive Director — Date