

**Western States Office and
Professional Employees
Pension Fund**

FEB 10 2011

11-
4390

**Employer
Participation
Agreement**

The undersigned Employer hereby applies to the Board of Trustees ("Board") of the Western States Office & Professional Employees Pension Fund ("Plan")¹ for participation as a Participating Employer to the Plan as provided in this Agreement.

1. Employer Information.

Name: I.B.E.W. Local 48
Contract Person: Nancy Reames
Address: 15937 NE Airport Way
City, State & Zip: Portland OR 97230
Telephone: 503-251-9681

2. Local Information.

Employer has a collective bargaining agreement with Local Union 11 (insert number) of the Office and Professional Employees International Union ("OPEIU") which requires Employer to contribute to the Plan for Employer's employees.

3. Participation.

This Agreement is for the following: (check applicable box(es)):

- An existing Participating Employer to update Plan records.
 A new Participating Employer.
Effective date of coverage: _____
 A new group of Employees of an existing Participating Employer.
Effective date of coverage: _____

4. Coverage.

This Agreement covers the following (check applicable box(es)):

- Bargaining unit employees as described in Attachment A.
Note: Attach a copy of collective bargaining agreement.
 Nonbargaining unit employees described in Attachment B (see note).
Note: See Attachment B for the requirements concerning which nonbargaining unit employees may be covered.

¹ The term "Plan" includes the Trust Agreement for the Western States Office and Professional Employees Pension Fund.

5. Employer Representations. The Employer makes the following representations to the Board in support of the Employer's request for participation:

a. Employer is a (*insert form of business*): non-profit organization

Note: Partners and sole proprietors cannot participate in the Plan but partnerships and sole proprietorships may cover their employees.

b. Employer is doing business under the following name(s) (attach separate page if more space is needed): I.B.E.W. Local 48

c. Employer elects to participate in the Plan as a contributing employer.

d. Employer now has the following employees (insert number):

7 employees covered by the collective bargaining agreement; and

0 employees who are not covered by the collective bargaining agreement.

e. Employer will distribute to its employees all documents, forms and/or notices that are required to be distributed to Plan participants and/or Plan beneficiaries, by the Plan, law or regulation.

f. **Employer acknowledges and agrees that if the Employer provides a qualified retirement plan for employees not covered by a collective bargaining agreement, Employer is solely responsible for complying with applicable requirements under the Internal Revenue Code and/or ERISA (as currently stated or as amended in future). The Plan will provide reasonable assistance to Employer, if requested.**

6. In consideration of approval of this application, the Participating Employer and the Board covenant and agree as follows:

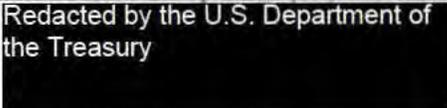
a. Employer acknowledges that it has received a copy of the Plan and is familiar with the terms of the Plan. The Plan, as currently stated and any future amendments, is hereby adopted by the Participating Employer and the Board and incorporated into this Agreement.

b. **Employer agrees to make contributions at the rate now in effect, or as subsequently amended, and to comply with, and be bound by, all Plan terms and provisions as currently stated and any future amendments adopted during Employer's participation in the Plan. Employer hereby waives any defense based on the statute of limitations. The contribution rate must be the same for bargaining unit participants and non-bargaining unit participants.**

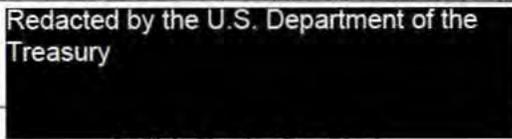
- c. Upon approval by the Board, this application and Employer Participation Agreement shall be deemed accepted and binding without further act of Employer and Employer shall be admitted as a Participating Employer of the Plan as of the Effective Date.

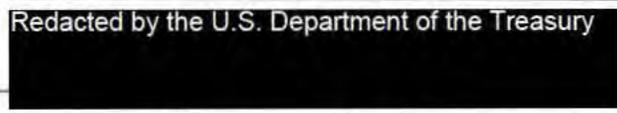
APPROVAL OF PARTICIPATION AGREEMENT

APPROVED AND ACCEPTED BY THE PARTICIPATING EMPLOYER

EMPLOYER SIGNATURE: 
Print Name: Clyde Davis
Title: Business Manager
Date Signed: 2-4-11

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: 
Print Name: Judith Zenk, Co-Chair
Date Signed: NOV 16 2011

CO-CHAIR SIGNATURE: 
Print Name: Michael Parmelee, Co-Chair
Date Signed: NOV 16 2011

A G R E E M E N T

Between

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL 483**

And

**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 23**

January 1, 2014 through December 31, 2016

and each case will be decided on its merits, except as may be provided by law for employees who have entered the service of the United States.

Section 2 An employee, who while on leave of absence, engages in other employment, or fails to report for work, or fails to ask for a renewal of leave on or before the expiration of leave, will be considered as having quit without notice and shall cease to be an employee of the Employer. Exceptions to this clause may be made by mutual agreement in writing between the Employer and the Union.

Section 3 Employees who experience a serious medical condition may apply for a medical leave of absence. Employees may also apply for a leave for immediate family members including domestic partner. The employer may require a medical certificate.

ARTICLE 12 – HEALTH AND WELFARE

Section 1 The Employer agrees that all benefits now being extended to the employees such as sick leave, pensions, insurance, wages, working conditions, etc., shall remain in force and shall not be rescinded during the life of this Agreement. Health and welfare shall be extended to domestic partners. The employer shall retain a copy of affidavit of domestic partnership on file.

Section 2 The Employer agrees to pay monthly premiums for full-family medical coverage for each employee who is compensated seventy (70) or more hours in the preceding month.

- a. Medical benefits will be provided consistent with the Regency Blue Shield Preferred Plan – 90/70/70 \$250 deductible.
- b. The Employer agrees to compensate the employees for the annual deductible required under the plan by paying each employee the lump sum of \$250 to cover the deductible. Said deductible shall be paid at the beginning of each anniversary date of the plan.

Section 3 The Employer agrees to pay full cost of premiums for full-family dental plan for each employee who is compensated seventy (70) or more hours in the preceding month. Employer contributions shall be made to Northwest Administrators, Inc., the administrator of the Washington Teamsters Welfare Trust, on or before the tenth of each calendar month.

Section 4 The Employer agrees to pay into the Western States Office and Professional Employees International Union Trust Fund 10.44% of gross wages for each bargaining unit employee for the purpose of providing retirement benefits for eligible employees pursuant to provisions of the Western States Office and Professional Employees Pension Plan.

ARTICLE 15 – STRIKES AND LOCKOUTS

Section 1 It shall not be considered a violation of this Agreement for the employee to refuse to pass a bona fide picket line established by any AFL-CIO Union, provided such picket line has been approved by the appropriate Central Labor Council.

ARTICLE 16 – SAVINGS CLAUSE

In the event laws are passed by the State or Federal Government which conflict with the provisions of this Agreement relating to hours or wages, the provisions of this Agreement which are in conflict therewith may be reopened for negotiations without affecting the remaining portions of this Agreement.

ARTICLE 17 – SUCESSORS

The parties to this Agreement intend that this Agreement shall be binding on the Company's successors, assigns, or entities arising from any reorganization or legislative restructuring.

ARTICLE 18 TERM OF AGREEMENT

This amended Agreement shall become effective as of January 1, 2014, and shall remain in effect until December 31, 2016, and shall thereafter automatically renew itself until either party shall give sixty days written notice prior to the anniversary date of the desire to terminate, modify or change this contract Upon the giving of such notice, the parties shall proceed to negotiate a new contract, the terms of which shall be retroactive to the anniversary date.

Signed this 13th day of March 2014.

FOR THE EMPLOYER:

I.B.E.W. LOCAL 483

Redacted by the U.S. Department of the Treasury

FOR THE UNION:

O.P.E.I.U. LOCAL 23

Alice A. Phillips, Business Manager

Allan Jacobson, Business Manager

opeiu:23/afl-cio

AGREEMENT TO ADOPT THE REHABILITATION PLAN

Plan: Western States Office and Professional Employee's Pension Fund
 Parties: Office and Professional Employees International Union, Local 23, the "Union"; and International Brotherhood of Electrical Workers Local 483, the "Employer"
 Effective Date: January 1, 2014

The Union and the Employer hereby agree to amend their Collective Bargaining Agreement as follows:

- The Parties adopt the following schedule under the Plan's Rehabilitation Plan as of the Effective Date:

CBA Effective Date	1 st Year	2 nd Year	3 rd Year	4 th & Later
1/1/2012	48%	63%	78%	80%
2/1/2012	50%	65%	80%	80%
3/1/2012	52%	67%	80%	80%
4/1/2012	53%	68%	80%	80%
5/1/2012	55%	70%	80%	80%
6/1/2012	56%	71%	80%	80%
7/1/2012	58%	73%	80%	80%
8/1/2012	60%	75%	80%	80%
9/1/2012	62%	77%	80%	80%
10/1/2012	63%	78%	80%	80%
11/1/2012	65%	80%	80%	80%
12/1/2012	67%	80%	80%	80%
1/1/2013	69%	80%	80%	80%
2/1/2013	70%	80%	80%	80%
3/1/2013	72%	80%	80%	80%
4/1/2013	74%	80%	80%	80%
5/1/2013	76%	80%	80%	80%
6/1/2013	78%	80%	80%	80%
7/1/2013	80%	80%	80%	80%

- The Employer agrees to contribute to the Plan at the rates required under the CBA and the applicable Rehabilitation Plan schedule.
- The Parties agree that their adoption of the Rehabilitation Plan is effective for the duration of the current CBA and to any renewals or extension of the CBA.

EMPLOYER APPROVAL
 Redacted by the U.S. Department of the Treasury

UNION APPROVAL

Alice A. Phillips, Business Manager

Allan Jacobson, Business Manager

Date: 2/4/2015

Date: 2/4/15

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LETTER OF UNDERSTANDING

Article 12 – Pension

This Letter of Understanding is by and between OPEIU Union Local #23 on behalf of its members and IBEW Local 483 and it should be considered as incorporated by reference as part of the Collective Bargaining Agreement effective dates January 1, 2011 through December 31, 2013. The Agreement is as follows:

Article 12, Section 4 – Pension

The parties agree to adopt the updated rehabilitation plan. Contributions shall be as follows:

Effective January 1, 2011, the employer shall contribute into the Western States Office and Professional Employees Pension fund, 10.44% (percent) of each bargaining unit employees gross wages for each bargaining unit employee plus 31% of that amount per hour for the required 31% Supplemental Contribution as defined by the Fund's Rehabilitation Plan.

Effective January 1, 2012, the employer shall contribute into the Western States Office and Professional Employees Pension fund, 10.44% (percent) of each bargaining unit employees gross wages for each bargaining unit employee plus 46% of that amount per hour for the required 46% Supplemental Contribution as defined by the Fund's Rehabilitation Plan.

Effective January 1, 2013, the employer shall contribute into the Western States Office and Professional Employees Pension fund, 10.44% (percent) of each bargaining unit employees gross wages for each bargaining unit employees plus 61% of that amount per hour for the required 61% Supplemental Contribution as defined by the Fund's Rehabilitation Plan.

The Union and the Employer effective April 1, 2011, either party may request in writing to reopen Article 12, Section 4 only.

IBEW Local 483

OFFICE AND PROFESSIONAL
EMPLOYEES INTERNATIONAL UNION LOCAL
NO. 23

Redacted by the U.S. Department of
the Treasury

Redacted by the U.S. Department of the
Treasury

BY
Alice A. Phillips, Business Manager

BY
Carl Trussell, Business Representative

DATE 3/15/2011

DATE 3/16/2011

opeiu:23/af:cio

**Western States Office and
Professional Employees
Pension Fund**

**Employer
Participation
Agreement**

The undersigned Employer hereby applies to the Board of Trustees ("Board") of the Western States Office & Professional Employees Pension Fund ("Plan")¹ for participation as a Participating Employer to the Plan as provided in this Agreement. FEB 28 2011

1. Employer Information.

Name: IBEW Local 483
Contract Person: Alice A. Phillips
Address: 3525 S. Alder St.
City, State & Zip: Tacoma, WA 98409
Telephone: (253) 565-3232

2. Local Information.

Employer has a collective bargaining agreement with Local Union 23 (insert number) of the Office and Professional Employees International Union ("OPEIU") which requires Employer to contribute to the Plan for Employer's employees.

3. Participation.

This Agreement is for the following: (check applicable box(es)):

- An existing Participating Employer to update Plan records.
 A new Participating Employer.
Effective date of coverage: _____
 A new group of Employees of an existing Participating Employer.
Effective date of coverage: _____

4. Coverage.

This Agreement covers the following (check applicable box(es)):

- Bargaining unit employees as described in Attachment A.
Note: Attach a copy of collective bargaining agreement.
 Nonbargaining unit employees described in Attachment B (see note).
Note: See Attachment B for the requirements concerning which nonbargaining unit employees may be covered.

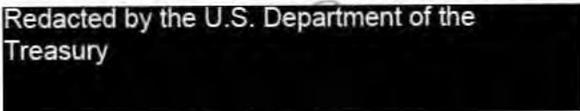
¹ The term "Plan" includes the Trust Agreement for the Western States Office and Professional Employees Pension Fund.

- c. Upon approval by the Board, this application and Employer Participation Agreement shall be deemed accepted and binding without further act of Employer and Employer shall be admitted as a Participating Employer of the Plan as of the Effective Date.

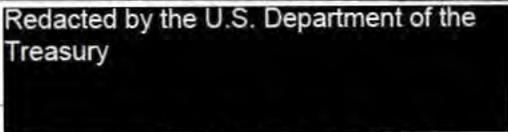
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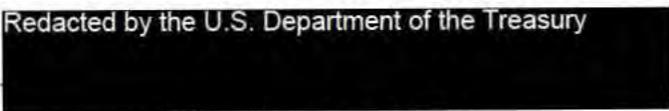
APPROVAL OF PARTICIPATION AGREEMENT

APPROVED AND ACCEPTED BY THE PARTICIPATING EMPLOYER

EMPLOYER SIGNATURE: 
Print Name: Alice A. Phillips
Title: Business Manager
Date Signed: 2/23/11

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: 
Print Name: Judith Zenk, Co-Chair
Date Signed: NOV 03 2011

CO-CHAIR SIGNATURE: 
Print Name: Michael Parmelee, Co-Chair
Date Signed: NOV 03 2011

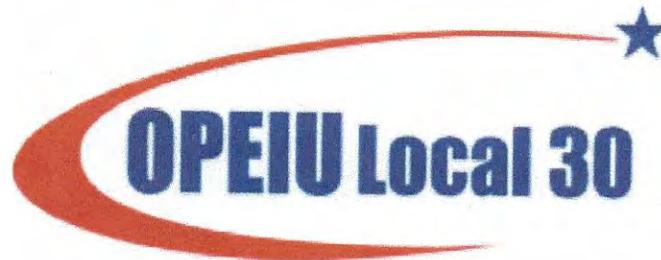
AGREEMENT

between

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION NO. 570**

and

**OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
LOCAL NO. 30, AFL-CIO**



AUGUST 1, 2015 THROUGH JULY 31, 2017

SECTION 2. The Employer agrees to permit the display of a Union Shop Card, signifying that the office is staffed by members of the Office and Professional Employees International Union, Local No. 30, AFL-CIO, and under Agreement with the Union. The Union Shop Card to be the property of the Union.

ARTICLE XXIII PENSION

SECTION 1. The Employer agrees to contribute to the Western States Office and Professional Employees Pension Trust Fund, a contribution on behalf of the current employees, Mary Grube and Berni Capara, in the following amounts:

Effective August 1, 2013 - \$3.11 per hours worked.

Any employee hired after August 1, 2015 will not be eligible to participate in the Western States Office and Professional Employees Pension Trust Fund.

SECTION 2. Effective August 1, 2015, the parties agree to establish an annuity/retirement savings program for all eligible employees as defined in this Article. The contribution rate shall be two (2) percent of gross earnings effective August 1, 2015. The contribution rate shall be three (3) percent of gross earnings effective August 1, 2016. All contributions to this fund shall be made by the Employer.

The Union and the Employer agree to meet and establish an annuity/retirement savings plan for the employees. Once established, contributions shall be made retroactively to August 1, 2015.

SECTION 3. Employees, who are not qualified by reason of age or other factors, other than requirements of Section 4 of this Article, to participate and/or derive benefits under a Pension Plan or annuity/retirement savings plan, shall receive a tax/burden adjusted equivalent contribution equal to the current negotiated contribution amount, in addition to their regular wage in lieu of the pension contribution.

SECTION 4. Regular part-time employees who work over seventy (70) hours per month shall be covered by the provisions of this Article. If a regular part-time employee does not accumulate the seventy (70) hours, said employee shall be paid the stipulated rate as listed in the Classifications and Wages page of this Agreement.

SECTION 5. The Employer and the employee's agree to be bound by the terms and provisions of the Trust Agreement and amendments thereto, of the Western States Office and Professional Employees Pension Trust Fund or of any other Fund the parties mutually agree to for the purpose of providing retirement benefits to the employees covered by this Agreement.