MEMORANDUM OF AGREEMENT

BY AND BETWEEN

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 30

AND

PREFERRED MECHANICAL, INC.

The parties mutually agree that the terms and conditions of the current Collective Bargaining Agreement between the Office and Professional Employees International Union, Local 30 and Preferred Mechanical, Incorporated remain in effect and shall be extended for three (3) years starting February 1, 2014 through January 31, 2017. The parties also agree either the union or the employer will have the option to open the contract for bargaining as deemed necessary.

APPROVED BY EMPLOYER NEGOTIATING COMMITTEE:

Redacted by the U.S. Department of the Treasury

Jack Johnson, President
Date 2-4-14

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 30

Redacted by the U.S. Department of the Treasury

Walter Allen, Executive Director/CFO
Date 5-16-14
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

MASTER TRADE SECTION

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO

FOR THE PERIOD OF

APRIL 1, 2016 THROUGH MARCH 31, 2019
ARTICLE 15

PENSIONS

Section 15.1(a) WESTERN STATES PENSION. The Employer agrees to and shall be bound by all the terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized joint Trustees of the Western States Office and Professional Employees Pension Fund. The Employer shall make the following contributions:

Section 15.1(b) Effective April 1, 2016, the Employer shall contribute $5.67 per hour into the Western States Office and Professional Employees Pension Fund ($3.15 hourly contribution plus $2.52 per hour for the required 80% Supplemental Contribution as defined by the Fund’s Rehabilitation Plan).

Section 15.1(c) ANNUAL PENSION REOPENERS. Either party may request in writing to reopen Section 15.1(b) only.

Section 15.1(d) If the Employer is contributing to an alternative pension plan, the minimum amount of contribution must be at least the amount specified in this Agreement for the Western States Pension Plan for each year of the contract minus the Supplemental Contribution amount. If an employee has a pension plan where both the Employer and the employee contribute, the Employer must contribute, as a minimum, the amount specified for the Western States Pension Plan for each year of this Agreement minus the Supplemental Contribution amount.

Section 15.1(e) Said contribution shall be made to the Western States Office and Professional Employees Pension Fund in the manner set forth in the Trust Agreement of said Trust. The details of such Retirement Plan established by this Trust Fund and the Trust Fund itself shall continue to be controlled and administered by a Joint Board of Trustees composed of equal representation of labor and management who are signators to the Trust Agreement of the aforesaid Trust Fund. Within ninety (90) days of the ratification of this Agreement, the Union shall furnish the Employer with a current copy of the Trust Agreement when requested.

Section 15.2(a) SUPPLEMENTAL PENSION. The Employer agrees to and shall be bound by all terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized Joint Trustees of the Office and Professional Employees Local 8 Supplemental 401K Retirement Fund.

Section 15.2(b) SALARY DIVERSION. An amount may be elected by each employee as a reduction in the minimum salary schedule described in the Salary Schedule for the purpose of contributing such amount to the Office and Professional Employees Local 8 Supplemental Retirement Fund. The Employer agrees to transmit the amounts withheld from such employees’ wages on a pre-tax basis as soon as the funds can be transmitted and not later than the next payroll period following an employee’s written request for such wage diversion. Employees may elect to divert any amount up to the maximum threshold set by the IRS rules governing 401(k) plans. An employee shall be entitled to only one (1) election each quarter of a calendar year. The forms for the election shall be provided by the administrative office of the aforesaid Trust Fund. The resulting salary level shall be considered to be the negotiated salary level for that employee following the election. However, for the purposes of determining any other amounts under this Agreement based upon wage level, the original amount described in the Salary Schedule shall apply.
COLLECTIVE BARGAINING AGREEMENT
OPEIU LOCAL 8 – TRADE SECTION

ARTICLE 22
TERMINATION AND RENEWAL

This Agreement shall be in full force and effect until March 31, 2019, and shall continue in effect from year to year thereafter unless either party gives notice, in writing, at least ninety (90) days prior to any expiration or modification date of its desire to terminate or modify such Agreement; provided that, in the event the Union serves written notice in accordance with this Section, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this Agreement, any other provision to the contract notwithstanding.

EXECUTED at Seattle, Washington this ______________ day of July 2016.

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 8, AFL-CIO

Redacted by the U.S. Department of the Treasury

By
Suzanne Moore
Business Manager
Redacted by the U.S. Department of the Treasury

By
David Ciprut, REBOUND
Bargaining Committee
Redacted by the U.S. Department of the Treasury

By
Fred Hutchins, IBEW Local 77
Bargaining Committee
Redacted by the U.S. Department of the Treasury

By
Traci Miller, Heat & Frost Insulators Local 7
Bargaining Committee
Redacted by the U.S. Department of the Treasury

By
Carol O’Neill, Sprinkler Fitters Local 699
Bargaining Committee
Redacted by the U.S. Department of the Treasury

By
Tyler Walser, IBEW Local 77
Bargaining Committee

FOR THE MASTER TRADE SECTION

Redacted by the U.S. Department of the Treasury

By
Nicole Grant, Executive Secretary
Martin Luther King Jr. County Labor Council

By

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

1. Employer Information.
   Name: Puget Sound Electrical Joint Apprenticeship Training Committee
   Contract Person: William McGartan
   Address: 550 SW 7th St.
   City, State & Zip: Renton, WA, 98057-2917
   Telephone: 425-938-1777

2. Local Information.
   Employer has a collective bargaining agreement with Local Union 8 (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: ____________________________

   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.

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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**.

   *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):

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

d. Employer now has the following employees (insert number):
   
   \[ n \] employees covered by the collective bargaining agreement; and
   
   \[ n \] 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: Redacted by the U.S. Department of the Treasury

Print Name: William McCarter

Title: Training Director

Date Signed: 3-2-2011

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: Redacted by the U.S. Department of the Treasury

Print Name: Judith Zenk, Co-Chair

Date Signed: Nov 03 2011

CO-CHAIR SIGNATURE: Redacted by the U.S. Department of the Treasury

Print Name: Michael Parmelee, Co-Chair

Date Signed: Nov 03 2011
OFEIU LOCAL 8/ TRADE SECTION 2011 WAGE REOPENER

LETTER OF UNDERSTANDING

The Office and Professional Employees International Union Local 8, hereinafter known as the "Union," and the Trade Section Employer Association, hereinafter known as the "Employer," hereby agree to the following:

Effective April 1, 2011, the Employers with bargaining unit employee(s) participating in Western States Office and Professional Employees Pension Fund shall contribute an additional forty-seven cents ($0.47) per hour towards the Fund's Rehabilitation Plan Surcharge, as described in Section 15.1(c) of the current Collective Bargaining Agreement.

If the Employer is contributing to an alternative pension plan other than the Western States Office & Professional Employees Pension Fund and such plan has not required a mandatory increase in the contribution amount since June 1, 2009, then effective April 1, 2011, the Employer will divert forty-seven cents ($0.47) per hour towards one of the following options:

1) Increase the Employer's contribution into the Employer's alternative pension plan by forty-seven cents ($0.47) per hour on behalf of each bargaining unit employee; or

2) Divert forty-seven cents ($0.47) per hour into the Office and Professional Employees Local 8 Supplemental 401K Retirement Fund or other defined contribution fund of the employees’ choice; or

3) Add forty-seven cents ($0.47) per hour to the current wage rate of the bargaining unit employee(s).

The majority of bargaining unit employee(s) shall determine which option is applied to the entire group of employees.

This Letter of Understanding does not alter any portion of the current 2010 – 2013 Collective Bargaining Agreement between the Employer and the Union.

EXECUTED in Seattle, Washington this 17th day of May 2011.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

Redacted by the U.S. Department of the Treasury

By
Suzanne Modz
Business Manager

FOR THE TRADE SECTION EMPLOYERS

Redacted by the U.S. Department of the Treasury

By
David Freiboth
Executive Secretary
Martin Luther King Jr. County Labor Council
Trade Section Employers Participating in Western States Pension Fund

2016

1) AFT WASHINGTON, AFL-CIO
625 Andover Park West, Suite 111
Tukwila, WA 98188

#8133

2) AMALGAMATED TRANSIT UNION NO. 587
2815 Second Avenue. #230
Seattle, WA 98121

#8111

3) AMERICAN POSTAL WORKERS UNION, SEATTLE LOCAL
P.O. Box 48148
Seattle, WA 98148

#8222

4) BAKERY, CONFECTIONERY AND TOBACCO WORKERS LOCAL NO. 9
5950 Sixth Avenue South #201
Seattle, WA 98108

#8152

5) COMMUNICATIONS WORKERS OF AMERICA LOCAL NO. 7800
6770 E Marginal Way S
Bldg. E, Suite 360
Seattle, WA 98108

#8155

6) HOD CARRIERS AND GENERAL LABORERS LOCAL NO. 242
2800 First Avenue #50
Seattle, WA 98121

#8240

7) INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES LOCAL NO. 15
2800 First Avenue # 231
Seattle, WA 98121

#8181
8) HEAT & FROST INSULATORS LOCAL 7  
(formerly INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS AND ASBESTOS WORKERS LOCAL NO. 7)  
14675 Interurban Ave. S #103  
Tukwila, WA 98168

#8253

9) INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 46  
19802 62nd Avenue S, Suite 105  
Kent, WA 98032

#9109

10) INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 89  
P.O. Box 3219  
Arlington, WA 98223

#9101

11) LABORERS’ INTERNATIONAL UNION OF NORTH AMERICA  
12201 Tukwila Intl Blvd. #140  
Seattle, WA 98168

#8255

12) MARTIN LUTHER KING JR. COUNTY LABOR COUNCIL  
2800 First Avenue #206  
Seattle, WA 98121

#775

13) INTERNATIONAL LONGSHOREMEN’S AND WAREHOUSEMEN’S UNION LOCAL NO. 52  
2414 SW Andover St. #F-100  
Seattle, WA 98106

#8235

14) PACIFIC NW IRONWORKERS AND EMPLOYERS & TRAINING APPRENTICESHIP COMMITTEE  
4550 South 134th Pl #101  
Tukwila, WA 98168

#8162

15) PILEDIVERS LOCAL NO. 196 (formally Local No. 2396)  
4695 Pacific Highway East  
Fife, WA 98424

#8138
18) PUGET SOUND ELECTRICAL APPRENTICESHIP AND TRAINING TRUST  
550 SW 7th St.  
Renton, WA 98057  
#8127

17) REBOUND  
2800 First Avenue, Room 216  
Seattle, WA 98121  
#8241

18) SEATTLE AREA PLUMBING AND PIPEFITTING APPRENTICESHIP AND JOURNEYMEN TRAINING TRUST  
595 Monster Rd. SW #100  
Renton, WA 98057  
#8108

19) SEATTLE BUILDING AND CONSTRUCTION TRADES COUNCIL  
14675 Interurban Ave. S, Suite 101  
Tukwila, WA 98168  
#8154

20) SPRINKLER FITTERS AND APPRENTICES LOCAL NO. 699  
2800 First Avenue #111  
Seattle, WA 98121  
#8118

21) STREET PAVERS, SEWER, WATERMAIN AND TUNNEL WORKERS UNION LOCAL NO. 440  
585 13th Avenue  
Seattle, WA 98122  
#8164

22) CEMENT MASON'S & PLASTERERS TRAINING CENTERS  
(formerly WESTERN WA CEMENT MASON'S JATC & ADVANCED TRAINING)  
6737 Corson Avenue S  
Seattle, WA 98108  
#8226

23) WASHINGTON STATE LABOR COUNCIL  
314 First Ave. W  
Seattle, WA 98119  
#8126
AGREEMENT

between

RICHMOND SANITARY SERVICE, INC.

and

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

February 1, 2015 through January 31, 2018
ARTICLE XXII. PENSION PLAN

Section 1. The Employer agrees to contribute into a Trust Fund known as Western States Office & Professional Employees’ Pension Fund, for the account of each eligible employee working under this Agreement, the sum of Three Dollars and forty cents ($3.40) per hour, per month, per member, effective February 1, 2011.

Effective December 1, 2014, based on hours paid, the Employer agrees to contribute on behalf of each employee the surcharge amount listed in the Supplemental Contribution Schedule provided by the Trustees of the Western States Office and Professional Employees Pension Fund. The schedule being adopted as of this contract term is effective December 1, 2014 at 80% ($3.40 \times 2.72 = $6.12 pension hourly rate) of the current pension contribution.

*additional eleven ($.11) cents per hour effective December 1, 2014.

Maintain current Pension Rehabilitation schedule.

If during the term of this Agreement, the Employer is legally required to increase its contribution to the Pension Plan over that required therein (or the aggregate effect requires additional contributions) due directly or indirectly to any law, the Western States Office and Professional Employees Pension Fund, regulation or rule, including the Pension Protection Act of 2006 and any successor legislation, the Union further agrees to meet with the Employer within the thirty (30) calendar days of the commencement of the above referenced additional payments or contributions to negotiate and reach an equitable solution to address the economic impact upon the Employer caused by the burden of these additional payments or contributions to the pension fund. During these negotiations, the parties agree that the total wage/fringe package will not be increased beyond the amounts originally negotiated in this Agreement. If no agreement is reached by the parties within sixty (60) calendar days, the Employer shall be entitled to reduce the wage amount as set forth in the Agreement by the amount of the additional Employer contributions or other required payment(s) to the Pension Plan as required by law or mandated by the Trustees.

If in any year of the Agreement the Pension Trustees lower the percentage rates in the rehabilitation plan, the contract would open to for the parties to negotiate wage increases in that year and subsequent years of the Agreement. If the rehabilitation plan is no longer required and is no longer in the Red Zone, the supplemental pension contributions would be re-allocated by two percent (2%) to wages in that year and subsequent years of the Agreement.

Section 2. To be eligible for participation in the Plan, an employee, for the purposes of this Article, shall mean, “Any employee on the payroll on the first day of the calendar month and who works seventy (70) hours or more each succeeding and consecutive calendar month thereafter.”
ARTICLE XXXI. TERMINATION AND RENEWAL

This Agreement, together with all provisions set forth, shall be in full force and effect from February 1, 2015 until January 31, 2018, and shall continue in effect from year to year thereafter unless either party gives notice in writing at least sixty (60) days prior to any expiration or modification date of its desire to terminate or modify such Agreement; provided, that in the event the Union serves written notice in accordance with this Section, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this Agreement, any other provision to the contrary notwithstanding.

This Agreement shall be binding upon the heirs, executors and assigns of the parties hereto. In WITNESS WHEREOF, the parties have hereto set their hands and seals by their respective officers duly authorized to do so.

RICHMOND SANITARY SERVICE, INC.

Redacted by the U.S. Department of the Treasury

By: Mike Caprio
Area President, Northern California

Date: 4/23/15

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the Treasury

By: Tamara R. Ruben
President/Business Manager

Date: 4/23/15

Redacted by the U.S. Department of the Treasury

By: Shawn Mosberg
General Manager

Date: 4/23/15

Redacted by the U.S. Department of the Treasury

By: Kelly Gschwend
Vice President/Business Representative

Date: 4/23/15
AGREEMENT TO ADOPT REHABILITATION PLAN

Plan: Western States Office and Professional Employee's Pension Fund

Parties: OPEIU Local 29, the "Union; and Republic Services/Richmond Sanitary, the "Employer"

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

1. The Parties adopt the following schedule under the Plan’s Rehabilitation Plan as of the Effective Date:

   Effective Date: December 1, 2011

   Check applicable line:     x Rehabilitation Plan Schedule
                              ___ Default Rehabilitation Plan Schedule

2. The Employer agrees to contribute to the Plan at the rates required under the CBA and the applicable Rehabilitation Plan Schedule at the plan rate. The schedule being adopted as of this contract term is effective. The schedule being adopted as of this contract term is effective December 1, 2011 at 47% ($3.40*47%=$5.00 pension hourly rate) of the current pension contribution, effective December 1, 2012 at 62%($3.40*62%=$5.51 pension hourly rate) of the current pension contribution and effective December 1, 2013 at 77%($3.40*77%=$6.02 pension hourly rate) of the current pension.

3. The Parties agree that their adoption of the Rehabilitation Plan is effective December 1, 2011 for the duration of the current CBA and to any renewals or extensions of the CBA and the current CBA, unless the Trustee’s increase the current supplemental schedule, then the contract will open immediately for negotiations. If the Union and the Employer cannot agree upon how the increased amount to the Pension will be paid within 60 calendar days of the opener, the Employer shall be entitled to reduce the wage amount in the amount of the increase set forth by the trustees above the current agreed upon pension supplemental schedule.

[Signatures]

Redacted by the U.S. Department of the Treasury

Title: General Manager
Date: 8/1/12

[Signatures]

Title:
Date:
WESTERN STATES OFFICE EMPLOYEES INTERNATIONAL UNION PENSION TRUST FUND

ADDITION OF NEW EMPLOYER

DATE 11 30 65

Name of employer Richmond Sanitary Service

Address of employer 1224 Nevin Avenue, Richmond, Calif.

Contract with CTEU 243

First month for which pension contributions are to be made December 1965

Total number of union members to be covered: 6 or 7

Amount of employer contribution $10 per month

Has “Acceptance of Trust and Trustees” form been signed by employer? Not yet

has been sent for signature

Special arrangements:

Effective December 1, 1966 employer contribution will be increased to $20.00 per month.

CTEU: 29

Please attach copy of Pension provision in labor contract. Will be forwarded from Richmond Local when prepared.

Date approved by Trustees

CTEU: 29

af1-cis

DEC 2, 1966

from Local 29
WESTERN STATES OFFICE EMPLOYEES INTERNATIONAL UNION PENSION AGREEMENT

ACCEPTANCE OF TRUST AND TRUSTEES

This Agreement made and entered in the City of Richmond, County of Contra Costa, State of California, this 18th day of November, 1965, by and between the undersigned Employer and the undersigned Union:

WHEREAS, a certain amended agreement and declaration of trust was made and entered into on the 3rd day of May, 1960, in the City of Oakland, County of Alameda, State of California, by and between Consolidated Freightways Corporation of Delaware, and other employers, and Local Unions No. 29 and 11 of the Office Employes International Union, and Trustees thereof, and

WHEREAS, the said agreement establishes the 'WESTERN STATES OFFICE EMPLOYEES INTERNATIONAL UNION PENSION TRUST FUND' and sets out the terms and conditions of the said trust, and

WHEREAS, Section 14.1 of the said agreement provides that an Employer may become a party to the said agreement by executing a document in writing agreeing to be bound by the terms of the said trust agreement and being authorized by the Board of Trustees to participate in the said Trust Fund, and

WHEREAS, the undersigned Employer has heretofore made and entered into a collective bargaining agreement with the undersigned Union providing for, amongst other things, a pension agreement whereby the Employer agrees to make certain employer contributions into a Trust Fund for the purpose of providing pension benefits for such of his employes as are covered by the said collective bargaining agreement and

WHEREAS, it is the desire of the undersigned Employer to make such employer contributions into the WESTERN STATES OFFICE EMPLOYEES INTERNATIONAL UNION PENSION TRUST FUND, and become a party to said trust agreement hereinabove referred to, and

NOW THEREFORE, it is agreed as follows:

1. The undersigned Employer accepts a true copy of the agreement and declaration of trust, date May 3, 1960, a copy of which is attached hereto and made a part hereof.

2. It is understood and agreed that the Employer, by its signature to this agreement, accepts the terms and provisions of the agreement and declaration of trust, and shall become a party thereto upon acceptance by the Board of Trustees.
3. The Employer agrees:

(a) That the Employer Trustees named in the agreement and declaration of trust, and additional Employer Trustees appointed pursuant to the terms of the agreement and declaration of Trust, and their successors in trust, are and shall be his representatives:

(b) That the Employer approves and consents to the appointment of the Trustees of the said agreement heretofore appointed and hereafter selected as provided for in said agreement; and

(c) That the Employer further ratifies, confirms, approves and consents to all of the acts of the said Trustees, or their duly appointed successors, heretofore or hereafter taken in the creation and administration of the said trust agreement, including, without limitation, the establishment, maintenance, modification and termination of a pension plan, the amount and type of benefits which may be provided thereunder, the crediting of service for the purpose of determining the benefits of individual employees, and the method of funding and paying the benefits; and

(d) That the Employer further ratifies, confirms, approves, and consents to all amendments of the said trust agreement that may hereafter be made in accordance with the provisions of the trust agreement, regardless of whether the undersigned Employer is a party signatory to such agreement.

4. This agreement shall be binding upon and shall inure to the benefit of the heirs, successors, transferees and assigns of the respective parties hereto.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year this document bears above.

Employer Richmond Sanitary Service
Address 1224 Nevin Avenue
Authorized Signature
No. of employees 6

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year this document bears above.

Union Office Employees International
Address 610 - 16th St. Oakland, Calif.
Authorized Signature
Business Representative

ACCEPTANCE: The duly appointed and acting Trustees of the Western States Office Employees International Union Pension Trust Fund hereby accept the above Employer as a party to the agreement and declaration of trust dated May 3, 1960, and the amendments thereto.

THE TRUSTEES OF THE WESTERN STATES OFFICE EMPLOYEES INTERNATIONAL UNION PENSION TRUST FUND

(Instructions after acceptance) Three copies to be signed and forwarded to the Trustees for approval. One copy will be returned to the Employer, one to the Union and the other retained by the Trust.)
AGREEMENT

Between

ROADWAY EXPRESS, INC.

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29, AFL-CIO

June 1, 2008 - May 31, 2013
SECTION 9. PART-TIME EMPLOYEES

Part-time employees shall receive not less than the rate set forth for their classification, pro-rated in proportion according to the time worked. In addition, regular part-time employees shall be entitled to all privileges enjoyed by regular full-time employees, namely, vacation, holidays, termination pay, etc., on a similar pro-rated basis.

Part-time employees may be hired for a minimum of twenty (20) hours per week and a maximum of thirty (30) hours per week. All employees working more than thirty (30) hours per week shall be guaranteed a minimum of forty (40) hours per week.

SECTION 10. REST PERIOD

Employees shall receive two (2) fifteen (15) minute rest periods each day; one (1) rest period to be taken in the morning; and one (1) rest period to be taken in the afternoon.

SECTION 11. PENSION PLAN

A. **Bay Area:**

   **Effective June 1, 2008,** the Employer agrees to contribute into the Western States Office and Professional Employees' Pension Fund, to the account of each eligible employee working under this Agreement, the sum of Seven Hundred Thirteen Dollars and sixty-four cents ($713.64) (or as determined by the Western States Pension Fund.)

B. **Reno:**

   **Effective June 1, 2008,** the Employer agrees to contribute into the Western States Office and Professional Employees' Pension Fund, to the account of each eligible employee working under this Agreement, an additional One Dollar ($1.00) for a total of Seven Hundred and Sixty-Three Dollars and forty-six cents ($763.46) (or as determined by the Western States Pension Fund.)

C. The Employer agrees to pay the following additional amounts for Office & Professional Employees Welfare Fund/Western States Office & Professional Employees Pension Fund or to an approved 401(k) plan. This will be determined by a majority vote of the membership.

   - **Effective June 1, 2008,** One Dollar ($1.00) increase per hour.
   - **Effective June 1, 2009,** One Dollar ($1.00) increase per hour.
   - **Effective June 1, 2010,** One Dollar ($1.00) increase per hour.
   - **Effective June 1, 2011,** One Dollar ($1.00) increase per hour.
   - **Effective June 1, 2012,** One Dollar ($1.00) increase per hour.

Contributions for the remainder of the Contract will be governed by the terms of Section 12.
SECTION 33. TERM OF AGREEMENT

This Agreement shall be in full force and effect from June 1, 2008 to May 31, 2013. This Agreement shall be considered renewed from year to year subsequent to the expiration date, unless either party hereto gives written notice to the other party of a desire to alter, modify, or change this Agreement. Said notice shall be given at least sixty (60) days prior to the expiration hereof and failure to give such notice shall be regarded as renewal thereof for the following Contract year.

If either party is served with notice of a desire to change or modify this Agreement, negotiations must commence within fifteen (15) days of such notice.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this ____ day of ______________________, 2008.

ROADWAY EXPRESS, INC.

By: ____________________________
Patrick M. Sailors, Manager
Division of Labor Management

Date: 11-26-08

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

By: ____________________________
Tamara R. Rubyn
President/Business Manager

Date: _________________________

By: ____________________________
Kelly Gschwend
Business Representative

Date: 11-26-08
Western States Office and Professional Employees
Pension Fund

December 26, 2012

WS0451
YRC FREIGHT (ROADWAY EXPRESS)- Attn! Sharon Allen-Payroll
10990 Roe Avenue
Overland Park, KS 66211

RE: NEW PLAN PARTICIPATION AGREEMENT ENCLOSED- PLEASE SIGN AND
RETURN TO PLAN ADMINISTRATIVE OFFICE

Dear Employer:

The Board of Trustees requests that all Contributing Employers to the Western States Office and Professional Employees Pension Fund (the “Plan”) complete and execute a copy of the enclosed revised Participation Agreement.

Participation Agreements for each Contributing Employer are needed to ensure that: (a) the Plan can accept employer contributions under Federal law; and (b) employers are making the correct contributions on behalf of covered employees.

The enclosed revised Participation Agreement was adopted by the Board of Trustees at its November 2010 meeting. With regard to the revised Participation Agreement:

1. There is now one Participation Agreement, whether the employer is contributing only on behalf of bargaining unit employees, or whether the employer is contributing on behalf of bargaining and non-bargaining unit employees. The employer now checks the applicable box(es) on the form, based on which group(s) the employer covers.

2. Employers who are contributing on behalf of non-bargaining employees need to include the current rate of contribution on the line provided.

The back side of this letter contains some frequently asked questions related to Participation Agreements. We ask that you mail the completed and signed form to the Plan’s Administrative Office at the following address by January 8, 2012:

Western States Office and Professional Employees
Pension Fund
Suite 300
1220 SW Morrison Street
Portland, OR 97205

You may also email the completed form to wspe@ailpa.com. Please contact the Plan’s Administrative Office if you have any questions.

Sincerely,

WSOPE Pension Fund Administrative Office

Encl.
SIDE LETTER OF AGREEMENT

Between

YRC, Freight

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29, AFL-CIO

This Side Letter of Agreement is an extension to the Memorandum of Understanding on the Adoption of the Agreement for the Restructuring of the YRC Worldwide, Inc. Operations Companies, ratified on September 26, 2011 (attached); with the exception of the following articles below:

SECTION 11. PENSION PLAN

There will be no pension rate increases for the duration of the agreement other than supplemental contributions incurred as result of the pension rehabilitation plan. If the rehabilitation plan results in a reduction of the supplemental contributions, the Company agrees to discuss wage increases with the Union.

The Employer shall pay contributions on behalf of each bargaining unit employee as defined in the incorporated rate of the Supplemental Employer Contribution Schedule, as defined by the Trustees of the Pension Plan.

The contract shall open for negotiations to discuss pension contributions each year of this agreement.

SECTION 12. HEALTH & WELFARE

Health and Welfare increases will mirror IBT increases ($0.35/hr for August 1, 2013 and August 1, 2014). 2015 and beyond to mirror the future IBT increases. Any excess cost will be paid by the employees.

Current monthly contributions are One Thousand Six Hundred and Thirty-two dollars ($1,632.00).

SECTION 13. WAGES

No wage increases for 3 years. Wages increases will mirror IBT annual increases after the 3 year period.

Fifteen percent (15%) wage reduction (continued from MOU)

Furlough employees for up to 40 hours per year. (MOU)
SECTION 33. TERM OF AGREEMENT

Two year extension of the current contract, (June 1, 2013 – May 31, 2015) with the understanding that if the IBT extends their current agreement the OPEIU will mirror that extension through May 31" of the year the IBT contract runs to.

YRC, FREIGHT

Redacted by the U.S. Department of the Treasury

By:

Thomas Walters
Director - Labor, West

Date: 9/3/2013

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the Treasury

By:

Kelly Gschwend
Vice President/Business Representative

Date: 9/3/2013

KG/mk(YRC2013SLDA)

cw:5415/sf-cia
SIDE LETTER OF AGREEMENT

Between

YRC, Freight

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29,
AFL-CIO

This Side Letter of Agreement is an extension to the Memorandum of Understanding on the Adoption of the Agreement for the Restructuring of the YRC Worldwide, Inc. Operations Companies, ratified on September 26, 2011 (attached); with the exception of the following articles below:

SECTION 11. PENSION PLAN

There will be no pension rate increases for the duration of the agreement other than supplemental contributions incurred as result of the pension rehabilitation plan. If the rehabilitation plan results in a reduction of the supplemental contributions, the Company agrees to discuss wage increases with the Union.

The Employer shall pay contributions on behalf of each bargaining unit employee as defined in the incorporated rate of the Supplemental Employer Contribution Schedule, as defined by the Trustees of the Pension Plan.

The contract shall open for negotiations to discuss pension contributions each year of this agreement.

SECTION 12. HEALTH & WELFARE

Health and Welfare increases will mirror IBT increases ($0.35/hr for August 1, 2013 and August 1, 2014). 2015 and beyond to mirror the future IBT increases. Any excess cost will be paid by the employees.

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SECTION 13. WAGES

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Fifteen percent (15%) wage reduction (continued from MOU)

Furlough employees for up to 40 hours per year.
SECTION 33. TERM OF AGREEMENT

Two year extension of the current contract, (June 1, 2013 - May 31, 2015) with the understanding that if the IBT extends their current agreement the OPEIU will mirror that extension through May 31st of the year the IBT contract runs to.

YRC, FREIGHT

Redacted by the U.S. Department of the Treasury

By: Thomas Walters
Director - Labor, West

Date: 9/3/2013

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the Treasury

By: Kelly Gauchert
Vice President/Business Representative

Date: 9/3/2013
AGREEMENT

Between

ROADWAY EXPRESS, INC.

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29, AFL-CIO

June 1, 2008 - May 31, 2013
SECTION 9. PART-TIME EMPLOYEES

Part-time employees shall receive not less than the rate set forth for their classification, pro-rated in proportion according to the time worked. In addition, regular part-time employees shall be entitled to all privileges enjoyed by regular full-time employees, namely, vacation, holidays, termination pay, etc., on a similar pro-rated basis.

Part-time employees may be hired for a minimum of twenty (20) hours per week and a maximum of thirty (30) hours per week. All employees working more than thirty (30) hours per week shall be guaranteed a minimum of forty (40) hours per week.

SECTION 10. REST PERIOD

Employees shall receive two (2) fifteen (15) minute rest periods each day; one (1) rest period to be taken in the morning; and one (1) rest period to be taken in the afternoon.

SECTION 11. PENSION PLAN

A. Bay Area:
Effective June 1, 2008, the Employer agrees to contribute into the Western States Office and Professional Employees' Pension Fund, to the account of each eligible employee working under this Agreement, the sum of Seven Hundred Thirteen Dollars and sixty-four cents ($713.64) (or as determined by the Western States Pension Fund.)

B. Reno:
Effective June 1, 2008, the Employer agrees to contribute into the Western States Office and Professional Employees' Pension Fund, to the account of each eligible employee working under this Agreement, an additional One Dollar ($1.00) for a total of Seven Hundred and Sixty-Three Dollars and forty-six cents ($763.46) (or as determined by the Western States Pension Fund.)

C. The Employer agrees to pay the following additional amounts for Office & Professional Employees Welfare Fund/Western States Office & Professional Employees Pension Fund or to an approved 401(k) plan. This will be determined by a majority vote of the membership.

   Effective June 1, 2008, One Dollar ($1.00) increase per hour.
   Effective June 1, 2009, One Dollar ($1.00) increase per hour.
   Effective June 1, 2010, One Dollar ($1.00) increase per hour.
   Effective June 1, 2011, One Dollar ($1.00) increase per hour.
   Effective June 1, 2012, One Dollar ($1.00) increase per hour.

Contributions for the remainder of the Contract will be governed by the terms of Section 12.
SECTION 33. TERM OF AGREEMENT

This Agreement shall be in full force and effect from June 1, 2008 to May 31, 2013. This Agreement shall be considered renewed from year to year subsequent to the expiration date, unless either party hereto gives written notice to the other party of a desire to alter, modify, or change this Agreement. Said notice shall be given at least sixty (60) days prior to the expiration hereof and failure to give such notice shall be regarded as renewal thereof for the following Contract year.

If either party is served with notice of a desire to change or modify this Agreement, negotiations must commence within fifteen (15) days of such notice.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this ____ day of ________________________, 2008.

ROADWAY EXPRESS, INC.

By:________________________
Patrick M. Sailors, Manager
Division of Labor Management

Date: 11-26-08

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

By:________________________
Tamara R. Rubyn
President/Business Manager

Date: 11-26-08
SIDE LETTER OF AGREEMENT

Between

YRC, Freight

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29,
AFL-CIO

This Side Letter of Agreement is an extension to the Memorandum of Understanding on the Adoption of the Agreement for the Restructuring of the YRC Worldwide, Inc. Operations Companies, ratified on September 26, 2011 (attached); with the exception of the following articles below:

SECTION 11. PENSION PLAN

There will be no pension rate increases for the duration of the agreement other than supplemental contributions incurred as result of the pension rehabilitation plan. If the rehabilitation plan results in a reduction of the supplemental contributions, the Company agrees to discuss wage increases with the Union.

The Employer shall pay contributions on behalf of each bargaining unit employee as defined in the incorporated rate of the Supplemental Employer Contribution Schedule, as defined by the Trustees of the Pension Plan.

The contract shall open for negotiations to discuss pension contributions each year of this agreement.

SECTION 12. HEALTH & WELFARE

Health and Welfare increases will mirror IBT increases ($0.35/hr for August 1, 2013 and August 1, 2014). 2015 and beyond to mirror the future IBT increases. Any excess cost will be paid by the employees.

Current monthly contributions are One Thousand Six Hundred and Thirty-two dollars ($1,632.00).

SECTION 13. WAGES

No wage increases for 3 years. Wages increases will mirror IBT annual increases after the 3 year period.

Fifteen percent (15%) wage reduction (continued from MOU)

Furlough employees for up to 40 hours per year.
SECTION 33. TERM OF AGREEMENT

Two year extension of the current contract, (June 1, 2013 - May 31, 2015) with the understanding that if the IBT extends their current agreement the OPEIU will mirror that extension through May 31st of the year the IBT contract runs to.

YRC, FREIGHT

Redacted by the U.S. Department of the Treasury

By: Thomas Walters
Director - Labor, West

Date: 9/3/2013

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the Treasury

By: Kelly Oschwald
Vice President/Business Representative

Date: 9/3/2013
TENTATIVE AGREEMENT

Between

YRC, Freight

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29,
AFL-CIO

This Tentative Agreement is an extension to the Memorandum of Understanding on the
Adoption of the Agreement for the Restructuring of the YRC Worldwide, Inc. Operations
Companies, ratified on September 26, 2011 (attached); with the exception of the following
articles below:

SECTION 11. PENSION PLAN

There will be no pension rate increases for the duration of the agreement other than
supplemental contributions incurred as result of the pension rehabilitation plan. If the
rehabilitation plan results in a reduction of the supplemental contributions, the Company agrees
to discuss wage increases with the Union.

The Employer shall pay contributions on behalf of each bargaining unit employee as defined in
the incorporated rate of the Supplemental Employer Contribution Schedule, as defined by the
Trustees of the Pension Plan.

The contract shall open for negotiations to discuss pension contributions each year of this
agreement.

SECTION 12. HEALTH & WELFARE

Health and Welfare increases will mirror IBT increases ($0.35/hr for August 1, 2013 and
August 1, 2014). 2015 and beyond to mirror the future IBT increases. Any excess cost will be
paid by the employees.

Current monthly contributions are One Thousand Six Hundred and Thirty-two dollars
($1,632.00).

SECTION 13. WAGES

No wage increases for 3 years. Wages increases will mirror IBT annual increases after the 3
year period.

Fifteen percent (15%) wage reduction (continued from MOU). Furlough employees for up to 40 hours per year.
SECTION 33. TERM OF AGREEMENT

Two year extension of the current contract, (June 1, 2013 – May 31, 2015) with the understanding that if the IBT extends their current agreement the OPEIU will mirror that extension through May 31st of the year the IBT contract runs to.

YRC, FREIGHT

By: ________________________________
   Thomas Walters
   Director – Labor, West

Date: 5/28/13

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29

By: ________________________________
   Redacted by the U.S. Department of the Treasury

By: ________________________________
   Kelly Gschwend
   Vice President/Business Representative

Date: 5-29-13
AGREEMENT

Between

SANTA CLARA & SAN BENITO COUNTIES
BUILDING & CONSTRUCTION TRADES COUNCIL

And

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29

September 1, 2014 - August 31, 2016
ARTICLE 33. DURATION OF AGREEMENT

This Agreement, together with all provisions herein set forth, shall continue in full force and effect from September 1, 2014 until August 31, 2016, and shall continue in full force and effect thereafter from year to year unless either party has served the other party written notice of its desire to change or modify this Agreement sixty (60) days prior to the date of expiration. If notice of desire to change or modify the Agreement is given, negotiations shall be reopened in order to revise any section of the Agreement that may arise during negotiations. If no agreement on the changes or modifications is reached prior to the expiration date of this Agreement, the Agreement will automatically expire and terminate as of August 31, 2016, unless the parties mutually agree to extend the term of the Agreement pending further negotiations. Any changes agreed upon shall be incorporated into this Agreement effective as of the beginning of the year's term for which the revisions were proposed.

SANTA CLARA & SAN BENITO COUNTIES BUILDING & CONSTRUCTION TRADES COUNCIL

By: Josue Garcia, Chief Executive Officer
Date: __/__/15

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

By: Tamara R. Rubyn, President/Business Manager
Date: __/__/15

By: Kelly Gschweid, Vice President/Business Representative
Date: __/__/15
ARTICLE 12. PENSION PLAN

The Employer shall pay contributions on behalf of each bargaining unit employee as defined in the incorporated rate of the Supplemental Employer Contribution Schedule, as defined by the Trustees of the Pension Plan.

The Employer agrees to contribute into a Trust Fund known as Western States Office & Professional Employees Pension Fund, for the account of each eligible employee working under this Agreement, the sum of Five Dollars and twenty-five cents ($5.25) per hour, effective September 1, 2009. To be eligible for participation in the Plan, an employee, for the purposes of this Article, shall mean: "Any employee on the payroll on the first (1st) day of the calendar month, and who works more than seventy (70) hours each succeeding and consecutive calendar month thereafter," the sum of Five Dollars and twenty-five cents ($5.25) per hour shall be paid by the Employer effective September 1, 2009.

The employer shall continue to contribute the sum of Five Dollars and twenty-five cents ($5.25), plus the supplemental rate.

SANTA CLARA & SAN BENITO COUNTRIES BUILDING & CONSTRUCTION TRADES COUNCIL

By: Josue Garcia
Chief Executive Officer

Date: 11/11/15

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

By: Kelly Gschwend
Vice President/Business Representative

Date: 11/23/15

Redacted by the U.S. Department of the Treasury

KG/Im(BTC63914)
cwa.9415afl-cio
AGREEMENT TO ADOPT REHABILITATION PLAN

Plan: Western States Office and Professional Employee's Pension Fund

Parties: OPEN LOCAL 29, the "Union; and
SANTA CLARAT AND BAY AREA BUILDING AND CONSTRUCTION TRADES COUNCIL, the "Employer"

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

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

   Effective Date: 9/1/2012

   Check applicable line:  
   ➤ Rehabilitation Plan Schedule
   ➤ Default Rehabilitation Plan Schedule

2. The Employer agrees to contribute to the Plan at the rates required under the CBA and the applicable Rehabilitation Plan Schedule.

3. The Parties agree that their adoption of the Rehabilitation Plan is effective for the duration of the current CBA and to any renewals or extensions of the CBA.

EMPLOYER APPROVAL

Redacted by the U.S. Department of the Treasury

Signature

Title: CEO

Date: 2/22/13

UNION APPROVAL

Redacted by the U.S. Department of the Treasury

Signature

Title: Vice President

Date: 2/22/13
AGREEMENT

Between

SACRAMENTO CENTRAL LABOR COUNCIL

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29 AFL-CIO, CLC

November 1, 2013 – October 31, 2016
ARTICLE XIV. EMPLOYEES HOSPITALIZATION, DENTAL DRUG & MAJOR MEDICAL

The Employer agrees to pay the Plan IVa premium on each employee and dependents for the Office & Professional Employees Welfare Fund, which includes Kaiser Group and Blue Shield, $20,000 Life Insurance, dental plan without orthodontia, vision care, accidental death and dismemberment disability. It is agreed that to be eligible for coverage an employee must have been paid for not less than seventy (70) hours in the previous calendar month. The Employer agrees to pay the entire cost of the present schedule of the Plan chosen by the employee and the employee’s dependents. The Employer will pay any increases determined by the Trustees of the Fund as needed to maintain such schedule of benefits. According to the policies of the Trust it shall notify the Employer after the annual rates have been adjusted.

Any additional health and welfare benefits provided under this Plan or any new Plan shall be paid for by the employees. Eligible employees are those who have been paid not less than seventy (70) hours in the previous calendar month.

In the event the members qualify for the Retiree Health & Welfare coverage this Agreement shall be reopened for negotiations of this benefit.

The Employer further agrees that the above health and welfare benefits shall be continued for two (2) additional months for an employee on a leave due to sickness or disability.

ARTICLE XV. PENSION PLAN

The Employer agrees to contribute into a Trust Fund, known as Western States Office & Professional Employees Pension Fund, for the account of each employee working under this Agreement. If any employee under this Agreement is granted a leave of absence without pay in excess of thirty (30) days, his/her name shall be deemed to have been removed from the payroll of the Employer, and the Employer shall not be obligated to make monthly payments into the Plan for the benefits of such employee for the period of such leave.

Employer to maintain current pension contributions of Three Dollars and sixty cents ($3.60) per hour for the duration of this Agreement.

The Employer shall pay contributions on behalf of each eligible bargaining unit employee as defined in the incorporated rate of the Supplemental Employer Contribution Schedule, as defined by the Trustees of the Pension Fund.
ARTICLE XXI. DURATION OF AGREEMENT

This Agreement, together with all provisions set forth herein, shall continue in full force and effect from November 1, 2013 to October 31, 2016 and shall continue in full force and effect thereafter unless either party hereto shall desire a change, in which case s/he shall give the other party notice in writing of the desired changes at least sixty (60) days and not more than ninety (90) days prior to the anniversary date of this Agreement in any one (1) year. In such event, negotiations shall be reopened in order to revise the Article or Articles regarding which notice of the proposed changes has been served. When agreed upon, these changes shall be incorporated into this Agreement, effective as of the beginning of the year’s term for which the revisions were proposed. Any strike or stoppage of work after the expiration or modification date of this Agreement shall not be deemed in violation of any provision of this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and their seals this _______ day of ________________ 20__.

SACRAMENTO CENTRAL LABOR COUNCIL

By: Rosalino Pedres
President

Date: August 14, 2015

Redacted by the U.S. Department of the Treasury

By: Margarita Maldonado
Recording Secretary

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

By: Tamara R. Rubyn
President/Business Manager

Date: 8/19/2015

Redacted by the U.S. Department of the Treasury

By: Nekisha Goodwin
Business Representative

Date: 8/19/2015

Im(scclc2013)
cwa:9415/afl-cio
Western States Office and Professional Employees Pension Fund
Employer Participation Agreement

This Employer Participation Statement ("Statement") is an important document and should be kept with your permanent records. This Statement confirms your participation in the Plan. Your contributions to the Plan funds pension benefits for eligible Participants.

1. **Employer Making Contributions:**
   - **Name:** Sacramento Central Labor Council
   - **Contract Person:** Teresa Villaseñor
   - **Address:**
     - 2840 E1 Centro Road, #111
     - Sacramento, CA 95833
   - **Telephone:** 916-927-9772

2. **Local Information.**
   Employer has a collective bargaining agreement ("CBA") with a local union of the Office and Professional Employees International Union ("OPEIU") which requires the Employer to contribute to the Plan for Employer's employees. A copy of the CBA language is enclosed.

3. **Coverage.**
   This Agreement applies to the following (check applicable box(es)):
   - [ ] Bargaining unit employees.
   - [ ] Nonbargaining unit employees described as follows:

4. **Participation Terms.** All Employers making contributions to the Plan are subject to the following terms and conditions:
   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 available from the Trust office or from the Plan's website: http://www.wsp.aibpa.com:

   A&I Benefit Plan Administrators, Inc.,
   1220 S.W. Morrison St, Suite 300, Portland, OR 97205-2222
   Toll-Free: (800) 413-4928  Local (Oregon): (503) 222-7694

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

Administered by A&I Benefit Plan Administrators, Inc.
1220 SW Morrison St. Suite 300, Portland OR 97205-2222
(503) 222-7694  (800) 413-4928  Fax (503) 228-0149
http://www.wsp.aibpa.com

EXHIBIT 15 (PART 4 OF 4) PAGE 208 OF 420
b. All Employers are subject to Plan administrative rules and policies, which are available from the Plan's website or from the Trust office. Documents relating to the Plans' funding status under the Pension Protection Act and the Plan's rehabilitation plan are also available from the website or from the Trust office.

c. Participating employers are required to 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.

d. If an Employer provides a qualified retirement plan for employees not covered by this Plan, 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.

e. Employer agrees to make contributions at the rate now in effect under the CBA, or as subsequently amended. The contribution rate must be the same for bargaining unit participants and non-bargaining unit participants.

f. Employer agrees 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 agrees to waive the statute of limitations on Plan audits.

APPROVED BY THE PLAN ADMINISTRATOR

Redacted by the U.S.
Department of the Treasury

Signature  Date

This Statement is approved by Vicki Peterson, A&J Benefit Plan Administrators, on behalf of the Board of Trustees.²

² The Board of Trustees acts as the "Plan Administrator" under the Employee Retirement Income Security Act of 1974, as amended.

Administered by A&J Benefit Plan Administrators, Inc.
1220 SW Morrison St. Suite 300, Portland OR 97205-2222
(503) 224-0048  (800) 547-4457  Fax (503) 228-0149
TRADE UNION OFFICE AGREEMENT
SAN JOAQUIN COUNTY

SAN JOAQUIN & CALAVERAS COUNTIES
ELECTRICAL JOINT APPRENTICESHIP COMMITTEE

AND

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29

November 1, 2013 - October 31, 2017

OPEIU
Local 29
ARL-CIO & CLC
ARTICLE XIII. PAY IN LIEU OF NOTICE

(a) Any employee of over six (6) months' continuous service who may be discharged or laid off, shall be given two (2) weeks' notice in writing or two (2) weeks' pay in lieu thereof. It shall be a reciprocal obligation and matter of good faith on the part of the employee to give two (2) weeks' notice in writing to the employing Union in case of an intended resignation. This Article shall not apply to any employee discharged for due and just cause such as dishonesty, drunkenness, immoral conduct or insubordination.

(b) In the event an employee's services shall be terminated after six (6) months' employment, s/he shall be entitled to prorated vacation pay from the employing Union in addition to said two (2) weeks' notice.

ARTICLE XIV. HEALTH & WELFARE INSURANCE

All employees who have worked more than fifty (50) hours in the prior month or who have worked an average of more than fifty (50) hours in the prior twelve (12) months, or who worked an average of more than fifty (50) hours during months employed if the employee has been employed for less than twelve (12) months, shall be covered by health and welfare insurance under the Office & Professional Employees Welfare Fund, premium to be paid by the Employer. This plan shall include Kaiser group 328 plan or United Health Care plan, Dental without orthodontia, Vision Care, Accidental Death and Disability and Life Insurance for the employee of Twenty Thousand Dollars ($20,000.00). The Employer agrees to pay the entire cost of the present schedule of benefits of the Plan for the employee and the employee's dependents.

All employees who were employed on a part-time basis at the time of the expiration of the previous Agreement shall have their health and welfare premiums fully paid by their Employer for the term of their employment, without consideration of qualifying hours.

In the event an office employee is covered by the individual Employer's health and welfare plan, it must be comparable to the Office & Professional Employees Welfare Fund.

ARTICLE XV. PENSION PLAN

All employees shall be covered by the Western States Pension Plan. Effective June 1, 2000, the Employer's contribution shall be $3.15 per hour paid.

ARTICLE XVI. ADMITTANCE OF UNION REPRESENTATIVES TO OFFICE OF EMPLOYING UNION

The Union Representative of the Office & Professional Employees Union, Local 29 shall have the right to contact the employees at work with respect to this Agreement.
IN WITNESS WHEREOF, the parties hereto have set forth their hands and seals this first (1st) day of November, 2013.

SAN JOAQUIN & CALAVERAS COUNTIES ELECTRICAL JOINT APPRENTICESHIP COMMITTEE

By: ____________________________
David Brooks
Apprentice Coordinator

Date: 3/11/15

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

By: ____________________________
Tamara R. Rubyn
President/Business Manager

Date: 3/16/15

By: ____________________________
Pete Halver
Assistant Manager
NCC-NECA

Date: 3/11/15

Redacted by the U.S. Department of the Treasury

Redacted by the U.S. Department of the Treasury

Redacted by the U.S. Department of the Treasury

Redacted by the U.S. Department of the Treasury

DLW/lm(cwr59017)
cwa:9415/a3ciao
The undersigned Employer hereby applies to the Board of Trustees ("Board") of the Western States Office & Professional Employees Pension Fund ("Plan") for participation as a Participating Employer to the Plan as provided in this Agreement.

1. Employer Information.
   Name: San Joaquin & Calaveras County Electrical JATC
   Contract Person: David Brooks / Kim Blades
   Address: 1531 E Pine Dr
   City, State & Zip: Stockton CA 95205
   Telephone: 209-462-0751

2. Local Information.
   Employer has a collective bargaining agreement with Local Union 29 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: 

   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.

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1 The term "Plan" includes the Trust Agreement for the Western States Office and Professional Employees Pension Fund.
e. 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: [Redacted by the U.S. Department of the Treasury]
Print Name: David Brooks
Title: Training Director
Date Signed: 2-9-11

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Judith Zenk, Co-Chair
Date Signed: Nov 03 2011

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Michael Parmelee, Co-Chair
Date Signed: Nov 03 2011
WESTERN STATES OFFICE AND PROFESSIONAL EMPLOYEES PENSION FUND

AGREEMENT TO ADOPT REHABILITATION PLAN

Plan: Western States Office and Professional Employee's Pension Fund

Parties: OPEIU LOCAL 29, the "Union; and
San Joaquin & Calaveras Counties
Electrical Training & Educational Trust the "Employer"

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

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

   Effective Date: July 1, 2012
   Check applicable line: [ ] Rehabilitation Plan Schedule
   [x] Default Rehabilitation Plan Schedule

2. The Employer agrees to contribute to the Plan at the rates required under the CBA and the applicable Rehabilitation Plan Schedule.

3. The Parties agree that their adoption of the Rehabilitation Plan is effective for the duration of the current CBA and to any renewals or extensions of the CBA.

EMPLOYER APPROVAL

Redacted by the U.S. Department of the Treasury

Title: Chairman
Date: 11/28/12

UNION APPROVAL

Redacted by the U.S. Department of the Treasury

Title: Vice President/Sr. Vice Pres.
Date: 11-30-2012
SIDE LETTER OF AGREEMENT

between

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29,
AFL-CIO, CLC

and

SAN JOAQUIN & CALAVERAS COUNTIES ELECTRICAL JOINT APPRENTICESHIP
COMMITTEE

ARTICLE XV. PENSION PLAN

Effective July 1, 2012, the Employer shall pay contributions on behalf of each bargaining unit
employee as defined in the incorporated rate of the Supplemental Employer Contribution Schedule, as
defined by the Trustees of the Pension Plan.

SAN JOAQUIN & CALAVERAS COUNTIES ELECTRICAL JOINT
APPRENTICESHIP COMMITTEE

By: David Brooks
Apprentice Coordinator

Date: 11-28-2012

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29,
AFL-CIO, CLC

By: Kelly Oschwend
Vice President/Business Representative

Date: 11-30-12
AGREEMENT

Between

SANTA CLARA COUNTY ELECTRICAL JOINT APPRENTICESHIP TRAINING COMMITTEE

And

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

September 1, 2015 - August 31, 2018
ARTICLE 12. PENSION PLAN

The Employer agrees to contribute into a Trust Fund, known as Western States Office & Professional Employees Pension Plan, for the account of each eligible employee working under this Agreement, the sum of Four Dollars and three cents ($4.03) per hour, effective September 1, 2006. To be eligible for participation in the Plan, an employee, for the purposes of this Article shall mean: “Any employee on the payroll on the first day of the calendar month, and who works more than seventy (70) hours each succeeding and consecutive calendar month thereafter.”

The Union may, with reasonable notice, change the allocation between the Health & Welfare and Pension Funds.

The Employer shall pay contributions on behalf of each eligible bargaining unit employee as defined in the incorporated rate of the Supplemental Employer Contribution Schedule, as defined by the Trustees of the Pension Plan.

Upon an employee’s written request, the Employer shall deduct and forward voluntary employee contributions to a qualified 401(k) Plan.

ARTICLE 13. DISCIPLINE AND DISCHARGE

(a) All new employees shall be required to complete a one hundred twenty (120) calendar day probationary period. Upon completion of the one hundred twenty (120) calendar day probationary period, the employee shall be considered a permanent employee. A probationary employee can be discharged for any reason; no written notice shall be given.

(b) The Employer shall not discharge or discriminate against any employee for Union activities nor shall an employee be discharged without just cause. The Employer agrees to the concept of progressive discipline.

(c) Except under the circumstances requiring immediate discharge for cases involving serious misconduct, including, but not limited to, theft, insubordination, prolonged absenteeism, job abandonment, threat of physical abuse, sexual harassment, substance abuse or failure to follow a direct order that is given by a supervisor, no employee who has completed the one hundred twenty (120) day probationary period shall be discharged, except for just cause.

(d) In meetings where employees believe they may receive disciplinary action, the Employer agrees to allow the employees to have their Union Steward or representative present during such meetings. Such presence of Steward or representative will be at the employee’s option.

(e) The Employer agrees to put an employee’s written comments regarding a verbal or written warning in the employee’s personnel file.

Any employee in the service of the Employer for a period of one (1) month to six (6) months who may be discharged or laid off shall be given three (3) days’ notice or pay in lieu thereof. After six (6) months and up to two (2) years’ continuous employment with
ARTICLE 32. SAVINGS CLAUSE

Nothing in this Agreement that is contrary to Employer's Local or International Constitution & By Laws shall be binding on the Employer.

ARTICLE 33. DURATION OF AGREEMENT

This Agreement, together with all provisions herein set forth, shall continue in full force and effect from September 1, 2015 until August 31, 2018, and shall continue in full force and effect thereafter from year to year unless either party has served the other party written notice of its desire to change or modify this Agreement sixty (60) days prior to the date of expiration. If notice of desire to change or modify the Agreement is given, negotiations shall be reopened in order to revise any section of the Agreement that may arise during negotiations. If no agreement on the changes or modifications is reached prior to the expiration date of this Agreement, the Agreement will automatically expire and terminate as of August 31, 2018, unless the parties mutually agree to extend the term of the Agreement pending further negotiations. Any changes agreed upon shall be incorporated into this Agreement effective as of the beginning of the year's term for which the revisions were proposed.

SANTA CLARA COUNTY ELECTRICAL
JOINT APPRENTICESHIP
AND TRAINING COMMITTEE

Redacted by the U.S. Department of the Treasury

By: Chap Power
Training Director

Date: 1/4/2016

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29,
AFL-CIO, CLC

Redacted by the U.S. Department of the Treasury

By: Tamara R. Rubyn
President/Business Manager

Date: 1-11-16

Redacted by the U.S. Department of the Treasury

By: Terry Keller
Business Representative

Date: 1-11-16

TK/mn(EWR19815)
cwa9415/afl-cio
Office & Professional Employees International Union | Local 29
AFL-CIO & CLC

Tamara R. Rubyn, President/Business Manager • Patricia G. Sanchez, Secretary-Treasurer/Business Representative

WESTERN STATES OFFICE AND PROFESSIONAL EMPLOYEES PENSION FUND

AGREEMENT TO ADOPT REHABILITATION PLAN

Plan: Western States Office and Professional Employees Pension Fund

Parties: [SIGNED]

Santa Clara County Electrical JATC, the "Employer"

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

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

   Effective Date: Sept. 1, 2012

   Check applicable line: Default Rehabilitation Plan Schedule

2. The Employer agrees to contribute to the Plan at the rates required under the CBA and the applicable Rehabilitation Plan Schedule.

3. The Parties agree that their adoption of the Rehabilitation Plan is effective for the duration of the current CBA.

[Signatures]

EMPLOYER APPROVAL

Redacted by the U.S. Department of the Treasury

INLAND APPROVAL

Redacted by the U.S. Department of the Treasury

[Signatures]

Title: Training Director
Date: 11/27/2012

Title: Business Representative
Date: 11/28/12

1221 Harbor Bay Parkway, Suite 204, Alameda, California 94502 Phone (510) 585-1433 Fax (510) 585-1450 www.opelu29.org

FEB 21 2013

EXHIBIT 15 (PART 4 OF 4) PAGE 220 OF 420
Western States Office and Professional Employees Pension Fund

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

1. Employer Information.
   - Name: SANTA CLARA ELECTRICAL JATC
   - Contract Person: DANIEL ROMERO
   - Address: 908 BERN CT
   - City, State & Zip: SAN JOSE CA 95112
   - Telephone: (408) 453-1022

2. Local Information.
   Employer has a collective bargaining agreement with Local Union 29 (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)):
   - [x] 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: ________________

   This Agreement covers the following (check applicable box(es)):
   - [x] 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, TRUST**

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): **SANTA CLARA COUNTY ELECTRICAL JATC**

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

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

   - 4 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: [Redacted by the U.S. Department of the Treasury]
Print Name: DANIEL ROMERO
Title: TRAINING DIRECTOR
Date Signed: 3-1-11

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Judith Zenk, Co-Chair
Date Signed: NOV 03 2011

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Michael Parmelee, Co-Chair
Date Signed: NOV 03 2011
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

MASTER TRADE SECTION

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO

FOR THE PERIOD OF

APRIL 1, 2016 THROUGH MARCH 31, 2019
ARTICLE 15

PENSIONS

Section 15.1(a) WESTERN STATES PENSION. The Employer agrees to and shall be bound by all the terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized joint Trustees of the Western States Office and Professional Employees Pension Fund. The Employer shall make the following contributions:

Section 15.1(b) Effective April 1, 2016, the Employer shall contribute $5.67 per hour into the Western States Office and Professional Employees Pension Fund ($3.15 hourly contribution plus $2.52 per hour for the required 80% Supplemental Contribution as defined by the Fund’s Rehabilitation Plan).

Section 15.1(c) ANNUAL PENSION REOPENERS. Either party may request in writing to reopen Section 15.1(b) only.

Section 15.1(d) If the Employer is contributing to an alternative pension plan, the minimum amount of contribution must be at least the amount specified in this Agreement for the Western States Pension Plan for each year of the contract minus the Supplemental Contribution amount. If an employee has a pension plan where both the Employer and the employee contribute, the Employer must contribute, as a minimum, the amount specified for the Western States Pension Plan for each year of this Agreement minus the Supplemental Contribution amount.

Section 15.1(e) Said contribution shall be made to the Western States Office and Professional Employees Pension Fund in the manner set forth in the Trust Agreement of said Trust. The details of such Retirement Plan established by this Trust Fund and this Trust Fund itself shall continue to be controlled and administered by a Joint Board of Trustees composed of equal representation of labor and management who are signatories to the Trust Agreement of the aforesaid Trust Fund. Within ninety (90) days of the ratification of this Agreement, the Union shall furnish the Employer with a current copy of the Trust Agreement when requested.

Section 15.2(a) SUPPLEMENTAL PENSION. The Employer agrees to and shall be bound by all terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized Joint Trustees of the Office and Professional Employees Local 8 Supplemental 401K Retirement Fund.

Section 15.2(b) SALARY DIVERSION. An amount may be elected by each employee as a reduction in the minimum salary schedule described in the Salary Schedule for the purpose of contributing such amount to the Office and Professional Employees Local 8 Supplemental Retirement Fund. The Employer agrees to transmit the amounts withheld from such employees' wages on a pre-tax basis as soon as the funds can be transmitted and not later than the next payroll period following an employee's written request for such wage diversion. Employees may elect to divert any amount up to the maximum threshold set by the IRS rules governing 401(k) plans. An employee shall be entitled to only one (1) election each quarter of a calendar year. The forms for the election shall be provided by the administrative office of the aforesaid Trust Fund. The resulting salary level shall be considered to be the negotiated salary level for that employee following the election. However, for the purposes of determining any other amounts under this Agreement based upon wage level, the original amount described in the Salary Schedule shall apply.
ARTICLE 22

TERMINATION AND RENEWAL

This Agreement shall be in full force and effect until March 31, 2019, and shall continue in effect from year to year thereafter unless either party gives notice, in writing, at least ninety (90) days prior to any expiration or modification date of its desire to terminate or modify such Agreement; provided that, in the event the Union serves written notice in accordance with this Section, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this Agreement, any other provision to the contract notwithstanding.

EXECUTED at Seattle, Washington this ______________ day of July 2016.

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 8, AFL-CIO

By
Suzanne Mode
Business Manager

FOR THE MASTER TRADE SECTION

By
Nicole Grant, Executive Secretary
Martin Luther King Jr. County Labor Council

By
Suzanne Mode
Business Manager

By
David Ciprut, REBOUND
Bargaining Committee

By
Fred Hutchins, IBEW Local 77
Bargaining Committee

By
Traci Miller, Heat & Frost Insulators Local 7
Bargaining Committee

By
Carol O’Neill, Sprinkler Fitters Local 699
Bargaining Committee

By
Tyler Walser, IBEW Local 77
Bargaining Committee
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.

1. Employer Information.
   - Name: [Redacted]
   - Contract Person: [Redacted]
   - Address: [Redacted]
   - City, State & Zip: [Redacted]
   - Telephone: [Redacted]

2. Local Information.
   Employer has a collective bargaining agreement with Local Union (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: [Redacted]
   - [ ] A new group of Employees of an existing Participating Employer.
     - Effective date of coverage: [Redacted]

   This Agreement covers the following (check applicable box(es)):
   - [x] 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): \[\text{Apprenticeship School}\]

*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): \[\text{Seattle Area Plumber’s Apprenticeship + Training Committee}\]

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

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

   4 employees covered by the collective bargaining agreement; and

   8 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

<table>
<thead>
<tr>
<th>EMPLOYER SIGNATURE:</th>
<th>Redacted by the U.S. Department of the Treasury</th>
</tr>
</thead>
<tbody>
<tr>
<td>Print Name:</td>
<td>Jeff Zielinski</td>
</tr>
<tr>
<td>Title:</td>
<td>Training Coordinator</td>
</tr>
<tr>
<td>Date Signed:</td>
<td>February 21, 2011</td>
</tr>
</tbody>
</table>

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

<table>
<thead>
<tr>
<th>CO-CHAIR SIGNATURE:</th>
<th>Redacted by the U.S. Department of the Treasury</th>
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<tbody>
<tr>
<td>Print Name:</td>
<td>Judith Zenk, Co-Chair</td>
</tr>
<tr>
<td>Date Signed:</td>
<td>NOV 03 2011</td>
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</tbody>
</table>

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<tr>
<th>CO-CHAIR SIGNATURE:</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Print Name:</td>
<td>Michael Parmelee, Co-Chair</td>
</tr>
<tr>
<td>Date Signed:</td>
<td>NOV 03 2011</td>
</tr>
</tbody>
</table>
The Office and Professional Employees International Union Local 8, hereinafter known as the “Union,” and the Trade Section Employer Association, hereinafter known as the “Employer,” hereby agree to the following:

Effective April 1, 2011, the Employers with bargaining unit employee(s) participating in Western States Office and Professional Employees Pension Fund shall contribute an additional forty-seven cents ($0.47) per hour towards the Fund’s Rehabilitation Plan Surcharge, as described in Section 15.1(c) of the current Collective Bargaining Agreement.

If the Employer is contributing to an alternative pension plan other than the Western States Office & Professional Employees Pension Fund and such plan has not required a mandatory increase in the contribution amount since June 1, 2009, then effective April 1, 2011, the Employer will divert forty-seven cents ($0.47) per hour towards one of the following options:

1) Increase the Employer’s contribution into the Employer’s alternative pension plan by forty-seven cents ($0.47) per hour on behalf of each bargaining unit employee; or

2) Divert forty-seven cents ($0.47) per hour into the Office and Professional Employees Local 8 Supplemental 401K Retirement Fund or other defined contribution fund of the employees’ choice; or

3) Add forty-seven cents ($0.47) per hour to the current wage rate of the bargaining unit employee(s).

The majority of bargaining unit employee(s) shall determine which option is applied to the entire group of employees.

This Letter of Understanding does not alter any portion of the current 2010 – 2013 Collective Bargaining Agreement between the Employer and the Union.

EXECUTED in Seattle, Washington this 31st day of May 2011.

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 8

Redacted by the U.S. Department of the Treasury

By
Suzanne Mode
Business Manager

FOR THE TRADE SECTION EMPLOYERS

Redacted by the U.S.
Department of the Treasury

By
David Freiboth
Executive Secretary
Martin Luther King Jr. County Labor
Council
Trade Section Employers Participating in Western States Pension Fund

2016

1) AFT WASHINGTON, AFL-CIO
   625 Andover Park West, Suite 111
   Tukwila, WA 98188
   #8133

2) AMALGAMATED TRANSIT UNION NO. 587
   2815 Second Avenue. #230
   Seattle, WA 98121
   #8111

3) AMERICAN POSTAL WORKERS UNION, SEATTLE LOCAL
   P.O. Box 48148
   Seattle, WA 98148
   #8222

4) BAKERY, CONFECTIONERY AND TOBACCO WORKERS LOCAL NO. 9
   5950 Sixth Avenue South #201
   Seattle, WA 98108
   #8152

5) COMMUNICATIONS WORKERS OF AMERICA LOCAL NO. 7800
   6770 E Marginal Way S
   Bldg. E, Suite 360
   Seattle, WA 98108
   #8155

6) HOD CARRIERS AND GENERAL LABORERS LOCAL NO. 242
   2800 First Avenue #50
   Seattle, WA 98121
   #8240

7) INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES LOCAL NO. 15
   2800 First Avenue #231
   Seattle, WA 98121
   #8181
8) HEAT & FROST INSULATORS LOCAL 7
(formerly INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS AND ASBESTOS
WORKERS LOCAL NO. 7)
14675 Interurban Ave. S #103
Tukwila, WA 98168
#8253

9) INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 46
19802 62nd Avenue S, Suite 105
Kent, WA 98032
#9109

10) INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 89
P.O. Box 3219
Arlington, WA 98223
#8101

11) LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
12201 Tukwila Int'l Blvd. #140
Seattle, WA 98168
#8255

12) MARTIN LUTHER KING JR. COUNTY LABOR COUNCIL
2800 First Avenue #206
Seattle, WA 98121
#775

13) INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION LOCAL NO. 52
2414 SW Andover St. #F-100
Seattle, WA 98106
#8235

14) PACIFIC NW IRONWORKERS AND EMPLOYERS & TRAINING APPRENTICESHIP COMMITTEE
4550 South 134th Pl #101
Tukwila, WA 98168
#8162

15) PILEDRIVERS LOCAL NO. 196 (formally Local No. 2396)
4695 Pacific Highway East
Fife, WA 98424
#8138
16) PUGET SOUND ELECTRICAL APPRENTICESHIP AND TRAINING TRUST  
550 SW 7th St.  
Renton, WA 98057  
#8127

17) REBOUND  
2800 First Avenue, Room 216  
Seattle, WA 98121  
#8241

18) SEATTLE AREA PLUMBING AND PIPEFITTING APPRENTICESHIP AND JOURNEYMEN TRAINING TRUST  
595 Monster Rd. SW #100  
Renton, WA 98057  
#8108

19) SEATTLE BUILDING AND CONSTRUCTION TRADES COUNCIL  
14675 Interurban Ave. S, Suite 101  
Tukwila, WA 98168  
#8154

20) SPRINKLER FITTERS AND APPRENTICES LOCAL NO. 699  
2800 First Avenue #111  
Seattle, WA 98121  
#8118

21) STREET PAVERS, SEWER, WATERMAIN AND TUNNEL WORKERS UNION LOCAL NO. 440  
585 13th Avenue  
Seattle, WA 98122  
#8164

22) CEMENT MASON'S & PLASTERERS TRAINING CENTERS  
(formerly WESTERN WA CEMENT MASON'S JATC & ADVANCED TRAINING)  
6737 Corson Avenue S  
Seattle, WA 98108  
#8226

23) WASHINGTON STATE LABOR COUNCIL  
314 First Ave. W  
Seattle, WA 98119  
#8126
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

MASTER TRADE SECTION

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO

FOR THE PERIOD OF

APRIL 1, 2016 THROUGH MARCH 31, 2019
ARTICLE 15

PENSIONS

Section 15.1(a) WESTERN STATES PENSION. The Employer agrees to and shall be bound by all the terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized joint Trustees of the Western States Office and Professional Employees Pension Fund. The Employer shall make the following contributions:

Section 15.1(b) Effective April 1, 2016, the Employer shall contribute $5.67 per hour into the Western States Office and Professional Employees Pension Fund ($3.15 hourly contribution plus $2.52 per hour for the required 80% Supplemental Contribution as defined by the Fund’s Rehabilitation Plan).

Section 15.1(c) ANNUAL PENSION REOPENERS. Either party may request in writing to reopen Section 15.1(b) only.

Section 15.1(d) If the Employer is contributing to an alternative pension plan, the minimum amount of contribution must be at least the amount specified in this Agreement for the Western States Pension Plan for each year of the contract minus the Supplemental Contribution amount. If an employee has a pension plan where both the Employer and the employee contribute, the Employer must contribute, as a minimum, the amount specified for the Western States Pension Plan for each year of this Agreement minus the Supplemental Contribution amount.

Section 15.1(e) Said contribution shall be made to the Western States Office and Professional Employees Pension Fund in the manner set forth in the Trust Agreement of said Trust. The details of such Retirement Plan established by this Trust Fund and this Trust Fund itself shall continue to be controlled and administered by a Joint Board of Trustees composed of equal representation of labor and management who are signatories to the Trust Agreement of the aforesaid Trust Fund. Within ninety (90) days of the ratification of this Agreement, the Union shall furnish the Employer with a current copy of the Trust Agreement when requested.

Section 15.2(a) SUPPLEMENTAL PENSION. The Employer agrees to and shall be bound by all terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized Joint Trustees of the Office and Professional Employees Local 8 Supplemental 401K Retirement Fund.

Section 15.2(b) SALARY DIVERSION. An amount may be elected by each employee as a reduction in the minimum salary schedule described in the Salary Schedule for the purpose of contributing such amount to the Office and Professional Employees Local 8 Supplemental Retirement Fund. The Employer agrees to transmit the amounts withheld from such employees’ wages on a pre-tax basis as soon as the funds can be transmitted and not later than the next payroll period following an employee’s written request for such wage diversion. Employees may elect to divert any amount up to the maximum threshold set by the IRS rules governing 401(k) plans. An employee shall be entitled to only one (1) election each quarter of a calendar year. The forms for the election shall be provided by the administrative office of the aforesaid Trust Fund. The resulting salary level shall be considered to be the negotiated salary level for that employee following the election. However, for the purposes of determining any other amounts under this Agreement based upon wage level, the original amount described in the Salary Schedule shall apply.
**COLLECTIVE BARGAINING AGREEMENT**
OPEIU LOCAL 8 – TRADE SECTION

**ARTICLE 22**

**TERMINATION AND RENEWAL**

This Agreement shall be in full force and effect until March 31, 2019, and shall continue in effect from year to year thereafter unless either party gives notice, in writing, at least ninety (90) days prior to any expiration or modification date of its desire to terminate or modify such Agreement; provided that, in the event the Union serves written notice in accordance with this Section, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this Agreement, any other provision to the contract notwithstanding.

EXECUTED at Seattle, Washington this ______________ day of July 2016.

<table>
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<th>OFFICE AND PROFESSIONAL EMPLOYEES</th>
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<td>INTERNATIONAL UNION LOCAL 8, AFL-CIO</td>
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<th>By</th>
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<th>Fred Hutchins, IBEW Local 77</th>
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<th>Traci Miller, Heat &amp; Frost Insulators Local 7</th>
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<tr>
<th>By</th>
<th>Carol O’Neill, Sprinkler Fitters Local 699</th>
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<th>By</th>
<th>Tyler Walser, IBEW Local 77</th>
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<th>FOR THE MASTER TRADE SECTION</th>
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<th>By</th>
<th>Nicole Grant, Executive Secretary</th>
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<td>Martin Luther King Jr. County Labor Council</td>
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<tr>
<th>By</th>
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<td>Employer</td>
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The undersigned Employer hereby applies to the Board of Trustees ("Board") of the Western States Office & Professional Employees Pension Fund ("Plan") for participation as a Participating Employer to the Plan as provided in this Agreement.

1. **Employer Information.**

   Name: Seattle Bldg Trades Council
   Contract Person: Lee Newgent
   Address: P.O. Box 80327
   City, State & Zip: Seattle WA 98108
   Telephone: 206-441-0550

2. **Local Information.**

   Employer has a collective bargaining agreement with Local Union ______ (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):* Labor 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): Seattle Bldg. + Constr. Trades Council

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

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

      employees covered by the collective bargaining agreement; and

      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.
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: [Redacted by the U.S. Department of the Treasury]
Print Name: Lee Newsome
Title: Executive Secretary
Date Signed: 2/9/2011

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Judith Zenk, Co-Chair
Date Signed: NOV 16 2011

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Michael Parmelee, Co-Chair
Date Signed: NOV 16 2011
OFEIU LOCAL 8/ TRADE SECTION 2011 WAGE REOPENER

LETTER OF UNDERSTANDING

The Office and Professional Employees International Union Local 8, hereinafter known as the “Union,” and the Trade Section Employer Association, hereinafter known as the “Employer,” hereby agree to the following:

Effective April 1, 2011, the Employers with bargaining unit employee(s) participating in Western States Office and Professional Employees Pension Fund shall contribute an additional forty-seven cents ($0.47) per hour towards the Fund’s Rehabilitation Plan Surcharge, as described in Section 15.1(c) of the current Collective Bargaining Agreement.

If the Employer is contributing to an alternative pension plan other than the Western States Office & Professional Employees Pension Fund and such plan has not required a mandatory increase in the contribution amount since June 1, 2009, then effective April 1, 2011, the Employer will divert forty-seven cents ($0.47) per hour towards one of the following options:

1) Increase the Employer’s contribution into the Employer’s alternative pension plan by forty-seven cents ($0.47) per hour on behalf of each bargaining unit employee; or

2) Divert forty-seven cents ($0.47) per hour into the Office and Professional Employees Local 8 Supplemental 401K Retirement Fund or other defined contribution fund of the employees’ choice; or

3) Add forty-seven cents ($0.47) per hour to the current wage rate of the bargaining unit employee(s).

The majority of bargaining unit employee(s) shall determine which option is applied to the entire group of employees.

This Letter of Understanding does not alter any portion of the current 2010 – 2013 Collective Bargaining Agreement between the Employer and the Union.

EXECUTED in Seattle, Washington this 21st day of May 2011.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

By

Suzanne Mode
Business Manager

FOR THE TRADE SECTION EMPLOYERS

Redacted by the U.S. Department of the Treasury

By

David Freiboth
Executive Secretary
Marlin Luther King Jr. County Labor Council
Trade Section Employers Participating in Western States Pension Fund

2016

1) AFT WASHINGTON, AFL-CIO
   625 Andover Park West, Suite 111
   Tukwila, WA 98188

   #8133

2) AMALGAMATED TRANSIT UNION NO. 587
   2815 Second Avenue, #230
   Seattle, WA 98121

   #8111

3) AMERICAN POSTAL WORKERS UNION, SEATTLE LOCAL
   P.O. Box 48148
   Seattle, WA 98148

   #8222

4) BAKERY, CONFECTIONERY AND TOBACCO WORKERS LOCAL NO. 9
   5950 Sixth Avenue South #201
   Seattle, WA 98108

   #8152

5) COMMUNICATIONS WORKERS OF AMERICA LOCAL NO. 7800
   6770 E Marginal Way S
   Bldg. E, Suite 360
   Seattle, WA 98108

   #8155

6) HOD CARRIERS AND GENERAL LABORERS LOCAL NO. 242
   2800 First Avenue #50
   Seattle, WA 98121

   #8240

7) INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES LOCAL NO. 15
   2800 First Avenue # 231
   Seattle, WA 98121

   #8181
8) HEAT & FROST INSULATORS LOCAL 7  
(formerly INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS AND ASBESTOS WORKERS LOCAL NO. 7)  
14675 Interurban Ave. S #103  
Tukwila, WA 98168  

#8253

9) INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 46  
19802 62nd Avenue S, Suite 105  
Kent, WA 98032  

#9109

10) INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 89  
P.O. Box 3219  
Arlington, WA 98223  

#9101

11) LABORERS' INTERNATIONAL UNION OF NORTH AMERICA  
12201 Tukwila Int'l Blvd. #140  
Seattle, WA 98168  

#8255

12) MARTIN LUTHER KING JR. COUNTY LABOR COUNCIL  
2800 First Avenue #206  
Seattle, WA 98121  

#775

13) INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION LOCAL NO. 52  
2414 SW Andover St. #F-100  
Seattle, WA 98106  

#8235

14) PACIFIC NW IRONWORKERS AND EMPLOYERS & TRAINING APPRENTICESHIP COMMITTEE  
4550 South 134th Pl #101  
Tukwila, WA 98168  

#8162

15) PILEDRIVERS LOCAL NO. 196 (formerly Local No. 2396)  
4695 Pacific Highway East  
Fife, WA 98424  

#8138
16) PUGET SOUND ELECTRICAL APPRENTICESHIP AND TRAINING TRUST  
550 SW 7th St. 
Renton, WA 98057 

#8127 

17) REBOUND  
2300 First Avenue, Room 216 
Seattle, WA 98121 

#8241 

18) SEATTLE AREA PLUMBING AND PIPEFITTING APPRENTICESHIP AND JOURNEYMAN TRAINING TRUST  
595 Monster Rd. SW #100 
Renton, WA 98057 

#8108 

19) SEATTLE BUILDING AND CONSTRUCTION TRADES COUNCIL  
14675 Interurban Ave. S, Suite 101 
Tukwila, WA 98168 

#8154 

20) SPRINKLER FITTERS AND APPRENTICES LOCAL NO. 699  
2800 First Avenue #111 
Seattle, WA 98121 

#8118 

21) STREET PAVERS, SEWER, WATERMAIN AND TUNNEL WORKERS UNION LOCAL NO. 440  
585 13th Avenue  
Seattle, WA 98122 

#8164 

22) CEMENT MASONs & PLASTERERS TRAINING CENTERS  
(formerly WESTERN WA CEMENT MASONs JATC & ADVANCED TRAINING)  
6737 Corson Avenue S  
Seattle, WA 98108 

#8226 

23) WASHINGTON STATE LABOR COUNCIL  
314 First Ave. W  
Seattle, WA 98119 

#8126
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SEATTLE LABOR TEMPLE ASSOCIATION

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO

FOR THE PERIOD OF

APRIL 1, 2016 THROUGH MARCH 31, 2019
ARTICLE 15

PENSIONS

Section 15.1(a) WESTERN STATES PENSION. The Employer agrees to and shall be bound by all the terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized joint Trustees of the Western States Office and Professional Employees Pension Fund. The Employer shall make the following contributions:

Section 15.1(b) Effective April 1, 2016, the Employer shall contribute $5.67 per hour into the Western States Office and Professional Employees Pension Fund ($3.15 hourly contribution plus $2.52 per hour for the required 80% Supplemental Contribution as defined by the Fund’s Rehabilitation Plan).

Section 15.1(c) ANNUAL PENSION REOPENERS. Either party may request in writing to reopen Section 15.1(b) only.

Section 15.1(d) If the Employer is contributing to an alternative pension plan, the minimum amount of contribution must be at least the amount specified in this Agreement for the Western States Pension Plan for each year of the contract minus the Supplemental Contribution amount. If an employee has a pension plan where both the Employer and the employee contribute, the Employer must contribute, as a minimum, the amount specified for the Western States Pension Plan for each year of this Agreement minus the Supplemental Contribution amount.

Section 15.1(e) Said contribution shall be made to the Western States Office and Professional Employees Pension Fund in the manner set forth in the Trust Agreement of said Trust. The details of such Retirement Plan established by this Trust Fund and this Trust Fund itself shall continue to be controlled and administered by a Joint Board of Trustees composed of equal representation of labor and management who are signatories to the Trust Agreement of the aforesaid Trust Fund. Within ninety (90) days of the ratification of this Agreement, the Union shall furnish the Employer with a current copy of the Trust Agreement when requested.

Section 15.2(a) SUPPLEMENTAL PENSION. The Employer agrees to and shall be bound by all terms, conditions and provisions of the Trust Agreement and any changes, additions, amendments or modifications thereto which are made by the authorized Joint Trustees of the Office and Professional Employees Local 8 Supplemental 401(k) Retirement Fund.

Section 15.2(b) SALARY DIVERSION. An amount may be elected by each employee as a reduction in the minimum salary schedule described in the Salary Schedule for the purpose of contributing such amount to the Office and Professional Employees Local 8 Supplemental Retirement Fund. The Employer agrees to transmit the amounts withheld from such employees’ wages on a pre-tax basis as soon as the funds can be transmitted and not later than the next payroll period following an employee’s written request for such wage diversion. Employees may elect to divert any amount up to the maximum threshold set by the IRS rules governing 401(k) plans. An employee shall be entitled to only one (1) election each quarter of a calendar year. The forms for the election shall be provided by the administrative office of the aforesaid Trust Fund. The resulting salary level shall be considered to be the negotiated salary level for that employee following the election. However, for the purposes of determining any other amounts under this Agreement based upon wage level, the original amount described in the Salary Schedule shall apply.
COLLECTIVE BARGAINING AGREEMENT
OPEIU LOCAL 8 – SEATTLE LABOR TEMPLE ASSOCIATION

ARTICLE 22
TERMINATION AND RENEWAL

This Agreement shall be in full force and effect until March 31, 2019, and shall continue in effect from
year to year thereafter unless either party gives notice, in writing, at least ninety (90) days prior to any
expiration or modification date of its desire to terminate or modify such Agreement; provided that, in the
event the Union serves written notice in accordance with this Section, any strike or stoppage of work
after any expiration or modification date shall not be deemed in violation of any provision of this
Agreement, any other provision to the contract notwithstanding.

EXECUTED at Seattle, Washington this 20 day of July 2016.

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 8, AFL-CIO

Redacted by the U.S. Department of the Treasury

By
Suzanne Mode
Business Manager

SEATTLE LABOR TEMPLE ASSOCIATION

Redacted by the U.S. Department of the Treasury

By
Erik Van Rossum
SLTA Secretary-Treasurer
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: \textit{Seattle Labor Temple Association}
   - Contract Person: \textit{John Masto John}
   - Address: \textit{2800 First Ave. Room 140}
   - City, State & Zip: \textit{Seattle, WA 98121}
   - Telephone: \textit{206-441-7582}

2. **Local Information.**
   Employer has a collective bargaining agreement with Local Union ___ (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.
     - \textit{Note:} Attach a copy of collective bargaining agreement.
   - Nonbargaining unit employees described in Attachment B (see note).
     - \textit{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.

APPROVAL OF PARTICIPATION AGREEMENT

APPROVED AND ACCEPTED BY THE PARTICIPATING EMPLOYER

EMPLOYER SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: John Master
Title: Building Manager
Signed: 2-22-11

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Judith Zenk, Co-Chair
Date Signed: Nov 03 2011

CO-CHAIR SIGNATURE: [Redacted by the U.S. Department of the Treasury]
Print Name: Michael Parmelee, Co-Chair
Date Signed: Nov 03 2011
AGREEMENT BETWEEN

UTAH BUILDING TRADE EMPLOYERS MASTER

AND THE

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL LOCAL UNION 11

THIS AGREEMENT made and entered into this 1st day of October, 2015, by and between, Employers listed on the signature page. Party of the First Part, hereinafter referred to as the "Employer", and OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11 an affiliate of the AFL-CIO, Party of the Second Part, hereinafter referred to as the "Union."

ARTICLE I.
EMPLOYMENT OF UNION MEMBERS

A. When filling vacancies covered under this Agreement the Employer shall contact Local 11 to place an order for an employee in a classification of employment as set forth in Schedule "A" of this Agreement. Local 11 shall provide a list of qualified applicants within forty-eight (48) hours of the request. If the Employer feels none of the applicants are suitable, they will submit reasons for rejection to Local 11 before using alternative methods for recruitment. Any employee, after successful completion of a probation period not to exceed sixty (60) days is entitled to all rights and protections covered under this Agreement. During the duration of this Agreement all work normally designated and performed by Bargaining Unit Employees shall continue to be performed by Bargaining Unit Employees.

B. the Employer agrees that the modernization or upgrading of the workplace by the addition of electric or electronic data or word processing equipment, in no way redefines the definition of covered work.

ARTICLE II.
TERMINATION

A. The Employer shall not discharge nor suspend any employee without just cause, but in respect to discharge or suspension, shall give at least one (1) verbal and one (1) written warning notice of the complaint to the employee, and notify the Union. The warning notice shall remain in effect for a period of no longer than twelve (12) months from the issue date. At that time the warning notice shall be removed and destroyed. If a warning notice is to be protested by the employee such protest will be referred to the grievance procedure for resolution. The Employer shall retain the right to immediate discharge for egregious acts.

B. After one (1) year continuous service, employees who may be laid off shall be given two (2)
remaining cost to be paid by the employee. When a regular part-time employee is employed by more than one Employer, the Employers shall prorate the health and welfare payment on the actual number of combined hours worked for each Employer. The Employers shall agree on a mutually acceptable health and welfare plan and contribute jointly to the benefit of the employee to that plan. In any event employees shall not be required to pay more than twenty-five (25) percent of their health & welfare insurance.

C. All employees may follow the drug testing policy of the Employers office.

ARTICLE XII.
PENSION FUND

Effective October 1, 2015 the Employer agrees to contribute to a pension plan for each employee working under this agreement for each compensable hour; either the Western States Pension Plan or to the Employer’s Union Administered Pension Plan; participation in either plan will be at the option of the Employer.

ARTICLE XIII.
401 K RETIREMENT FUND

Effective October 1, 2015 the Employer agrees to contribute to the 401K Retirement Fund of the Western States 401K Retirement fund a contribution rate of $1.25 for each employee working under this agreement for each compensable hour; or into the Employer’s Union Administered 401K /Annuity Plan, participation in either plan will be at the option of the Employer.

ARTICLE XIV
JURY DUTY

After one year's employment, employees who are called for service on a Superior Court or Federal District Court jury shall be excused from work for the days on which they serve up to a limit of ten (10) days, and shall be paid the difference between the fee they receive for such services and the amount of straight time earnings lost for such service. In order to be eligible an employee may be required to provide proof of the date and time served and the amount of jury pay.

ARTICLE XV.
SENIORITY

In laying off, rehiring, or promotion the principle of seniority shall apply when ability and qualifications are equal; the most senior employee shall be given first consideration in retaining, promotion and recall. An employee covered by this Agreement shall not suffer a loss of seniority due to a temporary disability, injury or illness.
ARTICLE XVI.
LABOR/MANAGEMENT RELATIONS

There shall be formed a Labor/Management Committee whose purpose will be to foster labor relations harmony and to improve the communication between the parties to this Agreement. The Committee shall meet on an as-needed basis, but not less than once every six (6) months. The Committee shall be comprised of an equal number of labor and management representatives.

ARTICLE XVII.
SAVINGS CLAUSE

Any provision of the Agreement found to be invalid by any competent court or governmental agency shall not affect the remaining provisions of this Agreement.

ARTICLE XVIII.
DURATION OF AGREEMENT

This Agreement shall take effect on October 1, 2015 and shall remain in full force and effect through September 30, 2017, and unless written notice be given by either party, at least sixty (60) days but not more than one hundred and twenty (120) days prior to such date, of a desire to change, modify, amend or terminate this agreement, it shall continue in full force and effect an additional year thereafter.

The Employers, signatory below, accept the terms and conditions of the Utah Building Trades Employers Master Agreement by and between the Office & Professional Employees International Union, Local 11 and the signatory Employers effective October 1, 2015 through September 30, 2017.

AS AGREED THIS 1ST DAY OF OCTOBER, 2015.

UTAH BUILDING TRADES
EMPLOYERS MASTER

Redacted by the U.S. Department of the Treasury

Michael L. McDonald
Secretary-Treasurer
Utah Building & Construction Trades Council

OFFICE & PROFESSIONAL
EMPLOYEES INTERNATIONAL
UNION, LOCAL 11

Redacted by the U.S. Department of the Treasury

Michael L. Richards
Executive Secretary-Treasurer
Office and Professional Employees Local Union 11

Redacted by the U.S. Department of the Treasury

Marilee Albrecht, Steward
Office & Professional Employees Local Union 11
SIGNATORY EMPLOYERS OF THE UTAH BUILDING TRADES
EMPLOYERS MASTER AGREEMENT

Redacted by the U.S. Department of the Treasury
Michael L. McDonald, Business Manager/FST
Iron Workers Local 27

Redacted by the U.S. Department of the Treasury
John Wadlow, Business Manager/FST
I.A. Local 140

Russell Lamoreaux, Business Manager/FST
IBEW Local Union 354

Carl Brailsford, Training Director
IBEW Local Union 354
Joint Apprenticeship & Training

Redacted by the U.S. Department of the Treasury
Robert J. North, Training Director
Iron Workers Joint Apprenticeship & Training

Tony Erickson, Business Manager/FST
Sheet Metal Workers, Local Union 312

Redacted by the U.S. Department of the Treasury
Tony Erickson, Business Manager/FST
Sheet Metal Workers Joint Apprenticeship & Training

Redacted by the U.S. Department of the Treasury
Dale Cox, President
AFL-CIO
MEMORANDUM OF UNDERSTANDING
between
UTAH BUILDING TRADE EMPLOYERS MASTER
and the
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 11

This Memorandum of Understanding is entered into between the Utah Building Trade Employers Master and the Office & Professional Employees International Union, Local 11 and specifically shall be in accordance with Article 12.A.1 Pension Fund within the Collective Bargaining Agreement.

It is mutually agreed by all parties that and effective October 1, 2010 the Employer agrees to continue a contribution of four dollars and seventy cents ($4.70) and in addition the surcharge amount listed in the Supplemental Contribution Schedule, per compensable hour, on behalf of each employee into the Western States Office & Professional Employees Pension Fund.

Be it further agreed that should there be any changes to the Supplemental Contribution Schedule the Employer shall adopt the newest schedule presented by the Trustees of the Western States Office & Professional Employees Pension Fund. Should the Western States Office & Professional Employees Pension Fund release the Employer from the obligation to pay according to the Supplemental Contribution Schedule, then the minimum pension contribution amount of four dollars and seventy cents ($4.70) per compensable hour shall be in full force and effect.

This Memorandum of Understanding shall be pursuant to the terms and conditions of Article 10 Grievance Procedure to the Collective Bargaining Agreement should there be any dispute regarding the interpretation and/or application.

Agreed to on this ___ of April 2011.

Redacted by the U.S. Department of the Treasury
Mike McDonald/Secretary-Treasurer
Utah Building Trade Employers Master

Redacted by the U.S. Department of the Treasury
Larry Pace/President
Utah Building Trade Employers Master

Redacted by the U.S. Department of the Treasury
Michael L. Richards/Executive Secretary-Treasurer
OPEIU Local 11

Redacted by the U.S. Department of the Treasury
Maureen Bower/Union Representative
OPEIU Local 11

Redacted by the U.S. Department of the Treasury
Merrilee Allredson/Shop Steward
OPEIU Local 11

hg
opeiu11-aff-co
2011 UTMA WSP
Western States Office and Professional Employees Pension Fund

FEB 28 2011

Employer Participation Agreement

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

1. Employer Information.
   Name: UTAH AZ CIO
   Contract Person: JAMES R. JOHNS
   Address: 2261 S. ROD WELL RD
   City, State & Zip: West Valley City, UT 84019
   Telephone: 801-970-2771

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: ________________________

   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.

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The term "Plan" includes the Trust Agreement for the Western States Office and Professional Employees Pension Fund.
WESTERN STATES OFFICE AND PROFESSIONAL EMPLOYEES PENSION FUND
EMPLOYER PARTICIPATION AGREEMENT
ATTACHMENT B: NONBARGAINING UNIT EMPLOYEES

The Participating Employer requests to cover the following nonbargaining unit employees under the Plan and makes the following representations:

1. All employees are full-time employees and none are represented by a union;

2. All employees are or will be duly enrolled in the Plan and Participating Employer will make appropriate contributions on behalf of all covered employees according to the Board's rules and regulations;

3. All employees are in the following reasonable classification (subject to Board approval: the Participating Employer must make an accurate and full disclosure to the Board as part of this Agreement):

   Classification: ________________

   Total number of employees not covered by a CBA: ________________

   Total number of employees in the classification: ________________

   Total number of employees not covered by a CBA who are excluded from the proposed classification: ________________

   Reason employees not covered by a CBA are excluded from the Classification: ________________

4. Contribution rate for nonbargaining unit employees: ________________

EMPLOYER SIGNATURE: ________________

Print Name: ________________

Title: ________________

Date: ________________

List nonbargaining unit employees in your classification on the back of this page.
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: 
Title: 
Date Signed: 

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
LABOR AGREEMENT
BETWEEN
UNITED LABOR UNION ASSOCIATION
AND THE
OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 11
AFL-CIO

FOR THE PERIOD

April 1, 2016
THROUGH
March 31, 2019
Section 3. Eligibility for dependant healthcare coverage shall be in accordance with the Health and Welfare Trust rules.

ARTICLE 14. RETIREMENT PLANS

Section 1. Effective April 1, 2016 and for the duration of this Agreement the Employer agrees to contribute to the Western States 401k Retirement Fund of the OPEIU a minimum contribution of three dollars and sixteen cents ($3.16) per compensable hour, excluding overtime. Employees who have new self-contributing amounts to the 401(k), the Employer shall match any amounts up to ten cents ($0.10) per compensable hour.

No employee during the life of this Agreement shall suffer a reduction of Employer contribution or benefits by reason of adoption of this Agreement.

Section 2. During the life of this Agreement, all participants may elect to self-contribute to the Western States 401(k) Retirement Fund of the OPEIU in accordance with the Summary Plan Description.

Section 3. Be it further jointly advised that for long term pension benefits, the above amounts contributed shall be recognized as an incentive and that each participant, while not mandatory, seriously consider self-contributing amounts to insure a comfortable and dignified retirement.

Section 4. The said Retirement Fund shall be administered pursuant to an Agreement and Declaration of Trust administered jointly by an equal number of Union and Employer representatives. The Agreement and Declaration of Trust, together with any amendments thereto, shall be considered a part of this Agreement as if set forth herein at length.

Section 5. The Employer confirms and ratifies the appointment of the persons designated as Trustees, who with their successors designated in the manner provided in the Agreement and Declaration of Trust, are called Employer Trustees.

Section 6. The said contribution shall be paid monthly up to and including the last payroll date of each and every calendar month on or before the $10^{th}$ day of the following month. The contributions are to be stated on forms provided by the Retirement Fund.

Section 7. The Employer shall make available to the Retirement Fund any and all records of the covered employees that the Retirement Fund may require in connection with the sound and efficient operation of the Retirement Fund.

Section 8. If suit or other proceedings are necessary, the Employer shall be responsible for all reasonable attorney fees, costs and other expenses necessary to effect collection.

Section 9. Employer contributions shall commence on the hiring date on each permanent full-time or permanent short-hour employee of the Employer and shall not be subject to change during the life of this Agreement.

Section 10. This shall not affect present comparable Retirement Plans which have been approved by the Trustees of the Western States 401(k) Retirement Fund of the OPEIU.