

MEMORANDUM OF AGREEMENT

Between

Aramark Educational Services, LLC ("the Employer") at Bryant University

And

United Service and Allied Workers of Rhode Island ("the Union")

The Union and the Employer agree to assume the terms of the collective bargaining agreement ("CBA") between Sodexo Education East, LLC and the Union at Bryant University in Smithfield, Rhode Island. The CBA shall continue in full force and effect until its current expiration date of November 2, 2015, with the following modifications:

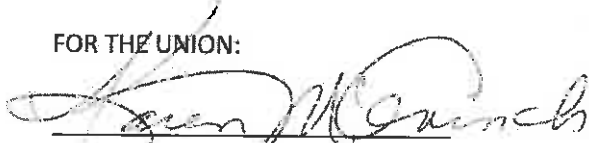
1. Change the Employer's name to Aramark throughout the CBA.
2. Article 4, Section 2 – Revise the definition of part-time employee to "an employee who is regularly scheduled to work less than thirty (30) hours a week and at least twenty (20) hours a week.
3. Article 9, Section 3 – Revise to read: It shall not be a violation of this Agreement for an employee to refuse to cross a primary picket line of another bargaining unit on campus sanctioned by the United Service and Allied Workers for the Local Union involved in the strike action.
4. Article 11, Section 3 – Change the word "of" to "if".
5. Article 16, Section 3 – Change "wiring the money" to "check."
6. Article 19, Section 1 – Eligible employees who perform work for Aramark during May 2014 will receive pay no later than June 2014 for the 2014 Memorial Day holiday. Eligible employees who do not perform work for Aramark during May 2014 will receive pay no later than September 2014 for the 2014 Memorial Day holiday.
7. Article 20, Section 6 – Delete second paragraph regarding the one-time buyout of sick days.
8. Article 21 – Section 1a – Delete "6/1/08" from "Blue Chip."
Section 1f – Delete current provision and re-write as follows: Eligible employees who have actively participated in the Company-sponsored health insurance plan and who have waived medical, dental and vision insurance for the entire period of June 1, 2014 through May 31, 2015 shall be paid \$1,000 in December 2014 and another \$1,000 in May 2015. This benefit shall not

be available to employees who waive coverage after June 1, 2014.

Section 2c -- Revise to read: Full-time and part-time employees become eligible for this coverage upon their first day of employment with Aramark.


9. Article 32 -- Delete second paragraph.
10. Appendix "A" - Delete last sentence regarding retroactivity.
11. Aramark will not be subject to any past practices of any prior food service operator and shall not have any liability for any periods of time prior to Aramark's commencement of food service operations at Bryant University, unless there is a specific provision of the CBA to the contrary.

FOR THE UNION:



Date: 5/21/14

FOR THE EMPLOYER:



Date: 5-21-14