

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES 1 3
2. AMENDMENT/MODIFICATION NUMBER P00024	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQUISITION NUMBER	5. PROJECT NUMBER (If applicable)	
6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) CODE ICE / DCR Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024		
8. NAME AND ADDRESS OF CONTRACTOR (Number, street, county, State and ZIP Code) GEO GROUP INC THE ATTN [REDACTED] 4955 TECHNOLOGY WAY BOCA RATON FL 334313367		(X)	9A. AMENDMENT OF SOLICITATION NUMBER	
			9B. DATED (SEE ITEM 11)	
		(X)	10A. MODIFICATION OF CONTRACT/ORDER NUMBER 70CDCR20D00000009	
			10B. DATED (SEE ITEM 13) 12/19/2019	
CODE JMLKZZ1NL2Z6	FACILITY CODE			

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended.
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:
(a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
See Schedule

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS.
IT MODIFIES THE CONTRACT/ORDER NUMBER AS DESCRIBED IN ITEM 14.**

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NUMBER IN ITEM 10A.
<input type="checkbox"/>	
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
<input checked="" type="checkbox"/>	D. OTHER (Specify type of modification and authority) Bilateral - FAR 52.222-43 Fair Labor Standards Act and Service Act-Price Adjustment

E. IMPORTANT: Contractor is not is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
See continuation page

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.


15A. NAME AND TITLE OF SIGNER (Type or print) [REDACTED]	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) [REDACTED]
15B. CONTRACTOR/OFFEROR [REDACTED] <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED
16B. UNITED STATES OF AMERICA <i>(Signature of Contracting Officer)</i>	16C. DATE SIGNED

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>UEI: JMLKZZ1NL2Z6</p> <p>Contracting Officer's Representative (COR): [REDACTED] E-mail: [REDACTED]@ice.dhs.gov</p> <p>Contracting Officer: [REDACTED] [REDACTED]@ice.dhs.gov E-mail:</p> <p>Contract Specialist: [REDACTED] [REDACTED]@ice.dhs.gov</p> <p>The purpose of this Bilateral modification is to:</p> <p>1) Incorporate Wage Determination (WD) Collective Bargaining Agreement (CBA) WD-CBA 2024-176, Revision No.: 3, date: 02/09/2026 between GEO Secure Services, LLC (The GEO Group) and National Federation of Federal Employees, Federal District 1, IAMAW, AFL-CIO, effective 12/20/2025 through 12/19/2026, see attached.</p> <p>2) Incorporate Wage Determination (WD) Collective Bargaining Agreement (CBA) WD-CBA 2026-68, Revision No.: 0, dated 02/10/2026 between The GEO Group and The Teamsters Local Union 1932, effective 12/20/2025 through 12/19/2026, see attached.</p> <p>3) Incorporate Wage Determination (WD) Collective Bargaining Agreement (CBA) WD-CBA 2026-66, Revision No.: 0, dated 02/09/2026 between The GEO Group and United Government Security Officers of America International Union and its Local #880, effective 12/20/2025 through 12/19/2026, see attached.</p> <p>4) Incorporate Wage Determination (WD) Collective Bargaining Agreement (CBA) WD-CBA 2026-216, Revision No.: 3, date: 04/16/2026 between GEO Secure Services, LLC (The GEO Group) and National Federation of Federal Employees, Federal District 1, IAMAW, AFL-CIO, effective 12/20/2025 through 12/19/2026, see attached.</p> <p style="text-align: center;">Continued...</p>				

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>LIST OF CHANGES: Reason for Modification: Supplemental Agreement for work within scope Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 12/20/2024 to 12/19/2029</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p> <p>**For inquiries regarding ICE detainee information or ICE's usage of this Task Order, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.**</p> <p>**Notwithstanding the period of performance indicated above, the funding provided in this Task Order is the amount presently available for payment and allotted to the award. The service provider agrees to perform to the point that service does not exceed the total amount currently allotted to the items funded under the Task Order. The service provider is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated to reimburse the service provider in excess of the amount allotted to those item(s) for performance beyond the funding allotted.*</p>				

REGISTER OF WAGE DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2024-176
 Division of		Revision No.: 3
Director Wage Determinations		Date Of Last Revision: 02/09/2026

State: California

Area: San Bernardino

Employed on OFFICE OF ACQUISITION MANAGEMENT contract for detention and transport services at Adelanto ICE Processing Center and Desert View Annex..

Collective Bargaining Agreement between contractor: GEO Secure Services, LLC (GEO), and union: National Federation of Federal Employees, Federal District 1, IAMAW, AFL-CIO (hereinafter "NFFE") Local 880, effective 12/20/2025 through 12/19/2026.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

Memorandum of Understanding

between

GEO Secure Services, LLC

and

**National Federation of Federal Employees
Federal District 1, IAMAW, AFL-CIO**

GEO Secure Services, LLC (hereinafter "GEO") and the National Federation of Federal Employees, Federal District 1, IAMAW, AFL-CIO (hereinafter "NFFE") enter into this Memorandum of Understanding ("MOU") as a result of their negotiations regarding the hourly wage rates for NFFE-represented employees at GEO's Adelanto ICE Processing Center and the Desert View Annex, located in Adelanto, CA. NFFE represents certain job classifications at the above-named facilities pursuant to a *Voluntary Recognition Agreement, as amended*.

The parties are signatories to a Master Agreement that covers the terms and conditions of employment at all facilities where NFFE is recognized as the collective bargaining representative of the designated bargaining unit at each particular facility, which includes the Adelanto ICE Processing Center and the Desert View Annex.

Article 27 of the Master Agreement states that wages at the facility-level will be determined through local negotiations. Accordingly, the parties have negotiated and agree that all job classifications represented by NFFE at the Adelanto ICE Processing Center and the Desert View Annex will receive the wage rate specified by the applicable rate specified in the Department of Labor - Wage Determination #2015-5629, revision #27, dated July 8, 2025.

As a result of their negotiations, the parties agree that the following job classifications shall be paid the hourly rate as indicated below, effective December 20, 2025:

Job Classification	Hourly Wage Rate
Administrative Assistant (Medical)	██████
Armory/Locksmith Sergeant	██████
Assistant Transportation Supervisor	██████
Banking Accounts Clerk	██████
Bookkeeper	██████

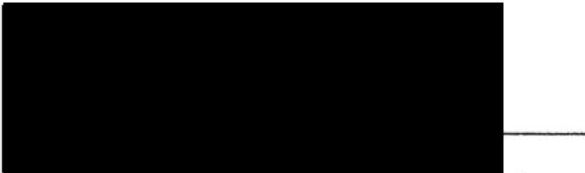
Chaplain Assistant	██████
Food Service / Maintenance Clerk	██████
Grievance Coordinator	██████
HR Assistant	██████
Janitor	██████
Mailroom Clerk	██████
Mailroom Supervisor	██████
Maintenance Technician	██████
Payroll / Accounts Payable Clerk	██████
Radiology Technician	██████
Program Clerk	██████
Booking Clerk	██████
Receptionist	██████
Records Clerk	██████
Recreational Specialist	██████
Security Clerk	██████
Sergeant	██████
STG/Intelligence/Officer	██████
Tool Room Clerk	██████
Warehouse Supervisor	██████

Furthermore, in accordance with Article 27 of the Master Agreement, the parties agree that the Health and Welfare Benefit rate shall be increased to ██████/hour (based on 2080 hours), effective December 20, 2025.

The above rates will become effective if and when the rates are incorporated by the Client into the Operations and Management contract.

This MOU will not impact any other provisions of the Master Agreement, including, but not limited to, Article 20 (Management Rights).

This MOU sets forth the entire understanding between the parties and supersedes any and all prior agreements and understandings, written or oral, pertaining to Wage Rates and the Health and Welfare Benefit rate for the above-referenced classifications.




Director-Employee and Labor Relations
GEO Secure Services, LLC

Date: 1/29/2026



Business Representative
National Federation of Federal Employees,
Federal District 1, IAMAW AFL-CIO

Date: 1/29/26

REGISTER OF WAGE DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2026-68
		Revision No.: 0
Director		Date Of Last Revision: 02/10/2026
Division of		
Wage Determinations		

State: California

Area: San Bernardino

Employed on DETENTION COMPLIANCE AND REMOVALS contract for detention, transportation, and medical services at Adelanto ICE Processing Center and Desert View Annex.

Collective Bargaining Agreement between contractor: The GEO Group, and union: The Teamsters Local 1932, effective 12/20/2025 through 12/19/2026.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

MEMORANDUM OF UNDERSTANDING

Between

The GEO Group, Inc. (formerly GEO Secure Services, LLC)

And

The Teamsters Local 1932 Unit

The GEO Group, Inc (formerly GEO Secure Services, LLC), (GEO or “the Company”) and the Teamsters Local Union 1932 enter into this Memorandum of Understanding (MOU) as a result of their negotiations for a successor collective bargaining agreement for the Adelanto ICE Processing Center/Desert View Annex facilities. The most recent collective bargaining agreement (CBA) between the parties for GEO’s expired on December 19, 2025. The parties have agreed to enter into a new collective bargaining agreement that will be effective December 20, 2025 through midnight December 19, 2026.

The parties have agreed that all terms and conditions contained in the CBA between the parties that expired on December 20, 2025 will remain in full force and effect EXCEPT for the following language/Articles amended by this Memorandum.

1. Article 2-remove the classification of “Nurse Practitioners” from the bargaining unit.

2. Amend Article 4-Section 401 to read as follows:

When the Employer conducts an investigatory interview which the interviewed employee reasonably believes may result in his or her discipline, such employee may request to have a Union representative present. Such a right to a Union representative does not apply to

(i) disciplinary meetings that occur after completion of the investigation or

(ii) to meetings to discuss performance evaluations.

The Employer shall notify the employee who is the subject of the investigation at the time of scheduling the interview that it will be investigatory in nature and that the employee is entitled to have a Union representative present. Prior to conducting an investigative interview, management shall inform the employee of the nature of the alleged impropriety and allow the employee and the representative an opportunity to confer privately. It shall be the employee’s responsibility to notify the Union of the need for representation. If an employee requests Union representation, the employee will not be required to respond to questions until the

representative is present or up to a twenty-four (24) hour period has passed (determined on a case-by-case basis).

If the interview is scheduled to take place during the scheduled working time of a Union representative, the employee's right to be represented shall include release of the Union representative in order to attend the interview.

If the Employer requests a written statement from the employee, the employee shall be given up to 24 hours to have their written statement reviewed by a union representative prior to submission to the Employer.

If the investigatory interview is scheduled during a time period when no representative can be available because of patient care or other business requirements, the interview will be delayed as necessary to provide representation but no more than twenty-four (24) hours (unless mutually agreed otherwise).

Such an investigatory interview shall not be delayed by an employee's request for a specific Union representative, so long as another Union representative is available.

3. Amend Article 4-Section 402 (the first and second paragraphs) to read as follows:

The Employer recognizes the right of the Union to designate job stewards and alternates. The authority of job stewards and alternates, so designated by the Union, includes the following duties and activities:

1. The investigation and presentation of grievances in accordance with the provisions of the Collective Bargaining Agreement.
2. The collection of dues when authorized by appropriate local Union action.
3. Represent members in any type of investigatory or disciplinary proceedings.
4. Be the Union Designee during the New Hire Onboarding process.
5. The transmission of such messages and information which shall originate with, and are authorized by the Local Union or its employees, provided such messages and information:
 - a) have been reduced to writing, or
 - b) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the Employer's business.

Nothing in this Article shall prohibit the Business Agent or a Shop Steward from bringing one additional Steward to a meeting (grievance process, an administrative interview, etc.) for the purpose of training; provided, however, that the scheduling of the meeting shall not be delayed by the trainee steward's unavailability and his/her presence is authorized by his/her supervisor and does not unduly interfere with the efficiency & safety of operations

The remaining language remains as written.

4. Amend Article 4, Section 406 to read as follows:

The Union designee shall be provided thirty (30) to sixty (60) minutes during the Employer's new hire orientation to provide all new hires into a Bargaining Unit position information from the Union. The information provided shall include but is not limited to a copy of this Agreement and the telephone number and address of the Union's office.

The Union may bring an additional Steward (with prior approval) to the meeting for the purpose of training; provided, however, that the scheduling of the meeting shall not be delayed by the trainee steward's unavailability and his/her presence is authorized by his/her supervisor and does not unduly interfere with the efficiency & safety of operations.

5. Amend Article 7-Section 701 to read as follows

A grievance is defined to be any job-related controversy, complaint, misunderstanding, or dispute arising under the Terms of this Agreement.

Grievances shall be processed promptly and all parties shall make reasonable efforts to settle the matter. Any grievance arising between an employee or the Local Union and the Employer shall be processed in the following manner:

6. Amend Article 7-Section 703 to read as follows:

The informal grievance may be raised verbally or via email to the grieving party's immediate supervisor. The supervisor shall provide response, verbally or via email, within ten (10) calendar days of receipt of notification of the grievance.

If the grievance is not settled by the response or if there is no response, and the grieving party wishes to pursue the matter further, a formal written grievance must be filed in accordance with Section 703 below.

Formal Procedures:

- All written grievances, except those involving discharge, must be filed with the local Human Resources Department within twenty (20) calendar days after following the Informal Procedure outlined in Section 702

- All written grievances involving discharge must be filed with the local Human Resources Department within ten (10) calendar days after the date of discharge.

STEP 1:

- Within ten (10) calendar days after the grievance is filed in writing by the aggrieved party with the local Human Resources Department, the parties shall meet and attempt to settle it.
- For the purpose of this Step 1, the Employer's representative shall be the **Health Services Administrator** or his/her designee.
- The non-grieving party shall respond in writing to the grievance within ten (10) calendar days of the Step 1 meeting. If the non-grieving party fails to respond in writing within ten (10) calendar days of the Step 1 meeting, the grievance shall be deemed to have been denied.

STEP 2:

- Within ten (10) calendar days after the grievance is filed in writing by the aggrieved party with the local Human Resources Department, the parties shall meet and attempt to settle it.
- For the purpose of this Step 2, the Employer's representative shall be the **Western Region Health Services Regional Director** or his/her designee. In no instance, in the absence of the Western Region Health Services Regional Director, shall the designee be the Employer's representative from STEP 1.
- The non-grieving party shall respond in writing to the grievance within ten (10) calendar days of the Step 2 meeting. If the non-grieving party fails to respond in writing within ten (10) calendar days of the Step 2 meeting, the grievance shall be deemed to have been denied.

The remaining language remains as written.

7. Amend Article 1204 to read as follows:

- The Company shall grant all full-time and part-time employees up to five (5) days to respond the death of an immediate family member. The Health Service

Administrator or their designee may consider, on a case -by-case basis requests for additional time off.

- An employee will be paid his/her normal base hourly rate for three (3) days of bereavement leave.
- For the purposes of this Article, immediate family member, to include same-sex couples, is defined as an employee's spouse, domestic partner, child, parents, siblings, grandparents and grandchildren, foster child, foster parent or anyone who has filled the role of a parent, including immediate family members by step or in-law relation. Verification of the death of a qualifying person may be requested.

8. Remove Section 2100 - NURSE PRACTITIONERS

9. Amend Article 2200 to read as follows:

ATTENDANCE AND PUNCTUALITY

Employees are expected to be regular in attendance and to be punctual.

Employees are expected to report to work as scheduled, be on time and be prepared to start work. Employees are also expected to remain at work for their entire work schedule, or when required to leave on authorized Company business or other authorized reasons. Unapproved late arrivals, early departures or other absences from scheduled hours are disruptive and must be avoided. Moreover, all employees will be subject to discipline, as discussed below, at the discretion of the Company, for such unapproved and impermissible late arrivals, departures or other absences

The Company recognizes there may be a reasonable absence due to bona fide sickness or emergency situation, often beyond the control of the employee, therefore this procedure allows for a number of "occurrences" before discipline is administered. For example, an "occurrence" is a single day of absence, or two or more consecutive days of absence for the same reason, illness or medical issue.

If an employee is unable to report for work as scheduled, they must follow the applicable call-in procedures for their absence. Employees must notify their supervisor of their absence at least two (2) hours before the start of their scheduled shift (unless it is impossible to do so, in which case the employee must call as soon as possible thereafter). Employees who need to leave early must notify their supervisor as soon as they learn that they will not be able to complete their scheduled shift. Unless extenuating circumstances exist, or as otherwise permitted by applicable law, employees must call in on each and every scheduled day on which they will not report to work, unless they are on an approved leave of absence.

Excessive absenteeism or tardiness may result in disciplinary action up to and including termination of employment, unless the absence or tardiness is excused or approved.

Examples of instances that could lead/are subject to discipline:

UNEXCUSED ABSENCE - Employee fails to report for work as scheduled and the employee has no statutory sick time remaining.

LATE ARRIVAL - An employee is expected to be on-time as scheduled and ready to work, as the outgoing shift is entitled to prompt relief. A employee is considered a late arrival if the employee arrives after the employee's scheduled reporting time. Should the tardiness continue, the employee will be subject to discipline under this article. Late arrivals and absences that were the result of factors outside of the employee's control will be handled by the HSA on a case-by-case basis.

NO-CALL/NO-SHOW – An employee who fails to report to work for three (3) consecutive scheduled day and does not notify the Company in any way shall be considered to have voluntarily resigned.

TARDY- An employee who fails to report to work on-time and as scheduled and is not at his/her post, workstation or briefing on time.

EARLY ARRIVAL - An employee is considered an early arrival if the employee arrives at work and clocks-in more than seven (7) minutes before the employee's scheduled reporting time.

Absences for the following reasons will not be subject to discipline under this article

- Use of scheduled vacation time, sick leave or other scheduled leave time for doctor office appointments or medical procedure, as well as scheduled long-term illness time, which has been approved in advance by a supervisor.
- Paid Sick Time pursuant to Federal, State law, regulation and/or statute
- Time off due to a work-related injury that is covered by Worker's Compensation
- Other authorized and approved leaves, including paid or unpaid Personal Leave, Jury Duty, Bereavement Leave, Military Leave, Family Medical Leave, Union Leave and any other form of leave required by law.

Progressive Discipline

A rolling twelve (12) month period is the applicable period of time within which occurrences are counted

Late Arrivals, Early Arrivals, Tardy

Three (3) occurrences within 12 months	Informal Coaching
Six (6) occurrences within 12 months	Verbal Warning
Eight (8) occurrences within 12 months	Written Warning
Ten (10) occurrences within 12 months	Final Warning
Twelve (12) occurrences within 12 months	Dismissal

Unexcused Absences

Two (2) occurrences within 12 months	Informal Coaching
Three (3) occurrences within 12 months	Verbal Warning
Four (4) occurrences within 12 months	Written Warning
Five (5) occurrences within 12 months	Final Warning
Six (6) occurrences within 12 months	Dismissal

10. Amend Article 10, Section 1007 to read as follows:

Choice of shifts shall be determined in order of seniority.

As it is noted in Section 1102 in this article, “The Employer has the right to establish all work schedules.”

The process for Shift Bidding shall be owned by the Local Union and all steps in the process shall be overseen by the Business Agent or their designee.

As it is noted in Article 10, Section 1001, “The application of seniority shall be determined by mutual agreement between the Employer and the Union.”

Shift Bidding shall be made by Classification Seniority.

For the purposes of Shift Bidding, “seniority is defined as:

- Employees hired pre-Dec 20, 2022 - the length of time an employee has been continuously employed as a classification within this bargaining unit by Employer, its predecessors, or assigns.

- Employees hired post Dec 20, 2022 - the length of time an employee has been continuously employed as a classification within this bargaining unit by Employer.
- For employees with same hire date, seniority shall be based on the last four digits of their Social Security number with seniority being awarded from lowest to the highest number.

The Bid Process applies only to employees with a FULL-TIME designation on file with Human Resources.

Shift Bidding shall take place a minimum of three (3) times in a 12-month period.

Bid Cycles shall be as follows:

- Cycle 1 shall go into effect on the first Sunday of February.
- Cycle 2 shall go into effect on the first Sunday in June.
- Cycle 3 shall go into effect on the first Sunday in October.

Bidding PROCESS

- 1) Seniority List – Upon request, Human Resources will supply list 45 days prior for approved by the Business Agent or designee.
- 2) The Blank Schedule, showing ALL shifts, each with a number designation, shall be posted, at a minimum, on each UNION BOARD alongside the Union Approved Seniority List 30 days prior to the Bid Cycle.
- 3) Once the Schedule is posted, employees will have 10 days to submit their top 5 choices, via e-mail to both:
 - the HSA or management designee
 - a Shop Steward or Business Agent.
- 4) If an employee does not submit any choices, they acknowledge that once the bidding process is completed, they can be placed in any open shifts at the HSA's discretion
- 5) On an agreed day, the Union and Management will Meet and Confer on the awarding of bids.

Visual representation below:

CYCLE 1				
On or Before Dec 15th	On or Before Jan 7th	During the week of Jan 8-14	On our before Jan 15th	Feb 1st

GEO and Union approve Seniority List	Post Blank Schedule alongside Seniority List	Employees Submit Bids	Awarding of Bids	Posting of Bids on the schedule	Bid Cycle Starts
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CYCLE 2					
On or Before April 15th	On or Before May 7th	During the week of May 8-14		On our before May 15th	June 1st
GEO and Union approve Seniority List	Post Blank Schedule alongside Seniority List	Employees Submit Bids	Awarding of Bids	Posting of Bids on the schedule	Bid Cycle Starts

CYCLE 3					
On or Before Aug 15th	On or Before Sept 7th	During the week of Sept 8-14		On our before Sept 15th	Oct 1st
GEO and Union approve Seniority List	Post Blank Schedule alongside Seniority List	Employees Submit Bids	Awarding of Bids	Posting of Bids on the schedule	Bid Cycle Starts

Shift Exchanges:

Should two employees in the same classification wish to exchange established shifts with each other during the bid-period, the HSA shall have final approval.

Vacancies mid Bid-Cycle:

PERMANENT:

- If a shift becomes vacant due to discharge, resignation or retirement, the shift shall be posted for 7 days and awarded by seniority. If no internal candidate applies, the HSA shall fill the vacancy at their discretion.

TEMPORARY:

- If a shift becomes vacant due to any reason other than discharge, resignation or retirement, the HSA shall fill the vacancy at their discretion until the employee's return to duty.

NEW SHIFTS:

- If management creates a NEW shift during the Bid-Cycle, the shift shall be posted for 7 days and awarded by seniority. If no internal candidate applies, the HSA shall fill the vacancy at their discretion.

11 Amend Article 13 as follows:

Remove Sections 1301, 1302, 1303 and replace with the following:

Section 1301

All employees in the bargaining unit (accept Dental Assistant) shall receive an eight percent (8%) increase to their current hourly wage effective December 20, 2025

The Dental Assistant hourly wage rate will be raised to the Wage Determination rate of [REDACTED]. The classification will receive an eight percent increase after the wage rate is increased to the Wage Determination.

The negotiated change in Section 1301 and 1304 will only become effective on the Client Contract date once each year as incorporated by the Client into the Operations and Management Contract

12 Amend Article 1304 to read as follows”

Section 1304 – Health and Welfare Rate

- a) Effective December 20, 2025 the Health and Welfare rate shall be [REDACTED] hour (based on 40 hours).

For The GEO Group, Inc.

For Teamsters Local 1932

[REDACTED]


Director-Employee and Labor Relations

Date: 1/12/2026

[REDACTED]

Business Agent/Organizer

Date: 1/13/2026

REGISTER OF WAGE DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2026-66
		Revision No.: 0
Director		Date Of Last Revision: 02/09/2026

State: California

Area: San Bernardino

Employed on OFFICE OF ACQUISITION MANAGEMENT contract for detention, transportation, and medical services at the Adelanto ICE Processing Center and Desert View Annex..

Collective Bargaining Agreement between contractor: GEO Secure Services, LLC (GEO), and union: United Government Security Officers of America International Union Local 880, effective 12/20/2025 through 12/19/2026.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

GEO Secure Services, LLC

and

United Government Security Officers of America International Union

and its Local #880

Memorandum of Understanding

GEO Secure Services, LLC (GEO) and the United Government Security Officers of America and its Local #880 (Union), enter into this Memorandum of Understanding ("MOU") as a result of their negotiations regarding Wages, Health and Welfare at the Desert View Annex and the Adelanto ICE Processing Facility, both located in Adelanto, CA.

The parties agree to amend the collective bargaining agreement as follows:

The parties agree that the hourly rate listed for the officers in the first group of employees listed on the wage scale in Article 24.1 (Detention Officers, Medical Transportation Officers, GTI Officers, Classifications/Intake Officers, Court Officers, Cook Supervisors, Laundry Supervisors, Mental Health Officers, Recreational Specialist, Armory) shall have the wage rate increased to \$45.04 per hour, effective December 20, 2025.

The following classification will have the indicated hourly rate, effective December 20, 2025:

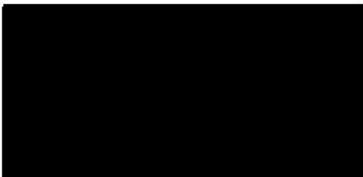
Classification	Hourly Wage Rate
Food Service Worker	██████████
Law Library Technician	██████████
Laundry Technician	██████████

Article 24.1 specifies that Employees in the listed job categories shall receive Health and Welfare as a part of their wages. The parties agree that the applicable Health and Welfare hourly rate shall be ██████████ per hour (up to 2080 per year), effective December 20, 2025.

The above rates will become effective if and when the rates are incorporated by the Client into the Operations and Management contract.

This MOU will not impact any other provision of the CBA, including, but not limited to, Article 17 (Management Rights).

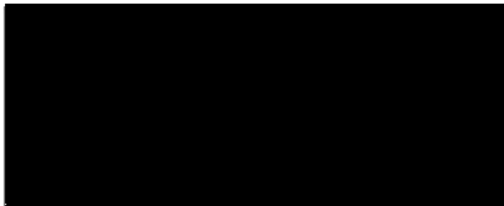
This MOU sets forth the entire understanding between the parties hereto and supersedes any and all prior agreements and/or understandings, written or oral, between the parties pertaining to the Wage rates and Health and Welfare rates.



01/30/2026

Date


Director-Employee and Labor Relations
GEO Secure Services, LLC



1.30.26

Date

President
United Government Security Officers of
America, Local 880

REGISTER OF WAGE DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2026-216
		Revision No.: 3
Director		Date Of Last Revision: 04/16/2026
Division of		
Wage Determinations		

State: California

Area: San Bernardino

Employed on OFFICE OF ACQUISITION MANAGEMENT contract for detention, transportation, and medical services at the Adelanto ICE Processing Center and Desert View Annex..

Collective Bargaining Agreement between contractor: GEO Secure Services, LLC, and union: National Federation of Federal Employees, Federal District 1, IAMAW, AFL-CIO Local , effective 12/20/2025 through 12/19/2026.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

Memorandum of Understanding
GEO Secure Services, LLC
and
National Federation of Federal Employees,
Federal District 1, IAMAW, AFL-CIO

GEO Secure Services, LLC (“GEO” or “Company”) and the National Federation of Federal Employees, FD-1, IAMAW (“Union”) are parties to a collective bargaining agreement (hereinafter referred to as the Master Agreement). Included in the Master Agreement is a Voluntary Recognition Agreement wherein GEO voluntarily recognizes the Union as the bargaining representative of various locations/positions of Company operations. Included in these locations are the Adelanto ICE Processing Center/Desert View Annex, both located in Adelanto, California.

Recently, the parties agreed to amend the bargaining unit at the Adelanto ICE Processing Center/Desert View Annex to include the job classification of “Human Resources Specialist”, an hourly, non-exempt position. The parties further agree that the classification of Human Resources Specialist will have an hourly pay rate of [REDACTED]/hr effective December 20, 2025.

The above hourly wage rate will become effective only if and when the rates are incorporated by the Client into the Operations and Management contract

[REDACTED]

Director-Employee & Labor Relations
GEO Secure Service, LLC

Date: 2/13/2025

[REDACTED]

Business Representative and Organizer
National Federation of Federal
Employees, Federal District 1,
IAMAW, AFL-CIO, (NFFE)

Date: 2/12/26