

**WESTERN STATES OFFICE AND
PROFESSIONAL EMPLOYEES PENSION
FUND**

SECOND SUSPENSION APPLICATION

Exhibit 15
(Part 10 of 12)

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*): UNION.

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):

3 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.**

FEB 22 2011

- 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: HENRY E. SOLANO

Title: BUSINESS MANAGER

Date Signed: 2-14-11

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

FEB 22 2011

WS 3666

A&I RECEIVED

JUL 06 2015

LABOR AGREEMENT
BETWEEN
PLUMBERS AND STEAMFITTERS LOCAL #44
AND THE
OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 11, AFL-CIO

FOR THE PERIOD

JULY 1, 2014

THROUGH

JUNE 30, 2017

OPEIU LOCAL 11

AUG 15 2014

RECEIVED

ARTICLE 20. RETIREMENT PLANS

Section 1. Effective July 1, 2014 the Employer agrees to contribute to the Western States 401(k) Retirement Fund of the OPEIU a minimum contribution of one dollar and fifty cents (\$1.50) per compensable hour, excluding overtime.

Effective July 1, 2015 the Employer agrees to contribute to the Western States 401(k) Retirement Fund of the OPEIU a minimum contribution of two dollars (\$2.00) per compensable hour, excluding overtime.

Effective July 1, 2016 the Employer agrees to contribute to the Western States 401(k) Retirement Fund of the OPEIU a minimum contribution of two dollars and fifty cents (\$2.50) per compensable hour, excluding overtime.

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. Be it further jointly advised that for long term pension benefits, that 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.

The said Western States 401(k) Retirement Fund of the OPEIU 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.

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.

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 tenth day of the following month. The contributions are to be stated on forms provided by the Retirement Fund.

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

Employer contributions shall commence on the hiring date of 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.

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.

Section 2. It is mutually agreed by all parties that the Employer agrees to continue a contribution of three dollars (\$3.00) and in addition the surcharge amount listed in the Supplemental Contribution Schedule, per compensable hour, excluding overtime, on behalf of each employee into the Western States Office & Professional Employees Pension Fund.

- The Employer contribution rate may increase in accordance with the provisions contained in Schedule "A".

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 three dollars (\$3.00) per compensable hour shall be in full force and effect.

ARTICLE 21. TERMINATION AND RENEWAL

This Agreement, entered into this first day of July 1, 2014 through June 30, 2017 and shall be effective on all work covered hereby as of July 1, 2014, and from year to year thereafter, unless notice is given in writing by the Union, or the Employer, to the other party, not less than sixty (60) days prior to June 30, 2017, or prior to the expiration of any subsequent annual period, of its desire to modify, amend or terminate this Agreement, and in such case, the Agreement shall be opened for modification, amendment or termination, such as the notice may indicate at the expiration of the period within which the notice is given. The parties shall begin negotiations within fifteen (15) days after receipt of this notice.

As agreed this 30th day of June, 2014

**PLUMBERS AND STEAMFITTERS,
LOCAL 44
Spokane, WA**

Redacted by the U.S. Department of
the Treasury

Pat Perez
Business Manager

**OFFICE & PROFESSIONAL
EMPLOYEES INTERNATIONAL
UNION, LOCAL 11**

Redacted by the U.S. Department of the
Treasury

Michael L. Richards
Executive Secretary-Treasurer

Redacted by the U.S. Department of the Treasury

Maureen M. Colvin
Union Representative

SCHEDULE "A"

The classifications and hourly rates hereinafter set forth are a part of the Office and Professional Employees International Union Local 11 collective bargaining Agreement, and are in conformity with Article 4 of this Agreement.

Each newly hired employee (only those hired for temporary periods) shall be hired at a starting wage of sixteen dollars (\$16.00) and after successful completion of a six (6) month probationary period, shall advance one step from his/her starting salary on the first of the month nearest to his/her appointment after successful completion of said probation.

Group	Classification	Current Wage	7/1/2014	7/1/2015	7/1/2016
I.	Posting Clerk/ Typist Receptionist				
		\$27.55	\$28.05	\$28.55	\$29.05
	3 – Months	\$27.73	\$28.23	\$28.73	\$29.23
	6 – Months	\$28.05	\$28.55	\$29.05	\$29.55
	12 – Months	\$28.18	\$29.18	\$29.68	\$30.18
II.	Bookkeeper/Secretary Skilled Office Employee				
		\$28.36	\$28.86	\$29.36	\$29.86
	6 – Months	\$28.74	\$29.24	\$29.74	\$30.24
	12 – Months				
III.	Office Manager	\$29.37	\$29.87	\$30.37	\$30.87

* Increases may be divided by the employee between benefits and wages.

Regular employees working less than the established work week shall be paid at the applicable hourly wage rate for the classification of work as assigned by the Employer and shall be covered under the full terms of this Agreement.

TEMPORARY EMPLOYEES - A minimum of Minimum wage for the State of Washington. Temporary employees are employees who are hired for a period of time which is agreed on and specified at the time of hiring, in writing, by the Employer to the Union. These employees shall receive the temporary rate as indicated above. These employees do not receive any fringe benefits as outlined under the working conditions of this Agreement.

Any employee hired as a temporary shall, after one hundred and eighty (180) days be considered permanent and shall receive all benefits of this Agreement. Any person employed on a temporary basis shall apply to the Union for a Work Permit which shall not exceed one hundred and eighty (180) days.

Western States Office and
Professional Employees
Pension Fund

Employer
Participation
Agreement

WS 3666
KR

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:

Plumbers & Steamfitters Local #44

Contract Person:

Susan Bates

Address:

3915 E. Main

City, State & Zip:

Spokane, WA 99202

Telephone:

(509) 624-5101

2. Local Information.

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

3. Participation.

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



An existing Participating Employer to update Plan records.



A new Participating Employer.

Effective date of coverage: _____



A new group of Employees of an existing Participating Employer.

Effective date of coverage: _____

4. Coverage.

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



Bargaining unit employees as described in Attachment A.

Note: Attach a copy of collective bargaining agreement.



Nonbargaining unit employees described in Attachment B (see note).

Note: See Attachment B for the requirements concerning which nonbargaining unit employees may be covered.

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

- 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

Redacted by the U.S. Department of the Treasury

EMPLOYER SIGNATURE: _____

Print Name: Scott B. Smith

Title: Business manager

Date Signed: 11/29/2011

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

Redacted by the U.S. Department of the Treasury

CO-CHAIR SIGNATURE: _____

Print Name: Judith Zerk, Co-Chair

Date Signed: DEC 06 2011

Redacted by the U.S. Department of the Treasury

CO-CHAIR SIGNATURE: _____

Print Name: Michael Parmelee, Co-Chair

Date Signed: DEC 06 2011

A & I RECEIVED
DEC 06 2011



~~0537~~ W50676 of 0537
~~Local 537~~

AGREEMENT

between
Office & Professional Employees
International Union
Local 537
AFL-CIO

MASTER
for binder

and

Plumbers and Pipefitters Union Local #525

August 1, 2013
to
July 31, 2018



MEMORANDUM OF AGREEMENT
between
PLUMBERS AND PIPEFITTERS UNION LOCAL 525
and
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 537

This Memorandum of Agreement entered on June 18, 2014 between United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 525, hereinafter referred to as the Employer and the Office and Professional Employees International Union Local 537, hereinafter referred to as the Union, hereby amend the current Collective Bargaining Agreement in the following particulars only:

ARTICLE 13 – PENSION PLAN

SECTION 1. During the life of the Agreement, the Employer agrees to contribute into a Trust Fund known as Western States Office & Professional Employees Pension Plan, for the account of each employee working under this Agreement, the amounts below, as outlined under Section 1 (A), Article 7, per hour paid for. Employee has option of applying any future pay increases to this benefit rather than base pay provided all employees affected are in agreement.

Effective August 1, 2014, three dollars and fifty-two cents (\$3.52) per hour.

Effective August 1, 2015, a minimum of one dollar (\$1.00) per hour increase in the contribution rate.

Effective August 1, 2016, a minimum of one dollar (\$1.00) per hour increase in the contribution rate.

FOR THE EMPLOYER:

UA Local 525 – Plumbers & Pipefitters

Redacted by the U.S. Department of the Treasury

Victor T. Sendlein
Business Manager

Date

JKW:dlf

OPEIU#537/afi-cio,clc

FOR THE UNION:

OPEIU Local 537

Redacted by the U.S. Department of the Treasury

Jacqueline K. White-Brown
Business Manager

06/18/2014

Date

WS 0676

A & I RECEIVED

JUL 20 2015

MEMORANDUM OF UNDERSTANDING
between
PLUMBERS & PIPEFITTERS UNION LOCAL 525
and
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 537

This Memorandum of Understanding, entered into on July 15, 2015, between Plumbers & Pipefitters Union Local 525, hereinafter referred to as the Employer, and the Office and Professional Employees International Union Local 537, hereinafter referred to as the Union, hereby amend the current Collective Bargaining Agreement in the following particulars only:

It is mutually agreed by all parties that, and effective August 1, 2015, the Employer agrees to contribute four dollars and fifty-two cents (\$4.52), and in addition to the surcharge listed in the Supplemental Contribution Schedule, per compensable hour, on behalf of each employee into the Western States Office & Professional Employees Pension Fund.

The Employer shall pay the cost of the Western States Office & Professional Employees Pension Fund Rehabilitation plan at the capped maximum of eighty percent (80%) and not to be exceeded. Any increase proposed to the rehabilitation plan must be negotiated with the Employer.

FOR THE EMPLOYER:

Plumbers & Pipefitters Union Local 525

Redacted by the U.S. Department of
the Treasury

Matthew R. Lydon
Business Manager

FOR THE UNION:

OPEIU Local 537

Redacted by the U.S. Department
of the Treasury

Jacqueline K. White-Brown
Business Manager

07-20-2015
Date

JKW:dif
OPEIU#537/afl-cio,clc

07/15/2015

Date

The Employer and employee must be agreeable to any such training opportunity. The employee will be subject to providing a voucher for the expense monies.

ARTICLE 24 - NO STRIKE

SECTION 1. (A) The Union agrees not to do anything, either directly or indirectly, that would be detrimental to the best interests of the Employer so long as the Employer continues to abide by the terms of the Agreement.

(B) The Employer and the Union agree that there will be no strikes, slowdowns, walkouts, or any other disruptions of work during the term of the Agreement. The Union shall take all necessary steps to cause any employee who engages in such conduct, in violation of this provision, to cease such activity. Any employee who continues to engage in activity will be subject to discipline up to and including termination.

ARTICLE 25 - DURATION

SECTION 1. This Agreement shall be in full force and effect from August 1, 2013 through July 31, 2018, and shall be renewed from year to year thereafter if neither party to the Agreement gives sixty (60) days written notice of its intent to modify, amend, or terminate the Agreement. If such notice is given but no successor agreement is reached by July 31, 2018, the parties agree that all terms and conditions of the Agreement shall remain in full force and effect until negotiations are concluded.

In witness whereof, the parties hereto have caused this Agreement to be executed by their proper officials there unto duly authorized.

FOR THE EMPLOYER:

UA Local 525 – Plumbers and Pipefitters

Redacted by the U.S. Department of the Treasury

Victor T. Sendlein
Business Manager

Date

JKW:dlf

OPEIU#537/afl-cio,clc

FOR THE UNION:

OPEIU Local 537

Redacted by the U.S. Department of the Treasury

Jacqueline K. White-Brown
Business Manager

Date

Western States Office and
Professional Employees
Pension Fund

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WS 0676
AUG 29 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")¹ for participation as a Participating Employer to the Plan as provided in this Agreement.

1. Employer Information.

Name: Plumbers, Pipefitters Local 525
Contract Person: JEFF ORR
Address: 760 N. VAMP BVD.
City, State & Zip: LAS VEGAS, NV 89110
Telephone: (702) 452-1520

2. Local Information.

Employer has a collective bargaining agreement with Local Union 80537 (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): Union office

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): Plumbers & Pipefitters Local 525

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

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

7 employees covered by the collective bargaining agreement; and

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

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

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

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

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

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

AGREEMENT

Between

PLUMBERS & PIPEFITTERS LOCAL UNION 442

And

**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29**

January 1, 2016 - December 31, 2020



SECTION 9. CLASSIFICATIONS AND MINIMUM WAGE SCALES – continued

Distribution of these monies for wages and pension contributions will be the responsibility of Local Union 29 and the employees covered by this Agreement.

Part-time employees progression in classifications above shall be based on twelve hundred (1200) hours equals one (1) year of employment.

Temporary office employees and regular part-time employees shall be paid accordingly.

It is also understood and agreed that all employee's pay shall be based on a weekly period.

Regular part-time employees shall receive fringe benefits prorated on the basis of time worked. It is understood, however, that for the purpose of health and welfare payments, an employee must work half time (½) to qualify.

SECTION 10. HEALTH AND WELFARE

The Employer agrees to pay the premium on each employee and dependents for Kaiser Group 328 plan or Blue Shield of California, Twelve thousand dollar (\$12,000) Life Insurance, Accidental Death and Disability, Dental Plan without orthodontia, Prescription Drug, and Vision Care. It is agreed that to be eligible for coverage, an employee must have been paid for not less than sixty-eight (68) hours in the previous calendar month. The Employer agrees to pay the entire cost of the present schedule of the Medical Plan and other benefits chosen by the employee for the employee and the employee's dependents or such other sums as are determined by the Trustees of the Plan to be needed to maintain such schedule of benefits.

SECTION 11. PENSION PLAN

The Employer agrees, effective January 1, 2011, to contribute to a Trust Fund known as Western States Office & Professional Employees Pension Fund, for the account of each employee working under this Agreement, the amount of Three Dollars and twenty-five cents (\$3.25) per hour for all hours paid.

Effective January 1, 2012, the Employer shall also contribute, on behalf of each employee, an additional One Dollar (\$1.00) per hour on behalf of each employee into a qualified 401(k) Plan. The new contribution rate is Two Dollars (\$2.00) per hour.

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.

SECTION 20. CHANGE OF OPERATION

A change in operation shall be defined as any transfer of work and will include the principle that employees have the right to follow their work. The Employer shall notify the Union thirty (30) days prior to any change in operation going into effect and no change may occur until the Employer and the Union have discussed the matter.

SECTION 21. SEVERANCE PAY

In the event of a merger, the closing of any office or the abolishment of a job or retirement, the employee(s) shall receive severance as follows: Employees vested with the Western States Office & Professional Employees Pension Fund shall receive fifty percent (50%) of one (1) week's pay for each year of service.

Non-vested employees with the Western States Office & Professional Employees Pension Fund shall receive two (2) weeks' pay.

Health & Welfare benefits shall continue for an additional three (3) months.

SECTION 22. DURATION OF AGREEMENT

This Agreement, together with all provisions herein set forth shall continue in full force and effect from January 1, 2016 until December 31, 2020 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. In such event, negotiations shall be reopened in order to revise the section or sections 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.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this _____ day of _____ 2020.

PLUMBERS & PIPEFITTERS LOCAL UNION 442

Redacted by the U.S. Department of the Treasury

By: _____

William F. Taylor
Business Manager/
Financial Secretary-Treasurer

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the Treasury

By: _____

Tamara R. Rubyn
President/Business Manager

Date: _____

2/24/16

Date: _____

2/24/16

TR/lm(PLU17116)
cwa:9415/afl-cio

AGREEMENT

Between

**PLUMBERS & PIPEFITTERS UNION, LOCAL 447
JOINT APPRENTICESHIP COMMITTEE**

And

**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29**

July 1, 2014 – June 30, 2017



JUL 21 2015

ARTICLE XV. EMPLOYEES HOSPITALIZATION, DENTAL DRUG & MAJOR MEDICAL - continued

For employees hired after July 1, 2007, coverage will begin on the first day of the month following the month in which they work at least 135 hours. The same waiver of 375 hour requirement and establishment of negative hour bank will apply.

Effective July 1, 2007, any increases in hourly contribution rates will be deducted from the employee's annual wage increase over the term of the agreement. If the hourly contribution increase is greater the negotiated wage increase, the difference will be deducted from the employee's hourly wage rate.

Temporary employees are not entitled to any benefits under the agreement unless the work more than 135 hours in any calendar month.

*Corrected Feb 2015***ARTICLE XVI. 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 effective for all hours worked on or after July 1, 2014, will maintain the employer paid contributions of \$3.42 (Three Dollars and forty-two cents) per hour. Employees may elect to participate in the new elective 401(k) Plan. Eligible participants may choose to defer \$1.00, \$2.00, \$3.00, 4.00, \$5.00, per hour from raises or current hourly wage.

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.

It is hereby agreed by and between the parties hereto that the Employer herein shall not be required to contribute to any other pension fund for and on behalf of employees covered by this Agreement, and that no demands or request shall be made on behalf of said employees for contributions to any other pension trust fund other than the Western States Office & Professional Employees Pension Fund. It is further agreed that if there is any obligation created by law to contribute to any other pension trust fund for and on behalf of said employees, any obligations contributing to said Office & Professional Employees Pension Fund shall be null and void.

Effective April 1, 1998 employees may participate in the employer sponsored annuity plan with contributions up to the maximums allowed by Federal and state laws. The employer will make payroll deductions to this plan at the employees' written request.

Effective with the July 2012, 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. Should the Contribution Schedule change in any subsequent years, the Employer shall adopt the newest yearly schedule as presented by the Trustees of the Fund. If the Fund releases the Employer from the obligation to pay according to any Contribution Schedule, then the pension contribution shall be the amount contained in this Article.

ARTICLE XV. EMPLOYEES HOSPITALIZATION, DENTAL DRUG & MAJOR MEDICAL - continued

For employees hired after July 1, 2007, coverage will begin on the first day of the month following the month in which they work at least 135 hours. The same waiver of 375 hour requirement and establishment of negative hour bank will apply.

Effective July 1, 2007, any increases in hourly contribution rates will be deducted from the employee's annual wage increase over the term of the agreement. If the hourly contribution increase is greater the negotiated wage increase, the difference will be deducted from the employee's hourly wage rate.

Temporary employees are not entitled to any benefits under the agreement unless the work more than 135 hours in any calendar month.

ARTICLE XVI. 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 effective for all hours worked on or after July 1, 2014, will maintain the employer paid contributions of \$3.50 (Three Dollars and fifty cents) per hour. Employees may elect to participate in the new elective 401(k) Plan. Eligible participants may choose to defer \$1.00, \$2.00, \$3.00, 4.00, \$5.00, per hour from raises or current hourly wage.

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.

It is hereby agreed by and between the parties hereto that the Employer herein shall not be required to contribute to any other pension fund for and on behalf of employees covered by this Agreement, and that no demands or request shall be made on behalf of said employees for contributions to any other pension trust fund other than the Western States Office & Professional Employees Pension Fund. It is further agreed that if there is any obligation created by law to contribute to any other pension trust fund for and on behalf of said employees, any obligations contributing to said Office & Professional Employees Pension Fund shall be null and void.

Effective April 1, 1998 employees may participate in the employer sponsored annuity plan with contributions up to the maximums allowed by Federal and state laws. The employer will make payroll deductions to this plan at the employees' written request.

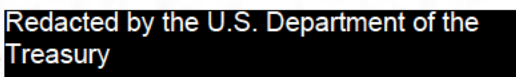
Effective with the July 2012, hours paid, the Employer agrees to contribute on behalf of each employee the surcharge amount listed in the Supplemental Contribution Schedule provided by the Trustees of the Western States Office and Professional Employees Pension Fund. Should the Contribution Schedule change in any subsequent years, the Employer shall adopt the newest yearly schedule as presented by the Trustees of the Fund. If the Fund releases the Employer from the obligation to pay according to any Contribution Schedule, then the pension contribution shall be the amount contained in this Article.

ARTICLE XXI. DURATION OF AGREEMENT

This Agreement, together with all provisions set forth herein, shall continue in full force and effect from July 1, 2014 through June 30, 2017, 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.

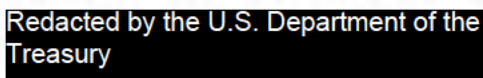

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this _____ day of _____, 2014.

PLUMBERS & PIPEFITTERS, LOCAL 447 JOINT APPRENTICESHIP COMMITTEE

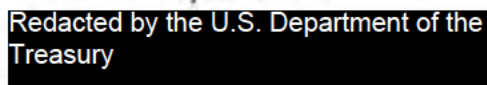

By: 
William Haley
Financial Secretary/Business Manager

Date: 4-24-2014

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29


By: 
Tamara R. Rubyn,
President /Business Manager

Date: 9/29/14


By: 
Denice L. Washington
Business Representative

Date: 9/29/14

DLW/m(plu65614)
cwa:9415/aff-cio

LETTER OF UNDERSTANDING

BETWEEN

**PLUMBERS & PIPEFITTERS LOCAL 447, PLUMBERS & PIPEFITTERS
TRUST FUND, PLUMBERS & PIPEFITTERS APPRENTICESHIP**

AND

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 29

The parties have agreed to the following revisions to the Agreement between Plumbers & Pipefitters Local Union No. 447, Plumbers & Pipefitters Trust Funds, Plumbers & Pipefitters Apprenticeship.

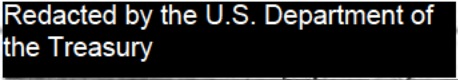
ARTICLE XVI PENSION

Replace last paragraph:

Effective April 1, 1998, member votes pursuant to Article XII concerning allocation of annual increases may provide for an employer contribution to the U.A. Local 447 Defined Contribution Plan (Plan). Such contributions are subject to the following special rules:

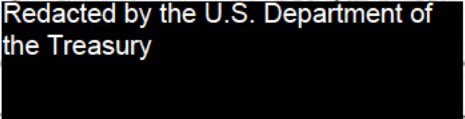
1. To satisfy legal requirements under ERISA and the Internal Revenue Code, the Employer contribution rate must be the same dollar amount per hour for all Participants in the Plan who are represented by OPEIU Local 29. This means that employees of Local 447, employees of the Trust Funds and employees of the Apprentice Fund must establish a uniform rate for all three (3) groups.
2. The Contribution rate may not exceed the maximum hourly amount permitted under Sections 404 and 415 of the Internal Revenue Code as determined by the plan.
3. Contributions to the Plan made on behalf of employees represented by Local 29 do not include the \$.50 additional amount allocable to the accounts of residential/light commercial participants in the Plan. Therefore, the entire plan contribution earned by each employee covered by this agreement shall be Allocable to the Plan account established for that employee.

**PLUMBERS & PIPEFITTERS, LOCAL 447
JOINT APPRENTICESHIP COMMITTEE**

By: 
William Haley
Financial Secretary/Business Manager

Date: 9-24-2014

**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29**

By: 
Denice L. Washington
Business Representative

Date: 9/29/14

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

1050
29-~~0064~~
FEB 25 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")¹ for participation as a Participating Employer to the Plan as provided in this Agreement.

1. Employer Information.

Name: Plumbers & Pipefitters Local 447 Inc.
Contract Person: _____
Address: 8700 Younger Creek Dr
City, State & Zip: SACRAMENTO, CA 95828
Telephone: 916 383 1102

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)):

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

4. Coverage.

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

- ☒ Bargaining unit employees as described in Attachment A.
Note: Attach a copy of collective bargaining agreement.
☐ Nonbargaining unit employees described in Attachment B (see note).

Note: See Attachment B for the requirements concerning which nonbargaining unit employees may be covered.

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

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

FEB 25 2011

APPROVAL OF PARTICIPATION AGREEMENT

APPROVED AND ACCEPTED BY THE PARTICIPATING EMPLOYER

EMPLOYER SIGNATURE: _____

Redacted by the U.S. Department of the Treasury

Print Name: _____

Title: _____

Date Signed: _____

Randy Boatman

Coordinator

22 Feb 11

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: _____

Redacted by the U.S. Department of the Treasury

Print Name: _____

Date Signed: _____

Judith Zenk, Co-Chair

NOV 03 2011

CO-CHAIR SIGNATURE: _____

Redacted by the U.S. Department of the Treasury

Print Name: _____

Date Signed: _____

Michael Parmelee, Co-Chair

NOV 03 2011

AGREEMENT

Between

PLUMBERS & PIPEFITTERS LOCAL UNION NO. 447

And

**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29**

July 1, 2014 – June 30, 2017



ARTICLE XV. EMPLOYEES HOSPITALIZATION, DENTAL DRUG & MAJOR MEDICAL - continued

For employees hired after July 1, 2007, coverage will begin on the first day of the month following the month in which they work at least 135 hours. The same waiver of 375 hour requirement and establishment of negative hour bank will apply.

Effective July 1, 2007, any increases in hourly contribution rates will be deducted from the employee's annual wage increase over the term of the agreement. If the hourly contribution increase is greater the negotiated wage increase, the difference will be deducted from the employee's hourly wage rate.

Temporary employees are not entitled to any benefits under the agreement unless the work more than 135 hours in any calendar month.

ARTICLE XVI. 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 effective for all hours worked on or after July 1, 2014, will maintain the employer paid contributions of \$3.42 (Three Dollars and forty-two cents) per hour. Employees may elect to participate in the new elective 401(k) Plan. Eligible participants may choose to defer \$1.00, \$2.00, \$3.00, 4.00, \$5.00, per hour from raises or current hourly wage.

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.

It is hereby agreed by and between the parties hereto that the Employer herein shall not be required to contribute to any other pension fund for and on behalf of employees covered by this Agreement, and that no demands or request shall be made on behalf of said employees for contributions to any other pension trust fund other than the Western States Office & Professional Employees Pension Fund. It is further agreed that if there is any obligation created by law to contribute to any other pension trust fund for and on behalf of said employees, any obligations contributing to said Office & Professional Employees Pension Fund shall be null and void.

Effective April 1, 1998 employees may participate in the employer sponsored annuity plan with contributions up to the maximums allowed by Federal and state laws. The employer will make payroll deductions to this plan at the employees' written request.

Effective with the July 2012, 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. Should the Contribution Schedule change in any subsequent years, the Employer shall adopt the newest yearly schedule as presented by the Trustees of the Fund. If the Fund releases the Employer from the obligation to pay according to any Contribution Schedule, then the pension contribution shall be the amount contained in this Article.

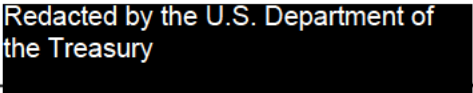
ARTICLE XXI. DURATION OF AGREEMENT

This Agreement, together with all provisions set forth herein, shall continue in full force and effect from July 1, 2014 through June 30, 2017, 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.

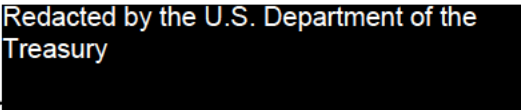
IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this _____ day of _____, 2014.

PLUMBERS & PIPEFITTERS, LOCAL 447

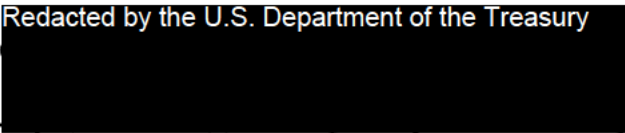
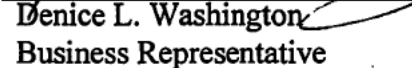
**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29**

By: 
William Haley
Financial Secretary/Business Manager

Date: 9-24-2014

By: 
Tamara R. Rubyn,
President /Business Manager

Date: 9/29/14


By: 
Denice L. Washington
Business Representative

Date: 9/29/14

DLW/lm(PLU64714)
cwa:9415/afl-cio

LETTER OF UNDERSTANDING

BETWEEN

**PLUMBERS & PIPEFITTERS LOCAL 447, PLUMBERS & PIPEFITTERS
TRUST FUND, PLUMBERS & PIPEFITTERS APPRENTICESHIP**

AND

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 29

The parties have agreed to the following revisions to the Agreement between Plumbers & Pipefitters Local Union No. 447, Plumbers & Pipefitters Trust Funds, Plumbers & Pipefitters Apprenticeship.

ARTICLE XVI. PENSION

Replace last paragraph:

Effective April 1, 1998, member votes pursuant to Article XII concerning allocation of annual increases may provide for an employer contribution to the U.A. Local 447 Defined Contribution Plan (Plan). Such contributions are subject to the following special rules:

1. To satisfy legal requirements under ERISA and the Internal Revenue Code, the Employer contribution rate must be the same dollar amount per hour for all Participants in the Plan who are represented by OPEIU Local 29. This means that employees of Local 447, employees of the Trust Funds and employees of the Apprentice Fund must establish a uniform rate for all three (3) groups.
2. The Contribution rate may not exceed the maximum hourly amount permitted under Sections 404 and 415 of the Internal Revenue Code as determined by the plan.
3. Contributions to the Plan made on behalf of employees represented by Local 29 do not include the \$.50 additional amount allocable to the accounts of residential/light commercial participants in the Plan. Therefore, the entire plan contribution earned by each employee covered by this agreement shall be Allocable to the Plan account established for that employee.

**PLUMBERS & PIPEFITTERS, LOCAL 447
PIPE TRADES TRUST FUND**

By: Redacted by the U.S. Department of
the Treasury
William Haley
Financial Secretary/Business Manager

Date: 9-24-2014

DLW/lm(PLU64714)/cwa:9415/a/cio

**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29**

By: Redacted by the U.S. Department of
the Treasury
Denice L. Washington
Business Representative

Date: 9/29/14

29
Western States Office and
Professional Employees
Pension Fund

150064
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: Plumbers & Pipefitters Local 447
Contract Person: William S. Haley
Address: 5841 Newman Court
City, State & Zip: Sacramento, CA 95819
Telephone: 916/457-6595

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)):

- ☒ 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: _____

APR 22 2013

4. Coverage.

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

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

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

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

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 S. Haley

Title: Financial Secretary & Business Manager

Date Signed: April 18, 2013

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: _____

Print Name: Judith Zenk, Co-Chair

Date Signed: _____

CO-CHAIR SIGNATURE: _____

Print Name: Michael Parmelee, Co-Chair

Date Signed: _____

APR 22 2013

WORKING AGREEMENT

BETWEEN

PORTLAND LOCAL 8 FEDERAL CREDIT UNION

AND THE

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 11
AFL-CIO

FOR THE PERIOD

JUNE 1, 2015

THROUGH

MAY 31, 2018

Section 4. If an employee chooses not to participate in the Employer sponsored health and welfare program, they shall receive \$500.00 per month added to their pay subject to all federal, state and local taxes.

ARTICLE 13. GROUP LIFE & DISABILITY INSURANCE

The Employer shall provide group life insurance coverage for each regular full-time employee after ninety (90) days of employment, in the amount of fifty thousand (\$50,000.00). The Employer shall pay the full cost incurred.

The Employer shall maintain the existing life and disability insurance coverage for each regular full-time employee after 1 year of employment. The Employer shall pay the full cost incurred.

ARTICLE 14. RETIREMENT PLANS

Section 1. Effective June 1, 2014, the Employer agrees to contribute to the Western States 401k Retirement Fund of the OPEIU a minimum contribution of one dollar (\$1.00) per compensable hour for each employee.

The Employer agrees to match up to an additional fifty cents (\$0.50) of an employee's contribution to the Western States 401k up to two thousand eighty (2,080) hours or one thousand forty dollars (\$1,040.00) per year.

- a. New employees will be prorated with each year of service as follows:

1 year of service	2080 hours at \$1.00 per hour
-------------------	-------------------------------

Section 2. During the life of this Agreement, all participants may elect to self-contribute to the Western States 401k Retirement Fund of the OPEIU in any amount permitted by law.

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 10th 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 fees, costs and other expenses necessary to effect collection.

Section 9. Employer contributions shall commence on the hiring date of each bargaining unit 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 401k Retirement Fund of the OPEIU.

Section 11. The Employer agrees to contribution to the Western States Office & Professional Employees Pension Fund the following amounts:

Effective June 1, 2011 - \$0.50 per compensable hour

Section 12. Employees shall have the right to designate, in writing, the amount per compensable hour (in full \$1.00 increments) to be contributed by the Employer into each retirement fund (i.e., 401(k), pension or bonds). Employees shall have the right to make changes to contributions every six (6) months or with employee committee decision. This option shall not increase the amount of total monies negotiated, as provided for in preceding sections, and neither the Employer, nor the Union shall be indemnified of responsibility for individual choices selected.

Section 13. Total Employer contributions for SEP IRA are as follows:
\$3.00 per compensable hour. Employee may elect to receive the \$3.00 per hour SEP IRA Employer contribution as regular pay, subject to all federal and state taxes and withholdings.

ARTICLE 15. HEALTH AND SANITATION

The Employer agrees to provide a comfortable and healthful work environment for its employees. This will include proper facilities as to light, heat, ventilation and seating. Ample restrooms will be provided, and these will be kept in a clean and sanitary condition at all times.

ARTICLE 16. NON-DISCRIMINATION

Section 1. The Employer agrees to the principle of equal pay for equal work and agrees that there shall be no discrimination exercised in this respect. In all cases where women are performing work of a comparable quality and quantity as that performed by men, the same rate of pay shall prevail.

Section 2. No clause in this Agreement shall be understood to imply any lowering of working conditions and rates of pay heretofore existing in the office of the employees.

Section 3. The Employer agrees not to discriminate against an employee because of their activity as a member of the Union.

Section 4. Neither the Union nor the Employer in carrying out their obligations under this contract shall discriminate in matters of hiring, training, promotion, transfer, layoff, termination or otherwise because of race, color, creed, national origin or sex.

ARTICLE 17. RATES OF PAY

Section 1. The wages herein established and shown in Schedule "A" shall be considered minimum wages and shall not prevent the payment of higher scales to any employee whose work may warrant.

Section 2. Paydays shall be at least semi-monthly and in no case shall more than five (5) days of pay be held back. Monthly pay shall reflect amount of hours worked.

WS 3702

MEMORANDUM OF UNDERSTANDING
between
PORTLAND 8 FEDERAL CREDIT UNION
and the

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 11

This Memorandum of Understanding is entered into between Portland Local 8 Federal Credit Union and the Office & Professional Employees International Union, Local 11 and specifically shall be in accordance with Article 15 Retirement Plans within the Collective Bargaining Agreement for Portland Local 8 Federal Credit Union and solely for membership employed there.

It is mutually agreed by all parties that the Employer agrees to continue a contribution of fifty cents (\$.50) 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 fifty cents (\$.50) per compensable hour shall be in full force and effect.

This Memorandum of Understanding shall be pursuant to the terms and conditions of Article 19 Grievance Procedure to the Collective Bargaining Agreement should there be any dispute regarding the interpretation and/or application.

Agreed to on this ____ of February 2012.

Redacted by the U.S. Department of
the Treasury

Rod O'Hearn/Vice Chairman
Portland Local 8 Federal Credit Union

Redacted by the U.S. Department of the
Treasury

Michael L. Richards/Executive Secretary-Treasurer
OPEIU Local 11

MLR/hg
opeiu11
aff-cio
MOU for PDX Local 8 WSP

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

APR 18 2012

**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: Portland Local & Federal Credit Union
Contract Person: Don Lamb
Address: 2435 NW Front Ave Ste A
City, State & Zip: Portland OR 97209
Telephone: (503) 223-9306

2. Local Information.

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

3. Participation.

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

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

4. Coverage.

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

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

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

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

a. Employer is a (insert form of business): A Federally chartered CREDIT union

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): PORTLAND LOCAL B FEDERAL CREDIT UNION

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

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

10 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: _____

Don Lamb

Title: _____

CFO

Date Signed: _____

4/14/2012

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: _____

Print Name: _____

Judith Zenk, Co-Chair

Date Signed: _____

CO-CHAIR SIGNATURE: _____

Print Name: _____

Michael Parmelee, Co-Chair

Date Signed: _____

COLLECTIVE BARGAINING AGREEMENT

between

Preferred Mechanical Incorporated

and

**Office & Professional Employees International Union,
Local No. 30 AFL-CIO**

ws 1/82



February 1, 2013 through January 31, 2014

ARTICLE XXIII - PENSION

- Section 1. Effective May 1, 2000 the Employer agrees to contribute to the Western States Office and Professional Employees Pension Trust Fund a contribution on behalf of each employee in the amount of ONE DOLLAR AND EIGHTY CENTS (\$1.80) per hour worked. The Employer contribution, as provided herein, shall be made on eligible employees, on the effective date, except for employees serving their ninety (90) day probationary period. The contribution for probationary employees shall start on the first of the month following their ninety (90) day probationary period.
- Section 2. This shall apply to all employees not presently covered by another pension plan which is completely Employer paid.
- Section 3. Regular part-time employees who work over seventy (70) hours per month shall be covered by the provisions of this Article.
- Section 4. The employer and the employees agree to be bound by the terms and provisions of the Trust Agreement and amendments thereto of the Western States Office and Professional Employees Pension Trust Fund.
- Section 5. Effective January 1996, all employees may make voluntary contributions to the Sheet Metal Workers Local 359 Section 401(k) Plan known as (INVESCO FUNDS). These contributions may not be less than twenty-five cents (.25) per hour worked. Voluntary employee contributions may not begin until each employee has completed their ninety (90) day probationary period. The employer hereby agrees to contribute twenty-five (.25) per hour worked to the above mentioned 401(k) plan, on behalf of each employee.

ARTICLE XXIV - UNION SHOP CARD

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

ARTICLE XXV - SEVERABILITY

In the event that any provision of this Agreement shall be found contrary to any State or Federal Statute or Decision, then such provision shall be deemed null and void and its exclusion shall in no manner affect the balance of this Agreement.

ARTICLE XXVI - MANAGEMENT RIGHTS CLAUSE

- Section 1. The Union hereby recognizes that the Management of the Office and the direction of the working forces are vested but shall not be limited to the right to determine the existence of facts which are the basis of management decision; to determine volume, production and methods of office operation, free of the liabilities of this Agreement; to introduce new or different methods, processes, procedures, technological changes, equipment or facilities to establish or continue policies, practices or procedures; to establish modify and/or change office rules and to administer and enforce such rules; to select and determine the number and types of employees required; to determine, and from time to time re-determine, the number and kinds of classifications required; to assign work covered by this Agreement in accordance with the job-related requirements determined by Management; to establish and change work schedules and assignments; to transfer

ARTICLE XXVI - MANAGEMENT RIGHTS CLAUSE- Continued

or otherwise relieve employees from duty for lack of work or other legitimate reasons and to determine the fact of lack of work; to establish wage rates for new or changed classifications or positions; to design, establish, apply, change and terminate incentive and/or bonus compensation plans (in this connection the Employer has the right to establish Reasonable production standards); to suspend, discharge or otherwise discipline employees for just cause; to fix standards of quality and quantity for work to be done, eliminate interruption of work, determine number of employees on a job, determine related job content, and rearrange, combine and/or eliminate jobs, positions, job classifications or descriptions (consistent with State and Federal Safety Laws); and to take whatever action necessary to carry out any function of the Employer in situations of emergency or in order to promote efficiency.

The listing of specific rights in the Agreement is not intended to be nor shall be restrictive nor a waiver of any rights of rights of Management not listed and the non-exercise and/or non-frequent exercise of any Management Right, whether expressed or implied, shall not preclude the Employer from exercising such right, notwithstanding the period of such non-exercise or regardless of the frequency of such exercise. The exercise of Management Rights, whether express or implied, shall not be inconsistent with any specific express provision of this Agreement.

ARTICLE XXVII - DURATION

This Agreement shall be in full force and effect on and after the 1st day of February, 2013 to and including the 31st day of January, 2014, and shall be automatically renewed from year to year, unless the Union or the signatory Employer serves upon the other a ninety (90) day written notice of desire to modify, amend or terminate this Agreement, prior to February 1, 2013. If agreement upon such amendments or modifications is not reached prior to the 31st day of January, 2014, this agreement automatically terminates unless prior to that date, the parties in writing, have agreed to extend this Agreement for a specified period of time.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized signatures to be subscribed hereto on the day and year first above written.

APPROVED BY EMPLOYER NEGOTIATING
COMMITTEE:

Redacted by the U.S.
Department of the Treasury

Jack Johnson, President

Date

3-18-13

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL NO. 30

Redacted by the U.S.
Department of the Treasury

Walter Allen, Executive Director/CFO

Date

3/6/13

E-MAILED MAR 16 2013

Western States Office and
Professional Employees
Pension Fund

Employer
Participation
Agreement

RECEIVED
AUG 29 2011

WS 1182

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: Preferred Mechanical, Inc.
Contract Person: Jack Johnson
Address: P.O. Box 13488
City, State & Zip: Phoenix, AZ 85002
Telephone: 602-431-9844

2. Local Information.

Employer has a collective bargaining agreement with Local Union 30 (insert number) of the Office and Professional Employees International Union ("OPEIU") which requires Employer to contribute to the Plan for Employer's employees.

3. Participation.

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



An existing Participating Employer to update Plan records.



A new Participating Employer.

Effective date of coverage: _____



A new group of Employees of an existing Participating Employer.

Effective date of coverage: _____

4. Coverage.

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



Bargaining unit employees as described in Attachment A.

Note: Attach a copy of collective bargaining agreement.



Nonbargaining unit employees described in Attachment B (see note).

Note: See Attachment B for the requirements concerning which nonbargaining unit employees may be covered.

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

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

APPROVAL OF PARTICIPATION AGREEMENT

APPROVED AND ACCEPTED BY THE PARTICIPATING EMPLOYER

EMPLOYER SIGNATURE: _____

Redacted by the U.S. Department
of the Treasury

Print Name: _____

Title: _____

Date Signed: _____

Jack Johnson
President
8-25-11

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

CO-CHAIR SIGNATURE: _____

Redacted by the U.S. Department of the
Treasury

Print Name: _____

Date Signed: _____

Judith Zenk, Co-Chair

OCT 26 2011

CO-CHAIR SIGNATURE: _____

Redacted by the U.S. Department of the Treasury

Print Name: _____

Date Signed: _____

Michael Parmelee, Co-Chair

OCT 26 2011

WS 1182

A&I RECEIVED
AUG 26 2015

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 2-10-14



Office and Professional Employees International Union
2800 First Avenue, Room 304 • Seattle, WA 98121 • (206) 441-8880 • 1-800-600-2433

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 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.

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 Mode
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

By

Redacted by the U.S. Department of the Treasury

Traci Miller, Heat & Frost Insulators Local 7
Bargaining Committee

By

Redacted by the U.S. Department of the Treasury

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

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

8 - 8127

**Employer
Participation
Agreement**

MAR 04 2011

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: Puget Sound Electrical Joint Apprenticeship³ Training Committee
Contract Person: William McCartan
Address: 550 SW 7th St.
City, State & Zip: Renton, WA. 98057-2917
Telephone: 425-228-1777

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: _____

4. Coverage.

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

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

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

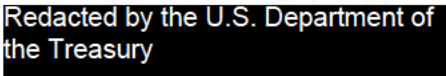
5. **Employer Representations.** The Employer makes the following representations to the Board in support of the Employer's request for participation:
- a. Employer is a (*insert form of business*): non-profit.
Note: Partners and sole proprietors cannot participate in the Plan but partnerships and sole 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):
6 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.**

MAR 04 2011

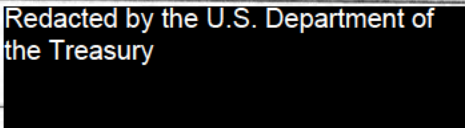
- c. Upon approval by the Board, this application and Employer Participation Agreement shall be deemed accepted and binding without further act of Employer and Employer shall be admitted as a Participating Employer of the Plan as of the Effective Date.

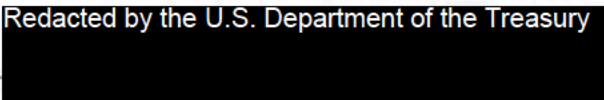
APPROVAL OF PARTICIPATION AGREEMENT

APPROVED AND ACCEPTED BY THE PARTICIPATING EMPLOYER

EMPLOYER SIGNATURE: 
Print Name: William McCARTAN
Title: TRAINING DIRECTOR
Date Signed: 3-2-2011

APPROVED AND ACCEPTED BY THE BOARD OF TRUSTEES

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

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

OPEIU 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 31st day of May 2011.

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL 8

Redacted by the U.S. Department of the Treasury

By [Redacted]
Suzanne Mode
Business Manager

FOR THE TRADE SECTION EMPLOYERS

Redacted by the U.S.
Department of the Treasury

By [Redacted]
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

#8109

- 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
565 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

WS4460

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 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.

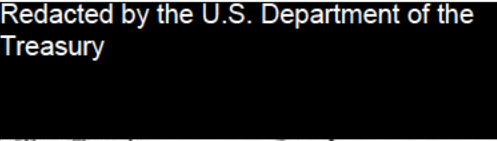
Section 2. To be eligible for participation in the Plan, an employee, for the purposes of this Article, shall mean, "Any employee on the payroll on the first day of the calendar month and who works seventy (70) hours or more each succeeding and consecutive calendar month thereafter."

ARTICLE XXXI. TERMINATION AND RENEWAL

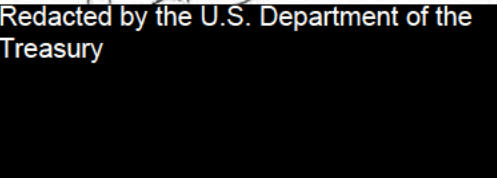
This Agreement, together with all provisions set forth, shall be in full force and effect from February 1, 2015 until January 31, 2018, and shall continue in effect from year to year thereafter unless either party gives notice in writing at least sixty (60) days prior to any expiration or modification 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.**

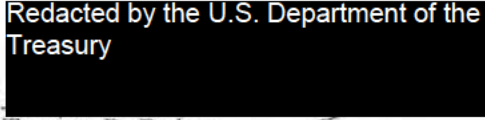
By: 
Mike Caprio
Area President, Northern California

Date: 4/23/15


By: 
Shawn Moberg
General Manager

Date: 4/23/15

**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29**

By: 
Tamara R. Rubyn
President/Business Manager

Date: 4-24-15

By: 
Kelly Gschwend
Vice President/Business Representative

Date: 4-24-15

KG/lm(RSS31115)
cwa:9415/all-cio

Office & Professional Employees International Union | Local 29

AFL-CIO & CLC

WS 4660

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

WESTERN STATES OFFICE AND PROFESSIONAL EMPLOYEES PENSION FUND

A & T RECEIVED

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: ☒ 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% ($\$3.40 \times 47\% = \5.00 pension hourly rate) of the current pension contribution, effective December 1, 2012 at 62% ($\$3.40 \times 62\% = \5.51 pension hourly rate) of the current pension contribution and effective December 1, 2013 at 77% ($\$3.40 \times 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.

EMPLOYER APPROVAL

Signature

Redacted by the U.S.
Department of the Treasury

Title:

Date:

General Manager
8/1/12

UNION APPROVAL

Signature

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 OETU 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.

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

Date approved by Trustees _____

OETU:29
afl-cio

DEC 2 1965 REC'D
from Local 29

408-243

NOV 30 1965

EMPLOYER'S NAME AND ADDRESS

Richmond Sanitary Service

1224 Nevin Avenue

Richmond, California

WESTERN STATES OFFICE EMPLOYES 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 Employees International Union, and Trustees thereof, and

WHEREAS, the said agreement establishes the 'WESTERN STATES OFFICE EMPLOYES 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 employees 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 EMPLOYES 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
1224 Nevin Avenue

Address Richmond, Calif.

Authorized Signature Redacted by the U.S. Department of the Treasury

No. of employees .6

Union Office Employees International
Union, Local 29, AFL-CIO

Address 610 - 16th St. Oakland, Calif.

Authorized Signature Redacted by the U.S. Department of the Treasury
Business Representative
Office Employees International
Union, Local 243, AFL-CIO

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 EMPLOYES
INTERNATIONAL UNION PENSION TRUST FUND

Employer Trustees
Redacted by the U.S. Department of the Treasury

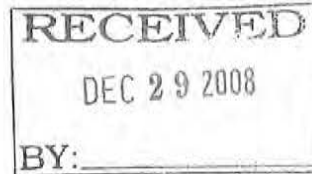
Union Trustees
Redacted by the U.S. Department of the Treasury

(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).

WS-29-0451
29-8039

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.

Redacted by the U.S. Department of the Treasury

By: _____

Patrick M. Sailors, Manager
Division of Labor Management

Date: 11-26-08

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the Treasury

By: _____

Tamara R. Rubyn
President/Business Manager

Date: 11/26/08

Redacted by the U.S. Department of the Treasury

By: _____

Kelly Gschwend/
Business Representative

Date: 11-26-08

KG/lm(RDYEX08)
cwa:9415/afl-cio

Western States Office and Professional Employees Pension Fund

December 26, 2012

WS0451

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 wsope@aibpa.com. Please contact the Plan's Administrative Office if you have any questions.

Sincerely,

WSOPE Pension Fund Administrative Office

Encl.

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>

Roadway Express WS 0451
(Reno)

SIDE LETTER OF AGREEMENT

Between

YRC, Freight

And

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

A & I RECEIVED

JUL 14 2015

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. (*mon*)

YRC
Side Letter of Agreement
Page Two

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 Gschwend
Vice President/Business Representative

Date:

9-3-2013

KG/lm(YRC2013SL0A)
ewa:9415/al-cia

Radway Bypass WS 0039
(SF)

SIDE LETTER OF AGREEMENT**A & I RECEIVED***Between*

JUL 14 2015

YRC, Freight*And***OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29,
AFL-CIO**

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YRC
Side Letter of Agreement
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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: _____

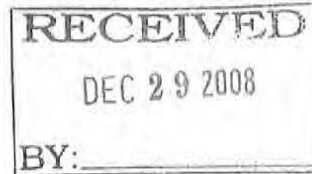
9-3-2013

KG/m(YRC2013SLOA)
ewa:9415/af-cja

WS-29-0451
29-8039

AGREEMENT

Between



ROADWAY EXPRESS, INC.

And

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

June 1, 2008 - May 31, 2013



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

ROADWAY EXPRESS, INC.

Redacted by the U.S. Department of the Treasury

By: _____

Patrick M. Sailors, Manager
Division of Labor Management

Date: 11-26-08

OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the Treasury

By: _____

Tamara R. Rubyn
President/Business Manager

Date: 11/26/08

Redacted by the U.S. Department of the Treasury

By: _____

Kelly Gschwend/
Business Representative

Date: 11-26-08

KG/lm(RDYEX08)
cwa:9415/afl-cio

Roadway Express WS 0451
(Reno)

SIDE LETTER OF AGREEMENT

Between

YRC, Freight

And

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

A & I RECEIVED

JUL 14 2015

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YRC
Side Letter of Agreement
Page Two

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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/lm(YRC2013SL0A)
cwa:9415/al-cia

YRC
Tentative Agreement
Page Two

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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: 5/28/13

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the
Treasury

By: _____
Kelly Gschwend
Vice President/Business Representative

Date: 5-29-13

KG/m(YRC2013TA6)
cwa:9415/afl-cla

AGREEMENT

WS0183

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

Redacted by the U.S.
Department of the
Treasury

By: _____

Josue' Garcia,
Chief Executive Officer

Date: _____

11/11/15

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 29

Redacted by the U.S. Department of the
Treasury

By: _____

Tamara R. Rubyn
President/Business Manager

Date: _____

11/23/15

Redacted by the U.S. Department
of the Treasury

By: _____

Kelly Gschwend
Vice President/Business Representative

Date: _____

11-23-15

KG/lm(BTC63914)
cwa:9415/afl-cio