

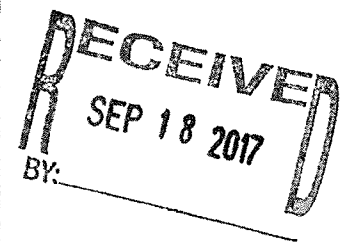
**WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS
PENSION FUND**

SUSPENSION APPLICATION

Exhibit 15.1.1

Collective Bargaining Agreement and Participation Agreements

2207
2206



8/01/2017 - 7/31/2020

AGREEMENT

by and between

INTERPARK, LLC

AND

**TEAMSTERS AUTOMOTIVE CHAUFFEURS, PARTS,
GARAGE, OFFICE CLERICAL, AIRLINE, HEALTH
CARE, PETROLEUM INDUSTRY, PRODUCE, BAKERY
AND INDUSTRIAL WORKERS WITHIN WESTERN
PENNSYLVANIA AND JOINT COUNCIL #40 LOCAL
UNION 926, AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS.**

period of 26 weeks. The Employer will also provide life insurance in the amount of \$25,000.00.

8) Employees, who can show proof of coverage elsewhere, may "opt out" of the health care required by this Agreement and receive a payment of two hundred fifty (\$250.00) dollars per month if the employee would have been eligible for single coverage, and three hundred fifty (\$350.00) dollars per month if the employee would have been eligible for family coverage. The Employer shall continue to provide STD and Life Insurance for an employee who "opts out."

C) An employee electing to "opt-out" may not re-enter the plan until the next annual renewal period, or unless there has been a life-altering event. In the event an employee has a life-altering event and enters the plan during the plan year, he or she must notify the Employer immediately, and may retroactive application of coverage, and any premiums to be paid by the Employer to the Fund will be limited to two (2) months or less. The employee will re-pay the Employer for any contribution applicable to retroactive coverage, as well as for any opt out payments made. The recovery of such retroactive payments will be spread over eight (8) weekly pays. If an employee notifies the Employer of a life-altering event, on a form prepared by the Employer and returned to the Garage Manager, and the Employer fails to make the appropriate contribution to the Health & Welfare Fund, then the Employer will be required to re-pay all retroactive payments as defined by the Fund.

ARTICLE XVI PENSION

16.1 The Employer agrees to participate in a program to provide a pension for each full time employee covered by this Agreement who has six (6) months or more seniority with Employer.

16.2 To fulfill this obligation, the Employer shall contribute to the Western Pennsylvania Teamsters and Employer Pension Fund the following sum per week for each such employee participating in the Fund prior to August 1, 1993:

Effective August 1, 2017	\$120.00 per week
Effective August 1, 2018	\$127.20 per week
Effective August 1, 2019	\$134.84 per week

The Employer shall contribute to the Western Pennsylvania Teamsters and Employers Pension Fund the following sum per week for employees who begin participating in the Fund on or after August 1, 1993:

Effective August 1, 2017	\$105.64 per week
Effective August 1, 2018	\$111.98 per week
Effective August 1, 2019	\$118.70 per week

The Company and the Union agree that if the Pension Fund raises the mandated 6% each year as per the recovery Plan, the parties may reopen the contract from the Pension issue only.

16.3 The Western Pennsylvania Teamsters and Employers Pension Fund shall be the only pension fund that will be acceptable as fulfillment of the Employer's obligation under this Agreement.

16.4 By execution of this Agreement, the Employer further agrees to enter into any appropriate trust agreements with the Western Pennsylvania Teamsters and Employers Pension Fund as may be necessary for the administration of the Fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all actions already taken or to be taken by such Trustees within the scope of their authority.

16.5 If an employee, for whom a pension payment is required, is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work. However, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee prior to the leave of absence being effective, sufficient monies to pay the required contributions into the pension plan during the period of absence.

16.6 Contributions to the pension fund must be made for each week for each employee even though such employee may not work a full week.

ARTICLE XVII BEREAVEMENT PAY

17.1 In the event of a death in an employee's immediate family, namely, spouse, child, step children, parent, step parents, brother, sister, mother-in-law, or father-in-law or Grandchildren an employee shall be paid in full for time lost not to exceed four (4) days. In the event of the death of an employee's Grandparent, the employee will be granted two (2) days off with pay to attend the funeral. If an employee needs additional time off, without pay, (up to two (2) additional days, and provided the additional time is requested during the two (2) day bereavement period), he or she will be granted the additional time without discipline.

17.2 In the event of a death of part-time employee's immediate family, namely, spouse, child, step-children, parent, step-parent, brother, sister, mother-in-law, father-in-law, or grandchildren, a part-time employee shall be paid in full for scheduled time lost, not to exceed two (2) days. In the event of the death of a part-time employee's grandparent, the part-time employee will be granted one (1) day off with pay to attend the funeral, if scheduled. If a part-time employee needs additional time off without pay, (up to one (1) additional day and provided the additional time is requested during the one (1) day bereavement period), he or she will be granted the additional time without discipline.

WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS PENSION FUND

49 AUTO WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>

2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. *(Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)*

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures			
COMPANY NAME:	Interpark Corporation		
LOCAL UNION:	926		
Fund Account Number(s)			
2207	PREFERRED SCHEDULE	DEFAULT SCHEDULE	NO CHANGE
2206	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated: 8/20/11

By: [Redacted]

By: [Redacted]

Employee Representative

7/02/2018
EMPR0030
W. PA TEAMSTERS AND EMPLOYERS PENSION FUND
EMPLOYER MASTER FILE - INQUIRY
F1 = COMMENTS
ENT.= CONTINUE

2206
926
INTERPARK CORPORATION
DAN FORST
625 STANWIX STREET

PITTSBURGH PA 15222 0
412.355 779

YOU WILL HAVE 00:00:0000
FEDERAL TAX
STATUS: A
ADDITIONAL P PREFERRED

DEBIT 0.00
CREDIT 0.00
LIFE RATE 5 1 2018
LTD. REASON 5
ENTRY DATE 9/ 1/2001
EXPIRATION 0 0 0
CONTRACT Y
MULTI EMPLOYER N
PART Y

DATE	AMOUNT	DATE	AMOUNT	TYPE	B/P	AMOUNT	B/P
8 1 2016	7 31 2017	W	99.6600	99.6600			
8 1 2017	7 31 2018	W	105.6400	105.6400			
8 1 2018	7 31 2019	W	111.9800	111.9800			
8 1 2019	7 31 2020	W	118.7000	118.7000			

7/02/2018

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

F1 = COMMENTS

EMPR0030

EMPLOYER MASTER FILE - INQUIRY

ENT.= CONTINUE

2207

926

2207

INTERPARK CORP (PRIOR 8-93)

DAN FORST

625 STANWIX STREET

PITTSBURGH

PA 15222

0

412-355 779

00:00 0000

A

P

PREFERRED

0.00

0.00

5 1 2018

1

9 1 2001

0 0 0

Y

N

Y

R

N

0.00

0.00

0.00

0.00

ADDL	EXP DATE	EXP DATE	EXP DATE	EXP DATE	EXP RATE	EXP RATE
8	1 2016	7 31 2017	W	113.2100	113.2100	113.2100
8	1 2017	7 31 2018	W	120.0000	120.0000	120.0000
8	1 2018	7 31 2019	W	127.2000	127.2000	127.2000
8	1 2019	7 31 2020	W	134.8400	134.8400	134.8400



**WESTERN PENNSYLVANIA
TEAMSTERS AND EMPLOYERS PENSION FUND**

49 ADRI WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
E-MAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>

Received

JAN 14 2011

2010 REHABILITATION PLAN SELECTION FORM

Western PA Teamsters
& Employers Pension Fund

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the **"Preferred Schedule"** will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)

If checked below, the Bargaining Parties can select the **"Default Schedule"**; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating **"No Change"** on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures			
COMPANY NAME:	Jones Motor Company, Inc.		
LOCAL UNION:	261		
Fund Account Number(s)		PREFERRED SCHEDULE	DEFAULT SCHEDULE
1773		<input checked="" type="checkbox"/>	<input type="checkbox"/>
			NO CHANGE
			<input type="checkbox"/>

Dated: 1/12/11

By:

Employer

By:

Employee Representative

run

8/02/2018

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

F1 = COMMENTS

EMPR0030

EMPLOYER MASTER FILE - INQUIRY

ENT.= CONTINUE

EMPLOYER NDR : 1773

EMPLOYER LOCAL : 261

EMPLOYER NAME: JONES MOTOR COMPANY INC

CONTACT (NDR): MIKE MCLAUGHLIN X7389

ADDRESS # 1: ATTN: PAYROLL DEPT

ADDRESS # 2: SABRE DIVISION

ADDRESS # 3: P O BOX 137

CITY/STATE/ZIP: SPRING CITY PA 19475- 0

TELEPHONE NDR: (610)948 7900

VOL. WITH. DATE: 00/00/0000

FEDERAL I.D.:

STATUS CODES: A

AGRMNT. CODE: P PREFERRED

PENALTY BAL.: 0.00

PROM. NOTE: 0.00

I/R DATE: 6/ 1/2018

I/R REASON: 2

ENTRY DATE: 6/ 1/1979

EXPIRATION: 0/ 0/ 0

CONTRACT Y/N:

MSR. PRIORITY Y EXCIT. COU:

PART. AGRMT. Y (25) - N/L Y

CURRENT

TOTAL

OVERPAYMENT INVT: 0.00 0.00

OVERPAYMENT ADJST: 0.00 0.00

NDR	EFF. DATE	EXP. DATE	TYP	E/R RATE	S/P RATE
1	8/ 1/2015	7/31/2016	W	458.4200	458.4200
2	8/ 1/2016	7/31/2017	W	485.9300	485.9300
3	8/ 1/2017	7/31/2018	W	515.0700	515.0700
4	8/ 1/2018	7/31/2019	W	545.9800	545.9800

LABOR AGREEMENT
BETWEEN
JUDSON WILEY & SONS
AND
TEAMSTERS
LOCAL UNION #585

JULY 1, 2018 THROUGH JUNE 30, 2022



full time position with the Union.

ARTICLE VII

All employees are to be paid eight (8) hours time at their regular hourly rate for the following holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas Day.

Any work performed on the above mentioned holidays shall be paid at the rate of time and one-half (1 ½) in addition to eight (8) hours pay as above.

ARTICLE VIII

Upon receipt of authorization by employees, in accordance with the Labor Management Relations Act of 1947, the Employer agrees to deduct monthly dues and pay same to the Union.

ARTICLE IX

In the event of a death of a member of the employee's family, a regular employee shall be allowed a reasonable time off, not to exceed four (4) days, and will be reimbursed eight (8) times his straight time hourly rate for each day lost from work. Members of the employee's family means husband, wife, child, parent, foster parent, brother and sister (mother-in-law and father-in-law employee receives the day of the funeral only).

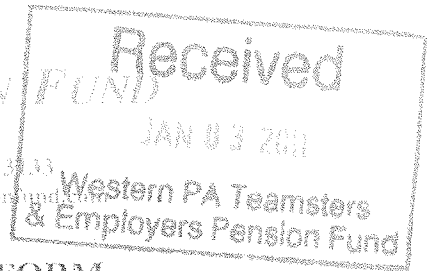
ARTICLE X

The Employer shall contribute to the Western Pennsylvania Teamsters and Employers Pension Fund in accordance with the Schedule of contributions listed below for each regular employee who has been on the payroll thirty (30) days or more:

Effective July 1, 2018 \$153.75 each employee per week Effective July
1, 2019 \$162.98 each employee per week Effective July 1, 2020
\$172.76 each employee per week Effective July 1, 2021 \$183.12 each
employee per week

WESTERN PENNSYLVANIA
TEAMSTERS AND EMPLOYERS PENSION FUND

49 YOUNG WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3733
Email: contactus@wepensionfund.com • WEBSITE: <http://www.wepensionfund.com>



2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, unit multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures			
COMPANY NAME:	Judson Wiley & Sons		
LOCAL UNION:	585		
	Fund Account Number(s)		
1573		PREFERRED SCHEDULE	DEFAULT SCHEDULE
		<input checked="" type="checkbox"/>	<input type="checkbox"/>
			NO CHANGE
			<input type="checkbox"/>

Dated: 12-29-10 BY: [Redacted]

JUDSON WILEY & SONS, INC.

7/02/2018

EMPR0030

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

EMPLOYER MASTER FILE - INQUIRY

F1 = COMMENTS

ENT.= CONTINUE

1573

585

1573

JUDSON WILEY & SONS

DEBBIE WILEY

404 S MAIN STREET

WASHINGTON

PA 15301

0

724 225 7620

0.00

0.00

0.00

0.00

0.00

00 00 0000

A

P

PREFERRED

0.00

0.00

5 1 2018

11

7 29 1974

0 0 0

Y

N

Y

N

7 1 2015

6 30 2016

W

129.0900

129.0900

7 1 2016

6 30 2017

W

136.8400

136.8400

7 1 2017

6 30 2018

W

145.0500

145.0500

7 1 2018

6 30 2019

W

153.7600

153.7600

AGREEMENT

BETWEEN

LAMAR ADVERTISING – PITTSBURGH

AND

**LOCAL UNION NO. 249
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

MAY 1, 2016

THROUGH

APRIL 30, 2019

If any Employee who has been granted a leave of absence accepts other employment during such leave (except where expressly permitted by the Company, in advance), or in any other way violates the terms and conditions of such leave, his/her status as an Employee on a leave of absence shall be immediately terminated, and he/she shall be considered to have resigned from employment with the Company.

Section 6 – Probationary Period All newly hired employees shall be considered to be probationary employees for a period of one hundred twenty (120) days, during which time they may be dismissed, as exclusively determined by management, either with or without just cause, and such decision shall not be subject to challenge through the grievance procedure.

ARTICLE III

Section 1 – Pension The Employer agrees to pay into the Western Pennsylvania Teamsters and Motor Carriers Pension Fund the following contributions for each employee covered by this Agreement:

Effective May 1, 2016, Two Hundred Sixty Four and 58/100 Dollars (\$264.58) per week.

Effective May 1, 2017, Two Hundred Eighty and 45/100 Dollars (\$280.45) per week.

Effective May 1, 2018, Two Hundred Ninety Seven and 28/100 Dollars (\$297.28) per week.

The above contributions will be made payable to the Western Pennsylvania Teamsters and Motor Carriers Pension Fund weekly for each employee. In the event of a layoff or lost time due to Workers' Compensation, accident or illness, Pension Contributions will continue to be paid for by the Company until the end of the month following the day the employee was laid off or off work for the reasons set forth above.

Section 2 If, during the term of this Agreement, the Trustees of the Western Pennsylvania Health and Welfare Fund or the Western Pennsylvania Pension Fund issue a directive for a surcharge or an increase in the Employer's level of contributions to any such funds, then the wage rates to be paid to employees in the bargaining unit will be reduced, following negotiation between the parties, by an amount equal to the amount of any such mandated surcharge or fringe benefit contribution increases, unless the parties agree otherwise during their negotiations. The effective date of such wage reductions will correspond to the effective date of the mandated fringe benefit contribution increases.

7/02/2018

EMPR0030

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

EMPLOYER MASTER FILE - INQUIRY

F1 = COMMENTS

ENT.= CONTINUE

2166

249

2166

LAMAR ADVERTISING COMPANY

NICOLE X223

PAYROLL DEPT.

P O BOX 66338

BATON ROUGE LA 70896 0

800 235 2627

00 00 0000

A

P PREFERRED

0.00

0.00

5 1 2018

2

10 1 1999

0 0 0

Y

N

Y

R

N

0.00

0.00

0.00

0.00

DATE	DATE	DATE	DATE	DATE	DATE	DATE
5 1 2015	4 30 2016	W	249.6000	249.6000		
5 1 2016	4 30 2017	W	264.5800	264.5800		
5 1 2017	4 30 2018	W	280.4500	280.4500		
5 1 2018	4 30 2019	W	297.2800	297.2800		

No
SELECTION



COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

**TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND
HELPERS, LOCAL UNION NO. 110**

AND

LYONS INDUSTRIES, INC.

EFFECTIVE: APRIL 1, 2018

EXPIRES: MARCH 31, 2022

Section 6. If a holiday falls on a day when an employee is on vacation, he or she shall be paid, in addition to their vacation pay, holiday pay calculated at his or her straight-time hourly rate.

ARTICLE V - HEALTH & WELFARE:

Section 1. Effective April 1, 2018, the Employer agrees to pay the full cost of Plan 9a through the Western Pennsylvania Teamsters and Employers Welfare Fund for the term of this Agreement, hereafter called the PPO Blue Plan for all employees and their immediate families, subject to the following: (1) The Employer shall reimburse employees only for the Coinsurance / Out of Pocket Maximums of \$500 Individual and \$1,000 family that are required under the PPO Blue Plan but were not required under the Kittanning Teamsters and Employers Welfare Fund Plan; and (2) The Employer has the right to change its health insurance provider as long as it has equivalent or greater coverage for the employees and their family with the Union's approval.

Section 2. New employees shall not be entitled to welfare as stated above until the insurance carrier accepts the employee for inclusion in the plan on or after the forty-fifth (45th) working day from their first date of employment.

Section 3. The Employer agrees to continue to pay the cost of the Plan for any new compensation injury, suffered by a full-time employee, however not to exceed three (3) months from the date of injury.

Section 4. The Employer shall pay the full cost of the monthly premiums required by the plan under this Article for the first year of this Agreement. The Employer shall pay the monthly premiums in the second year along with any increase in said premiums up to twenty (20) percent above the monthly premiums paid during the first month of the first year of this Agreement, with any increase beyond twenty (20) percent being paid by the employees. The Employer shall pay the monthly premiums in the third year along with any increases in said premiums up to twenty (20) percent above the monthly premiums paid during the first month of the second year, with any increase beyond twenty (20) percent being paid by the employees. The Employer shall pay the monthly premiums in the fourth year along with any increases in said premiums up to twenty (20) percent above the monthly premiums paid during the first month of the third year, with any increase beyond twenty (20) percent being paid by the employees.

ARTICLE VI - PENSION:

Effective April 1, 2018, the Employer shall contribute to the Western Pennsylvania Teamsters and Employers Pension Fund the sum of (\$133.86) dollars per week for each employee covered by this Agreement who has been on the payroll forty five (45) days or more and who has worked or received vacation pay in the week for which contribution is required.

Effective April 1, 2019, the Employer shall contribute to the Western Pennsylvania Teamsters and Employers Pension Fund the sum of (\$141.89) dollars per week for each employee covered by this Agreement who has been on the payroll forty five (45) days or more and who has worked or received vacation pay in the week for which the contribution is required.

Effective April 1, 2020, the Employer shall contribute to the Western Pennsylvania Teamsters and Employers Pension Fund the sum of (\$150.41) dollars per week for each employee covered by this Agreement who has been on the payroll forty five (45) days or more and who has worked or received vacation pay in the week for which the contribution is required.

Effective April 1, 2021, the Employer shall contribute to the Western Pennsylvania Teamsters and Employers Pension Fund the sum of (\$159.43) dollars per week for each employee covered by this Agreement who has been on the payroll forty five (45) days or more and who has worked or received vacation pay in the week for which the contribution is required.

Lyons Industries and the Union reserves the right to renegotiate the terms of the contract in the event that the Western Pa Teamsters and Employers Pension Fund subjects Lyons Industries to any assessment or surcharges including but not limited to and laid out in the 2010 Rehabilitation Plan.

ARTICLE VII - VACATIONS:

Section 1. Effective April 1, 1992, all employees shall receive and must take vacations with pay as follows:

One year of active service	One (1) week vacation with pay
Five years of active service	Two (2) weeks vacation with pay
Ten years of active service	Three (3) weeks vacation with pay

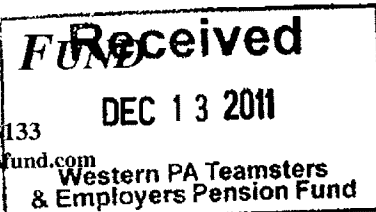
Section 2. The anniversary date of hire shall be used to determine the employee's eligibility for vacation.

Section 3. All employees shall be paid forty (40) hours pay at their regular rate as vacation pay, except for full-time drivers, who shall receive sixty (60) hours pay at their regular rate, for each vacation week earned.

Section 4. All employees shall take the week of July 4th as one week of vacation if they are otherwise eligible for a paid vacation. Those employees who are entitled to two (2) weeks or more shall take the extra weeks when scheduled by the Employer in accordance with Section 5 of this Article. If an employee is on layoff status during the week of July

WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS PENSION FUND

49 AUTO WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>



2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. *(Note that if compliance with the Rehabilitation Plan is delayed past 2011 greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)*

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures				
COMPANY NAME:	Lyons Industries, Inc.			
LOCAL UNION:	110			
Fund Account Number(s)				
1527		PREFERRED SCHEDULE <input checked="" type="checkbox"/>	DEFAULT SCHEDULE <input type="checkbox"/>	NO CHANGE <input type="checkbox"/>

Dated: 12-18-11

By

En

\$ 89.04
12/10/11

00 00 0000

A
P PREFERRED

0.00
0.00

7 1 2018

3 9 11
0 0 1973
0 0 0

Y
N
N

N

0.00	0.00
0.00	0.00

4	1	2018	3	31	2019	W	133.8700	133.8700
4	1	2019	3	31	2020	W	141.8900	141.8900
4	1	2020	3	31	2021	W	150.4100	150.4100
4	1	2021	3	31	2022	W	159.4300	159.4300

AGREEMENT

BETWEEN

McGUIRE MEMORIAL
NEW BRIGHTON, PENNSYLVANIA



AND

TEAMSTERS LOCAL UNION No. 261
AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS



FOR THE PERIOD OF:
MARCH 1, 2017 THROUGH FEBRUARY 29, 2020

SECTION 3

The rate of contribution for eligible full-time employees shall be sixty dollars and fourteen cents (\$60.14) per week effective 3/1/2017, sixty-three dollars and seventy five cents (\$63.75) effective 3/1/2018 and sixty seven dollars and fifty eight cents (\$67.58) effective 3/1/2019. Effective 3/1/2005, an eligible full-time employee must work at least four (4) days in a week for contributions to be made for the week. Vacation, paid sick days, personal days, jury duty, funeral leave shall be considered as time worked for pension contribution purposes.

SECTION 4

A part-time employee promoted to full-time shall have his/her time worked as a part-time employee credited toward initial eligibility for participation and contributions as set forth in Section 2.

SECTION 5

If an eligible employee is absent from work because of a compensable injury or illness, the Employer shall continue to make the required contributions for such an employee for a maximum of twenty-six (26) weeks during such absence. In cases of non-occupational injury or illness, the Employer will continue to make such payments for a maximum of four (4) weeks during such absence.

SECTION 6

Payments shall be remitted to the Fund by the date specified in the Fund's Trust Agreement.

ARTICLE 28 PART-TIME EMPLOYEE SEVERANCE PAYMENT

SECTION 1

Eligible part-time employees who terminated their employment by voluntary quit, permanent lay-off or death, or are terminated for reasons other than abuse of a client or theft, shall receive a severance payment from the Employer as set forth below. To become eligible for any payment hereunder, the part-time employee must have at least five (5) years of service from date of hire. The payments provided for herein are for full years of service. Should a part-time employee change status the amount of severance pay shall be frozen for those years of service the employee is eligible for.

1st five (5) years - \$100.00 for each full year of service

2nd five (5) years - \$250.00 for each full year of service after five (5) years

Thereafter - \$500.00 for each full year of service after ten (10) years. Each full year of service completed in this category beginning 2002 valued at \$650.00. Each full year of service in this category beginning in 2008 valued at \$700.00

Received

Feb 13 2011

Western PA Teamsters
& Employers Pension Fund

WESTERN PENNSYLVANIA
TEAMSTERS AND EMPLOYERS PENSION FUND

49 ALLEG WAY • PITTSBURGH, PA 15206-2663
 (412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3443
 E-MAIL: contribute@wpupensionfund.com • WEBSITE: <http://www.wpupensionfund.com>

Received

Feb 13 2011

Western PA Teamsters
& Employers Pension Fund

2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%)).

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures				
COMPANY NAME:	McGuire Memorial Home	<div style="font-size: 2em; font-weight: bold;">X</div>		
LOCAL UNION:	261			
Fund Account Number(s)				
1988		PREFERRED SCHEDULE <input checked="" type="checkbox"/>	DEFAULT SCHEDULE <input type="checkbox"/>	NO CHANGE <input type="checkbox"/>

Dated: 2/7/2011

By McGUIRE MEMORIAL
Employer

By [REDACTED]
Employee Representative

DATA, INK(1)	N	200	50	R
PART, ROUNDTIME	Y	2200	1000	N

QTR	PERIOD	EXP. DATE	QTR	E/R RATE	L/P RATE
3	1 2016	2 28 2017	W	56.7400	56.7400
3	1 2017	2 28 2018	W	60.1400	60.1400
3	1 2018	2 28 2019	W	63.7500	63.7500
3	1 2019	2 29 2020	W	67.5800	67.5800

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

MCKEESPORT CANDY COMPANY

AND

GENERAL TEAMSTERS, CHAUFFEURS & HELPERS
LOCAL UNION 249
affiliated with
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

OCTOBER 1, 2017 TO OCTOBER 1, 2018

ARTICLE VII

PENSION

(a) Amount of Contribution – The amount of contribution for the Full Time employees hired will continue to increase six (6) percent yearly as required:

(b) *Two hundred nine dollars and sixty seven cents (\$209.67) per week as of January 1, 2018.* Further, they may also contribute any amount determined by the employees pursuant to Article III, Rates of Pay, Section D.

(c) In order to be eligible for a contribution to the Pension Fund in any week, a Full Time employee must work at least two (2) days in a week.

ARTICLE VIII

SICK AND ACCIDENT PAY

(a) Sick Days – The Full Time employee hired before October 1, 2016 , shall be entitled to three (3) sick days per contract year. Whatever days not used during a contract year will not be accumulated.

(b) Sick Day Counted as Day Worked - On the day that the employee is off sick, he will be credited with eight (8) hours. The eight (8) hours will be included as part of the work week. Sick days will be paid at ten (10) hours per day.

WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS PENSION FUND

49 AUTO WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>

Received

MAR 25 2011

Western PA Teamsters
& Employers Pension Fund

2010 REHABILITATION PLAN SELECTION FORM


By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures				
COMPANY NAME:	McKeesport Candy Co.			
LOCAL UNION:	249, 449			
Fund Account Number(s)				
265, 1994, (2059)		PREFERRED SCHEDULE	DEFAULT SCHEDULE	NO CHANGE
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated: _____

By: _____

By: _____

Employee Representative

24 March 2011

7/02/2018
EMPR0030

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND
EMPLOYER MASTER FILE - INQUIRY

F1 = COMMENTS
ENT.= CONTINUE

2059
249 265
MCKEESPORT CANDY CO.
DEE
1101 FIFTH AVENUE

MCKEESPORT PA 15132 0
412.678 8851

00/00.0000
A
P PREFERRED

0.00
0.00
3 1 2018
1
8 1 1994
0 0 0
Y
Y
R

0.00 0.00
0.00 0.00

1	1	2015	12	31	2015	W	176.0400	176.0400
1	1	2016	12	31	2016	W	186.6000	186.6000
1	1	2017	12	31	2017	W	197.8000	197.8000
1	1	2018	12	31	2018	W	209.6700	209.6700

Agreement by and Between

UPMC McKeesport
and

Teamsters Local Union No. 205

Effective Dates

July 1, 2014 through June 30, 2018

Plan as part of their spouse's employment benefits. The Hospital shall not be responsible if an employee is not covered by the plan outlined herein due to the failure of an employee to advise the Hospital of such change in status.

- B. STD, LTD, ADD, Life Insurance and FSA:** The Hospital agrees to make available during the term of this Agreement a short term disability, a long term disability plan, life insurance plan, an accidental death and dismemberment plan and Flexible Spending Plans for full time and part time bargaining unit members on the same basis and under the same insurance plans as such benefits are made available to the other UPMC non-union hourly paid full time and/or part time employees. As determined solely by UPMC, eligibility to participate, co-payments required by employees, benefit provisions and coverages available may, from time to time, change during the term of this Agreement and such changes become effective for the other UPMC non-union hourly paid full time and/or part time employees they shall also become effective for members of the bargaining unit.
- C.** A six thousand dollar (\$6,000.00) paid up Life Insurance on Retirement for eligible employees. An eligible employee is a Regular Full Time employee on the active seniority list as of June 30, 2004. All other employees are ineligible.
- D.** The cost of the Health and Welfare Benefit will be borne by the Hospital only to the extent provided for in this Article. Except as expressly provided for herein, part time employees are not eligible for Health and Welfare Benefits under this Agreement. In respect to the benefits provided under this Article, the reference to UPMC shall mean the University of Pittsburgh Medical Center.
- E.** In a case where both spouses are employed by the Hospital, the Hospital shall not be required to provide duplicate coverage to both employees.
- F.** Employees may purchase, at their own cost, additional life insurance at the group rate. The amount that may be purchased shall be based on employee's classification (yearly salary) in accordance with the program maintained by the Hospital for other hourly employees.
- G.** If during the term of this Agreement the Hospital implements a new or revised health and welfare benefit such as dependent care, an employee assistance program, or supplemental life insurance benefits, for other hourly employees of the Hospital and elects, in its discretion, to provide that benefit to employees covered by this Agreement, the Union hereby expressly waives any claim that the extension of such benefit to employees covered by this Agreement constitutes a violation of this Agreement or of the National Labor Relations Act or any of the Hospital's obligations there under.

ARTICLE NO. 14 - PENSION

- A.** The Hospital agrees to cover and follow the payment election made under the Western Pennsylvania Teamsters and Employers Pension Fund-Rehabilitation Plan as required under the Pension Protection Act of 2006.

To fulfill this obligation, Effective January 1, 2014, the hospital will contribute to the Western Pennsylvania Teamsters and Employers pension Fund the base sum of forty-seven dollars and sixty-five cents (\$47.65) with a six percent (6%) additional amount of two dollars and eighty-five cents (\$2.85) per week for each regular full-time employee on the payroll and getting paid for the week. The increases to the hospitals contribution for each regular full-time employee effective January 1, 2015, January 1, 2016, January 1, 2017 and January 1, 2018 will also follow the rehabilitation plan. Should the pension fund elect to increase contributions under the Rehabilitation Act greater than the six percent (6%), the parties agree to reopen the current CBA as required by the Pension Protection Act. Full-time employees for purposes of this section are those who are regularly scheduled for and work at least forty (40) hours or more per week throughout the course of the year.

In the case of a regular part-time employee. An employee who is scheduled for and works less than forty (40) hours per week throughout the course of the year, but who is regularly scheduled for and works more than twenty (20) hours per week, the following contributions apply; effective January 1, 2014, the Hospital will contribute to the Western Pennsylvania Teamsters and Employers Pension Fund the base sum of twenty five dollars and one cent (\$25.01) with a six percent (6%) additional amount of one dollar and fifty cents (\$1.50) per week for each regular part time employee on the payroll and getting paid for the week. The increases to the Hospital's contribution for each regular part-time employee effective January 1, 2015, January 1, 2016, January 1, 2017 and January 1, 2018 will also follow the rehabilitation plan. Should the pension fund elect to increase contributions under the Rehabilitation Act greater than the six percent (6%), the parties agree to reopen the current CBA as required by the Pension Protection Act.

- B.** By execution of this Agreement, the Hospital further agrees to enter into any appropriate trust agreements with the Western Pennsylvania Teamsters and Employers Pension Fund as may be necessary for the administration of the Fund.
- C.** If a full time employee is absent because of an on-the-job injury, the Hospital will continue, to make the required contributions for such employee until such employee returns to work, however, such contributions shall not be paid for a period of more than six (6) weeks.

ARTICLE NO. 15 - NON-DISCRIMINATION

- A.** The Hospital and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or conditions of employment because of such individual's race, color, religion, sex, national origin or age (over forty (40) nor will they limit, segregate or classify employees in any way to deprive any individual employee of employment opportunities because of race, color, religion, sex, national origin or age (over forty (40)).
- B.** The Hospital and the Union agree that there will be no discrimination by the Hospital or the Union against any employee because of membership in the Union or lack thereof or because of any employee's lawful activity and/or support of the Union or the refraining there from.

**WESTERN PENNSYLVANIA
TEAMSTERS AND EMPLOYERS PENSION FUND**

49 AUTO WAY • PITTSBURGH, PA 15206-3668
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>

Received

MAY 01 2012

**Western PA Teamsters
Employers Pension Fund**

2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "**Preferred Schedule**" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. *(Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)*

If checked below, the Bargaining Parties can select the "**Default Schedule**"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "**No Change**" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures				
COMPANY NAME:	McKeesport Hospital			
LOCAL UNION:	205			
Fund Account Number(s)				
1596, 8030		PREFERRED SCHEDULE	DEFAULT SCHEDULE	NO CHANGE
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated: _____

By: _____

y: _____

Employee Representative

7/02/2018

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

F1 = COMMENTS

EMPR0030

EMPLOYER MASTER FILE - INQUIRY

ENT.= CONTINUE

1596

205

1596

MCKEESPORT HOSPITAL

JACQULYN TEANG

UPMC RETIREMENT DEPT.

JACQULYN TEANG - 56TH FL

US STEEL TWR-600 GRANT ST

PITTSBURGH PA 15219

412 647 8242

00 00 0000

A

P

PREFERRED

0.00

0.00

5 1 2018

126

2 1 1975

0 0 0

Y

N

Y

N

0.00

2,231.25-

0.00

0.00

		DATE		RATE	
1	1	2015	12 31 2015	W	53.5300
1	1	2016	12 31 2016	W	56.7400
1	1	2017	12 31 2017	W	60.1400
1	1	2018	12 31 2018	W	63.7500

7/02/2018

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

F1 = COMMENTS

EMPR0030

EMPLOYER MASTER FILE - INQUIRY

ENT.= CONTINUE

8030

205

1596

MCKEESPORT HOSPITAL PART TIME

JACQULYN TEANG

UPMC RETIREMENT DEPT.

JACKQULYN TEANG - 56TH FL

US STEEL TWR-600 GRANT ST

PITTSBURGH PA 15219

412.647.8242

00 00 0000

A

P

PREFERRED

0.00

0.00

5/ 1 2018

22

5/ 1 1988

0 0 0

Y

N

Y

E

N

0.00

0.00

0.00

0.00

NO.	DATE	EXP. DATE	TYP	E/R RATE	S/R RATE
1	1 1 2015	12 31 2015	W	28.1100	28.1100
2	1 1 2016	12 31 2016	W	29.8000	29.8000
3	1 1 2017	12 31 2017	W	31.5900	31.5900
4	1 1 2018	12 31 2018	W	33.4900	33.4900

WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS PENSION FUND

49 AUTO WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>

Received

APR 26 2011

2010 REHABILITATION PLAN SELECTION FORM

Western PA Teamsters
Employers Pension Fund

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verify and Confirm Contribution and Benefit Structures			
COMPANY NAME:	Miller Thomas Gyekis, Inc.		
LOCAL UNION:	249		
Fund Account Number(s)			
1095		PREFERRED SCHEDULE	DEFAULT SCHEDULE
		<input checked="checked" type="checkbox"/>	<input type="checkbox"/>
			NO CHANGE
			<input type="checkbox"/>

Dated: 4/25/11

By: [Redacted]

Employer

By: [Redacted]

7/02/2018

EMPR0030

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

EMPLOYER MASTER FILE - INQUIRY

F1 = COMMENTS

ENT.= CONTINUE

1095

249

1095

MILLER THOMAS GYEKIS INC

JOE CONCANNON

3341 STAFFORD STREET

PITTSBURGH

PA 15204

0

412 331 4610

00 00 0000

A

P

PREFERRED

0.00

0.00

4 1 2018

1

7 1 1967

0 0 0

Y

N

Y

R

N

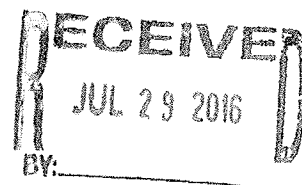
0.00

0.00

0.00

0.00

MM	DD	YY	EXP. DATE	EXP. RATE	EXP. RATE
7	1	2015	6 30 2016	W	153.3800
7	1	2016	6 30 2017	W	162.5900
7	1	2017	6 30 2018	W	172.3500
7	1	2018	6 30 2019	W	182.7000



2308

AGREEMENT BETWEEN

Teamsters Local Union No. 205

Representing

MONG'S DAIRY CLERICAL EMPLOYEES

and

MONG'S DAIRY

a Division of Schneider's Dairy, Inc.

MARCH 1, 2016 through June 30, 2019

Insurance, Accidental Death and Dismemberment Insurance, Weekly Sickness and Accident Insurance, and Dental and Eye Care Program.

ARTICLE NO. 14 - BEREAVEMENT PAY

When an employee is absent due to death in his immediate family, he shall be paid a maximum of three days' earnings at his regular rate. A member of the immediate family shall be considered as Mother, Father, Wife, Husband, Life Partner, Children, Foster Parents, Brothers, Sisters, Mother-in-Law or Father-in-Law.

In the event of death of a Grandparent the employee shall be paid for the absence on the day of the funeral.

The intent of this provision shall be to protect an employee against a loss in earnings.

ARTICLE NO. 15 - JURY DUTY PAY

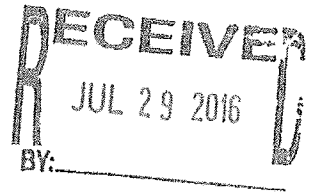
Employees called for jury duty shall be excused from work for each day on which she serves or reports to serve. The Employer shall pay the difference between the employee's regular pay and that they received for jury service. If an employee serves for jury duty for five (5) days, Monday through Friday, and is required to work the Saturday or Sunday of such week, she shall receive her regular rate of pay per hour. An employee excused from jury service shall report to work at the beginning of her next regularly scheduled shift. The employee shall present proof of service of a jury duty notice or summons and the amount of pay received for such service.

ARTICLE NO. 16 - PENSION PLAN

Effective March 1, 2016, for each week an employee works the employer agrees to pay \$75.76 per week into the Western Pennsylvania Teamsters & Employers Pension Fund. Effective March 1, 2017, the employer agrees to pay \$80.31 per week into the fund for each week an employee works. Effective March 1, 2018, the employer agrees to pay \$85.13 per week into the fund for each week an employee works. New employees shall not participate in the pension plan and no contributions shall be made into the fund on their behalf for the first full year of their employment.

ARTICLE NO. 17 - SEVERANCE PAY

- A. Purpose - The purpose of the Company's severance pay plan is to assist financially an employee whose employment is terminated by action of the company through no fault of the employee or who is not eligible for other specified benefits.
- B. Eligibility - Any regular full time employee whose employment is permanently terminated for the reasons listed below shall be eligible for severance pay in accordance with the schedule in Section D, except where an employee's employment is continued by the new employer in case of sale, merger or consolidation.
- (1) Elimination of Jobs;
 - (2) Consolidation or mergers;



2096

AGREEMENT BY AND BETWEEN

MONG'S DAIRY

a Division of Schneider Dairy, Inc.

and

TEAMSTERS LOCAL UNION NO. 205

Affiliated with the International Brotherhood of Teamsters

Representing

The Production, Maintenance and Distribution Employees

July 1, 2016 to June 30, 2019

SECTION 3- Maternity Leave:

Wherever this contract provides leaves of absence for illness or disability, the contract will permit leave for maternity on equal terms. Thus, if leave is normally granted with pay or for unlimited periods, maternity leave must be treated equally.

Wherever the plan provides a Schedule of Benefits, the plan will not exclude additional losses due to pregnancy or complications thereof.

The Major Medical Program may not exclude losses due to obstetrics or complications of pregnancy.

The Health and Welfare Plan may not distinguish on the basis of sex, between the medical coverage given employees and their dependents. For example, if dependents are eligible for pregnancy benefits, employees must also be granted pregnancy benefits.

SECTION 4: Family:

When medical insurance is extended to an employee's family, "family" must be defined to include the husband of a female employee.

ARTICLE NO. XII - SUBCONTRACTING

For the purpose of preserving work and job opportunities for the employees covered by this Agreement, the Employer and the Union agree that work or services of the kind, nature or type covered by, presently performed, or hereinafter assigned to the collective bargaining unit can be subcontracted, transferred, assigned or conveyed in whole or in part to any other plant, person or non-unit employee, unless otherwise provided in this Agreement as long as the incumbent employee is not laid off. In the event that any work is subcontracted to another plant which is subject to a IBT-Local Union No. 205 contract, the provisions of this Article do not apply. It is expressly provided herein that the Employer may purchase, from outside sources, state minimum ice cream products.

ARTICLE NO. XIII - PENSION PLAN

The Employer and Union agree that pension benefits for its employees covered by the Collective Bargaining Agreement shall be provided by the Western Pennsylvania Teamsters and Employers Pension Fund (Western Pennsylvania Fund). There shall be no other pension plan under this Contract or for operations under this Contract.

- ✶ The Employer shall make the "preferred" contributions to the Western Pennsylvania Pension Fund in accordance with the schedule below for each employee covered by this Agreement who has been on the payroll one hundred and twenty (120) days or more.

July 1, 2016	\$147.52 per week
July 1, 2017	\$156.37 per week
July 1, 2018	\$165.75 per week

If an employee is absent because of a Workers' Compensation claim, the Employer shall continue to make the required weekly contribution to the Pension Fund for a period of six (6) months.

ARTICLE NO. XIV - HEALTH AND WELFARE PLAN

The Employer agrees to be a participating Employer and party to the Employer-Teamsters Local 205 Welfare Fund to provide hospitalization and Medical Surgical benefits to employees and their dependents, and Life, Accidental Death and Dismemberment, and Weekly Accident and Sickness Benefits to employees.

Opt-Out: If an employee's spouse has health insurance coverage and the employee elects out of the Company provided benefit, the Company agrees to pay that employee an additional three hundred and fifty (\$350.00) dollars per month, minus any additional menu coverage's provided and paid for by the Company.

The Employer agrees to provide and pay for hospitalization and medical insurance coverage for all members of the bargaining unit and his/her dependents. Health Insurance Employee Contribution: \$200.00 per month, per employee, on a pre-tax basis. The program shall be the Plan approved by the Trustees. Should Federal regulations concerning Healthcare change during the life of this Agreement, the parties shall meet to review said proposals.

The Company may change plans and/or carriers to "comparable" coverage. "Comparable Coverage" shall mean comprehensively equivalent to the existing plan. When the Company decides to change the plan or carrier, it will provide the Union with details of both the current plan and the new comparable plan. If the Union does not agree that the plan or carrier selected by the Company is comparable, it will so state, in writing, to the Company within fourteen (14) calendar days of the plan and/or provider being presented to the Union by the Company- or such longer period as mutually agreed to by the parties in writing – identifying the reasons. In that event, the Company may not unilaterally implement the proposed new plan and/or carrier provided; however, it may immediately process the dispute before a neutral arbitrator selected pursuant to the arbitration step of the grievance procedure. The decision of the arbitrator on this "comparable" issue shall be issued within forty-five (45) calendar days of the Union's written notice contesting that the plan selected by the Company is "comparable" and shall be final and binding and will determine if the Company is authorized to implement the new plan or provider.

For the duration of this Agreement the Employer shall pay monthly to the Employer Teamster Local 205 Welfare Fund the amount of \$117.21 per employee per month for coverage under the Life Insurance, Accidental Death and Dismemberment Insurance, Weekly Sickness and Accident Insurance, and Dental and Eye Care Program.

7/02/2018 EMPR0030		W. PA TEAMSTERS AND EMPLOYERS PENSION FUND EMPLOYER MASTER FILE - INQUIRY		F1 = COMMENTS ENT.= CONTINUE	
2096	205	2096		00 00 0000	
MONG'S DAIRY A DIVISION OF		DAVID SCHNEIDER		A	
SCHNEIDER'S DAIRY INC		726 FRANK STREET		P	PREFERRED
PITTSBURGH	PA 15227	0			
412 881 3525					
0.00	0.00				
0.00	0.00				
7 1 2015	6 30 2016	W	139.1700	139.1700	
7 1 2016	6 30 2017	W	147.5200	147.5200	
7 1 2017	6 30 2018	W	156.3700	156.3700	
7 1 2018	6 30 2019	W	165.7500	165.7500	

No
SELECTION

AGREEMENT

NEW ENTERPRISE STONE & LIME CO., INC.

New Enterprise, PA

and

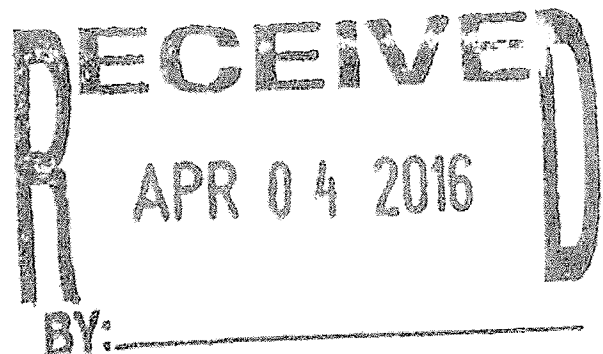
LOCAL UNION NO. 110

and

LOCAL UNION NO. 453

affiliated with

***THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF
AMERICA***



THIS AGREEMENT made and entered into this 15th day of December, 2015,
by and between NEW ENTERPRISE STONE & LIME CO., INC., New Enterprise,
Pennsylvania, hereinafter variously referred to as the "Employer" or "Company" and
LOCAL UNION NO. 453 and LOCAL UNION NO. 110 affiliated with THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA, hereinafter referred to as "Union".

WITNESSETH:

That for the purpose of mutual understanding and in order that a harmonious
relationship may exist between the Company and the Union, to the end that continuous
and efficient service will be rendered to and by both parties for the mutual benefit of
both, it is agreed that:

ARTICLE I

SCOPE OF AGREEMENT

1.01 This Master Collective Bargaining Agreement is applicable to all
operations and subsidiaries of the above named Company within the jurisdiction of
Local No. 453 and 110, in which the Union represents the employees. Individual
differences in wages, hours, and conditions of employment among the various units are
set forth in the attached Exhibits.

1.02 The collective bargaining unit descriptions defining the employees which
the Union represents are set forth in the attached Exhibits but such units are generally
described as follows:

ARTICLE XXVI

TERMINATION

26.01 This Agreement shall become effective upon execution, and shall remain in full force and effect until January 31, 2019. At the end of the full term of this Agreement of January 31, 2019, this Agreement shall be renewed automatically for periods of one (1) year unless either party gives written notice to the other of his desire to modify, amend, or terminate same at least sixty (60) days prior to the expiration date of this Agreement, or any renewal thereof, in which event such Agreement shall terminate.

NEW ENTERPRISE STONE &
LIME CO., INC.
NEW EN

BY:

David P. Andrews, Esq.
Attorney for New Enterprise

THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF
AMERICA, LOCAL UNION NO. 453

BY:

Lawrence A. Wolfe, Jr.
President, Local 453

BY:

Richard J. Emerick
Vice President-HR

THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF
AMERICA, LOCAL UNION NO. 110

BY:

Thomas N. Heider
President, Local 110

Western Maryland Area Teamsters and Employers Pension Fund, and pension contributions will be made in accordance with the Rehabilitation Plan between the Company and the Teamsters Pension Fund for each eligible employee who works seventy-two (72) hours during the work month.

As to those employees in the bargaining unit who are members of Local 110, the Company will continue to participate in the Western Pennsylvania Teamsters and Employers Pension Plan, and pension contributions will be made in accordance with the Rehabilitation Plan between the Company and the Teamsters Pension Fund for each eligible employee who works eighteen (18) hours during the work week..

11.03 Members of Teamsters Local 453 and 110 do hereby waive the right to participate in any Company pension or post retirement plan except as set forth in P11.04 and P11.05 below.

11.04 Employees participating in the Cumberland, Maryland Area Teamsters Pension Fund or the Western Pennsylvania Teamsters and Employers Pension Fund agree that the amount of money credited to their account in the Company Profit Sharing Plan shall remain to the employee's account in the Profit Sharing Plan to be withdrawn by employees and paid to them only according to the terms of the said Profit Sharing Plan.

11.05 The Company shall not allocate a portion of profit sharing contributions made after December 31, 1971, to the account of the employees participating in the Cumberland, Maryland Area Teamsters Pension Fund or the Western Pennsylvania Teamsters and Employers Pension Fund. All such employee interest shall be deemed frozen as of December 31, 1971, and all growth will be restricted to interest, dividends

WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS PENSION FUND

49 AUTO WAY • PITTSBURGH, PA 15206-3663

(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133

EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>Western PA Teamsters
& Employers Pension Fund

MAY 24 2011

2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures			
COMPANY NAME:	New Enterprise Stone & Lime Co		
LOCAL UNION:	110		
Fund Account Number(s)		PREFERRED SCHEDULE	DEFAULT SCHEDULE
1507, 1508, 1509, 1510		<input checked="" type="checkbox"/>	<input type="checkbox"/>
			NO CHANGE
			<input type="checkbox"/>

Dated: 5/20/11

By:

Employer

By:

Employee Representative

7/03/2018 EMPR0030		W. PA TEAMSTERS AND EMPLOYERS PENSION FUND EMPLOYER MASTER FILE - INQUIRY		F1 = COMMENTS ENT.= CONTINUE	
1507	110	1509		00 00 0000	
NEW ENTERPRISE STONE & LIME CO		MISSY FOREMAN X3335		A	
ATTN: MISSY FOREMAN		PO BOX 77		P	PREFERRED
3912 BRUMBAUGH ROAD		NEW ENTERPRISE PA 16664			0.00
814 766 2211		0			0.00
0.00	0.00	0.00	0.00	5 1 2018	14
0.00	0.00	0.00	0.00	5 1 1972	0 0 0
				Y	
				N	
				N	N
5 1 2015	4 30 2016	W	137.8300	137.8300	
5 1 2016	4 30 2017	W	146.1000	146.1000	
5 1 2017	4 30 2018	W	154.8700	154.8700	
5 1 2018	4 30 2019	W	164.1600	164.1600	

ALSO ACCTS

1508 - 1509 - 1510

Received

MAY 16 2014

Western PA Teamsters
& Employers Pension Fund

COLLECTIVE BARGAINING AGREEMENT

NICK STRIMBU, INC.

AND

**TEAMSTERS LOCAL #261, AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, AFL-CIO**

APRIL 1, 2014 – March 31, 2020

Company agrees to open negotiations on wages only on April 1, 2016 and April 1, 2018

In the event of a governmental intervention or otherwise, resulting in a decrease in costs, such savings will be passed on to the Employer to reduce its premium expense. Any employee who qualifies for coverage may waive coverage and opt out of the insurance plan, and such employee will receive the sum of \$600.00 a quarter in lieu of insurance coverage and benefits. Any employee seeking to waive coverage must provide proof of insurance and must sign and comply with the Plan's health and welfare waiver request. If such waiving employee elects to take life insurance or sickness and accident benefits only, the waiver amount will be \$525.00 a quarter.

- (B) Qualifications for coverage. In order to be entitled to receive hospitalization coverage, an employee must actually have gross earnings of \$3,000.00 or more over the four (4) week period starting eight (8) weeks before and ending four (4) weeks immediately before the month of coverage. The qualifier increases annually at the anniversary date of the Agreement by 3% each year for the life of the Agreement. In the event an employee is on vacation during the qualifying month, all vacation days whether paid or unpaid shall count toward the wage qualifier contained in this Article. The money qualifier will be waived if any employee does not qualify due to a slowdown in business and the employee is on the Board, the employee is available for work, and the employee has not refused any loads.
- (C) If any employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of eight (8) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contribution until such employee returns to work; however, such contributions shall not be paid for a period of more than sixteen (16) weeks.

ARTICLE X

SECTION 1

PENSION

- (A) The Employer shall continue to contribute for drivers hired before April 1, 2005, to the Western Pennsylvania Teamsters and Employers Pension Fund as follows:

Effective April 28, 2014 \$76.00 per week 155

All increases mandated by the Teamsters rehabilitation plan will be paid through payroll deduction by the driver.

- (B) The Employer shall continue to contribute weekly for drivers hired after April 1,

2005, to the Western Pennsylvania Teamsters and Employers Pension Fund as follows:

April 28, 2014 - \$12.62	April 1, 2016 - \$14.19	April 1, 2018 - \$15.94
April 1, 2015 - \$13.38	April 1, 2017 - \$15.04	April 1, 2019 - \$16.89

- (C) 401K Plan – Company Match – Drivers will be fully vested at 5 years, present driver’s service with NSI count towards vesting. Company will pay \$.30 on every dollar contributed, by driver, up to 4\$ of the drivers pay. New hires will become eligible for pension and 401K after 1 year of service at NSI.
- (D) In order to be entitled to receive a pension contribution, an employee must qualify by actually having gross earnings of Seven Hundred Fifty Dollars (\$750.00) a week or more during the contribution week effective April 28, 2014. The qualifier increases annually at the anniversary date of the Agreement by 3% each year for the life of the Agreement. The money qualifier will be waived if an employee does not qualify due to a slowdown in business and the employee is on the Board, the employee is available for work, and the employee has not refused any loads. Probationary employees are not entitled to pension plan contributions.
- (E) If any employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of eight (8) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contribution until such employee returns to work; however, such contributions shall not be paid for a period of more than twenty-two (22) weeks.
- (F) If the Western Pennsylvania Teamster and Employers Pension Fund charge any assessments to the Employer during the term of this Agreement, the Employer’s requirement to contribute weekly pension payments hereunder will be suspended by the amount of such assessment(s) until the Employer is repaid the full amount of such assessment(s).

SECTION 2

EARLY RETIREMENT INCENTIVE BONUS

Tier# 1 Drivers are the only Eligible Drivers

In order to receive the early retirement bonus the driver must give (4) weeks’ notice of his intent to retire. Early retirement is the only way to receive this bonus.

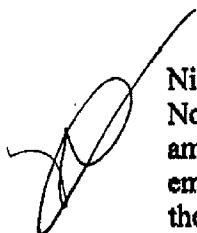
Memorandum of Agreement

Between

Nick Strimbu, Inc.

&

Teamsters Local Union No. 261

 Nick Strimbu, Inc. hereinafter referred to as the Company and Teamsters Local Union No. 261, hereinafter referred to as the Union, agree that the Company will deduct the amounts listed below beginning on the effective dates, weekly from each eligible employee(s) pay. Furthermore the Company agrees to make payment of these funds to the Western Pennsylvania Teamsters and Employers Pension Fund on a monthly basis.

EMPLOYEES PARTICIPATING IN PENSION ACCOUNT 755/261

Effective Date	Current Rate	Conforming Rate	Payroll Deduct
12-1-08	\$72.00/WK	\$76.32/WK	\$4.32/WK
4-1-09	\$74.00/WK	\$80.90/WK	\$6.90/WK
4-1-10	\$74.00/WK	\$85.75/WK	\$11.75/WK
4-1-11 *	\$76.00/WK	\$90.90/WK *	\$14.90/WK

EMPLOYEES PARTICIPATING IN PENSION ACCOUNT 2306/261

Effective Date	Current Rate	Conforming Rate	Payroll Deduct
12-1-08	\$35.00/WK	\$37.10/WK	\$2.10/WK
4-1-09	\$35.00/WK	\$39.33/WK	\$4.33/WK
4-1-10	\$35.00/WK	\$41.69/WK	\$6.69/WK
4-1-11	\$35.00/WK	\$44.19/WK	\$9.19/WK


Signed12/1/08
Date
Signed11/26/08
Date

WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS PENSION FUND

49 AUTO WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: http://www.wpapensionfund.com

Received

AUG 09 2011

2010 REHABILITATION PLAN SELECTION FORM

Western PA Teamsters
Employers Pension Fund

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. *(Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)*

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures			
COMPANY NAME:	Nick Strimbu Trucking		
LOCAL UNION:	261		
Fund Account Number(s)		PREFERRED SCHEDULE	DEFAULT SCHEDULE
755, 2097, 2214, 2306		<input checked="" type="checkbox"/>	<input type="checkbox"/>
			NO CHANGE
			<input type="checkbox"/>

Dated: 7/29/11

By:

[Redacted Signature]

Employer

By:

[Redacted Signature]

Employee Representative

7/03/2018

EMPR0030

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

EMPLOYER MASTER FILE - INQUIRY

F1 = COMMENTS

ENT.= CONTINUE

755

261

755

NICK STRIMBU TRUCKING

NANCY MCCULLOUGH EXT 116

GROUP 1

3500 PARKWAY ROAD

P O BOX 268

BROOKFIELD OH 44403 268

330 448 4046

00 00.0000

A

P

PREFERRED

0.00

0.00

5 1 2018

8

3 1 1962

0 0 0

Y

N

N

N

0.00

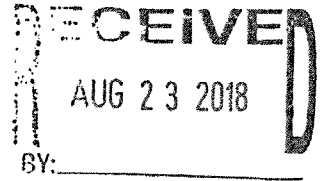
0.00

0.00

0.00

YR	MO	DAY	YR	MO	DAY	W	AMT	AMT
4	1	2015	3	31	2016	W	114.7500	114.7500
4	1	2016	3	31	2017	W	121.6400	121.6400
4	1	2017	3	31	2018	W	128.9400	128.9400
4	1	2018	3	31	2019	W	136.6800	136.6800

DATE		DATE	DATE	DATE
4	1 2016	3 31 2017	W	14.1900
4	1 2017	3 31 2018	W	15.0400
4	1 2018	3 31 2019	W	15.9400
4	1 2019	3 31 2020	W	16.8900



EXTENSION AGREEMENT

This agreement is entered into by and between Alfred Nickles Bakery Inc., Navarre, Ohio (hereinafter referred to as the Employer) and Teamsters Local Union # 585, Washington, Pennsylvania (hereinafter referred to as the Union) for extending the current labor contract covering the jurisdictions or employment referred to therein for one (1) year.

It is specifically agreed that all the terms and conditions, including the grievance arbitration, check-off, etc., language will continue in full force from the expiration date, July 31, 2018 through July 31, 2019. The Employer agrees to pay required increases to the Western Pennsylvania Teamsters and Employers Pension Fund as defined in the Rehabilitation Plan Preferred Schedule and any health care increase required by the Teamsters Local #926 Bakery Welfare Fund during this extension.

FOR THE EMPLOYER

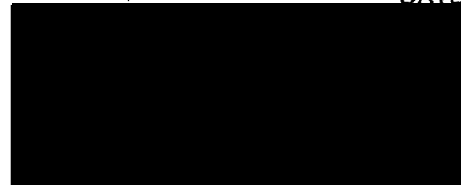


8/23/2018
DATE

FOR THE UNION



8/23/18
DATE



WASHINGTON
Wholesale
Hourly
Drop

EFFECTIVE:
EXPIRATION:

FEBRUARY 20, 2015
JULY 31, 2018

AGREEMENT

BETWEEN

ALFRED NICKLES BAKERY, INC.
WASHINGTON, PENNSYLVANIA

AND

TEAMSTERS LOCAL UNION NO. 585

AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF
AMERICA

whichever is greater, shall be paid at the rate of time and one-half (1-1/2).

Full-time employees shall be guaranteed forty (40) hours per five (5) day workweek.

In weeks in which one of the above listed holidays occur, the wages shall be computed as though they had worked said holiday at straight time hourly rate and overtime for the week shall start after thirty-two (32) hours.

Employee(s) required to have a random drug test will be compensated twenty five dollars (\$25.00) for his time spent to comply with the required test, however the employer will not be required to make any payments if the employee tests positive for drugs or alcohol.

"If a wholesale route salesperson's vehicle is not safe for the road, or if the vehicle should break down on the route, the vehicle will be repaired or replaced. The wholesale route salesperson shall notify the mechanic, branch manager, or designated person of the breakdown. If repairs to, or replacement of the vehicle is not made within two (2) hours of notification, the wholesale route salesperson shall be paid the prevailing rate of checker/shipper for all time spent (after the two (2) hours) on the job while waiting for repairs or replacement, providing the employee has submitted the Company's proper vehicle reports at the end of his/her last scheduled work day. The notification of the time to the mechanic, branch manager or designated person shall begin the process."

ARTICLE IX - PENSION/401K

The Employer shall make the following weekly contributions to the Western Pennsylvania Teamsters and Employers Pension Fund for each regular full-time employee covered by this agreement who has been on the payroll thirty (30) working days or more:

Those employees hired prior to Nov. 21, 1997 the Employer will contribute the following amounts per week per employee:

August 1, 2014	-	\$123.12 per wk
August 1, 2015	-	\$130.51 per wk
August 1, 2016	-	\$138.34 per wk
August 1, 2017	-	\$146.64 per week

Those employees hired after Nov. 21, 1997 the Employer will contribute the following amounts per week per employee:

		Utility:	
August 1, 2014	-	\$86.98 per wk	\$45.00 per wk
August 1, 2015	-	\$92.20 per wk	\$47.70 per wk
August 1, 2016	-	\$97.73 per wk	\$50.56 per wk
August 1, 2017	-	\$103.60 per week	\$53.60 per week

(Utility will begin 90 days after ratification at \$45.00 per week.)

By execution of this Agreement the Employer authorizes the Employers' Association

2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%)).

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution			
COMPANY NAME:	Nickles Bakery		
LOCAL UNION:	585		
Fund Account Number(s)			
1464		PREFERRED SCHEDULE	DEFAULT SCHEDULE
		<input type="checkbox"/>	<input type="checkbox"/>
		NO CHANGE	
		<input type="checkbox"/>	

Dated: 8/17/2014

By:

Employer

By:

Employee Representative

VOE:00000000 00 00/0000
FEDERAL T.D.
STATUS CODE: A
ACCTNO:0000 P PREFERRED

DATE				0.00
DATE PAID				0.00
DATE PAID	6	1	2018	
DATE PAID			5	
DATE PAID	7	1	1968	
EXPIRATION	0	0	0	
CONTRACT #/N	Y			
NOTE PREPARED	N			
NOTE APPROVED	Y			

SAS/R RELEASE 6.03 N 11/87 J4
P001 AGRUP0000 Y 2080 00 N

8	1	2015	7	31	2016	W	130.5100	130.5100
8	1	2016	7	31	2017	W	138.3400	138.3400
8	1	2017	7	31	2018	W	146.6400	146.6400
8	1	2018	7	31	2019	W	155.4400	155.4400

REC'D
1-31-18
EMAIL


COLLECTIVE BARGAINING AGREEMENT
EXTENSION AGREEMENT BY AND BETWEEN
TEAMSTERS LOCAL NO. 926

And

ALFRED NICKLES BAKERY, INC.


Teamsters Local No. 926 and Alfred Nickles Bakery, Inc., party to a Collective Bargaining Agreement (CBA) expiring on May 9, 2017, herewith agree to extend the CBA in accordance with the following terms:

1. The CBA shall be extended through November 30, 2018 until a renewal contract is agreed upon. Either party seeking to terminate this Extension Agreement must provide written notice of their intent to terminate, which will be effective five (5) calendar days upon receipt of written notice.
2. During the extension period, it is agreed that the existing CBA shall continue in place without exception or modification unless otherwise agreed to in writing by the parties.
3. Provided there is no strike activity or work stoppage during the extension period, any necessary increase in Health & Welfare or Pension benefits will be paid and any negotiated increase in wages will be retroactive to the listed expiration of this



David A Gardner
CEO
Alfred Nickles Bakery, Inc.

Date: 1/19/2018



Paul "Dino" Taormina
Teamsters Local No. 926
Business Representative

Date: 1/29/2018

PITTSBURGH
DROP, HOURLY &
COMMISSION SALES

EFFECTIVE: October 3, 2012
EXPIRATION: May 9, 2017

3016
2196

EMAIL
3-20-17

AGREEMENT

BETWEEN

ALFRED NICKLES BAKERY, INC.
PITTSBURGH, PENNSYLVANIA

AND

TEAMSTERS LOCAL UNION NO. 926

AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
AUTOMOTIVE CHAUFFEURS, PARTS, GARAGE AND AIRLINE EMPLOYEES

ARTICLE XVII - HEALTH CARE & BENEFIT PLAN

Effective February 1, 2001, Local 926 shall assume the health care responsibility for all current active employees as well as all future retirees. The current cost of the Local 926 health care coverage including all medical, dental, vision, S. & A., life insurance, A. D. & D. and retiree coverage shall be:

<u>Effective</u>	<u>Rate</u>
Present	\$233.00 per week
10/02/2009	\$253.00 per week
10/04/2010	\$273.00 per week
10/03/2011	\$298.00 per week

The Company will pay for each employee by the 15th of the month for the current month health benefits, and such payment will be based on the weeks worked in the previous month.

An employee must work three (3) days in a week in order to receive contributions on his or her behalf.

Section 2 - Continuation of Contributions

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue the required health care contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue the required health care contributions until such employee returns to work; however, such contributions shall not be for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay for the required coverage in the health care plan during the period of absence as per both Family Leave and/or Cobra requirements.

Section 3 – Employee Contribution

<u>Effective</u>	<u>Rate</u>
Upon ratification	\$ 5.00 per week
10/04/2010	\$10.00 per week
10/03/2011	\$15.00 per week

Effective the date of renewal 2016, of the Bakery Drivers' Welfare Fund, employee's weekly contribution will increase to \$20.00 per week.

ARTICLE XVIII - PENSION PLAN

Section 1 - Definition of Plan

The parties have agreed to the establishment of a Western Pennsylvania Teamsters and Employers Pension Fund for the sole benefit of the employees represented by the Union.

Section 2 - Agreement and Declaration of Trust

The Employer agrees to sign and become a party to the Agreement and Declaration of Trust establishing the Bakery Drivers Local 926 and Baking Industry Pension Fund and to designate as its representatives on the Board of Trustees of such Fund, the Trustees named in the Agreement and Declaration of Trust or their lawful successors, as the Employer Trustees.

Section 3 - Rate of Contribution

(a) Effective February 2, 2001, the Company weekly pension contribution for new hires will be fifty (\$50.00) dollars per week for the first full five (5) years of their actual time worked. After that the Company will increase the rate to the highest weekly negotiated pension rate in effect at that time, on the first of the month in which they obtain five (5) years of service.

Effective April 29, 2001 the pension contribution will increase to one hundred thirty-four (\$134.00) dollars per week for employees hired prior to February 2, 2001.

Effective December 1, 2006, the pension contribution will increase to one hundred sixty-six (\$166.00) dollars per week for all employees with five (5) or more years of service with the Employer.

Effective October 2, 2009, the pension contribution will increase to one hundred seventy-six (\$176.00) dollars per week for all employees with five (5) or more years of service with the Employer.

Effective October 4, 2010, the pension contribution will increase to one hundred eighty-seven (\$187.00) dollars per week for all employees with five (5) or more years of service with the Employer.

Effective October 3, 2011, the pension contribution will increase to one hundred ninety-eight (\$198.00) dollars per week for all employees with five (5) or more years of service with the Employer.

The Company will increase the necessary Pension contribution by 6% as billed by the Pension Fund, October 2016.

(b) The contributions set forth above shall be made for each of the Employer's employees for whom the Union is the collective bargaining representative, provided such employee has been in the employ of the Employer for at least thirty (30) days and has worked three (3) or more days in a given week. Any day for which an employee receives compensation from the Employer shall be considered a day worked.

Section 4 - Plan Qualification

The Pension Plan shall qualify under the appropriate provisions of the Internal Revenue Code of 1954 so as to insure that the Employer contributions thereto will be deductible as ordinary business expense, and shall be subject in all respects to the provisions of the Labor-Management Relations Act of 1947 and any other applicable laws or regulations.

ARTICLE XIX - JURY DUTY PAY

Employees who are subpoenaed for jury duty and who serve on same shall be paid the difference between jury duty pay and their regular earnings for such time as they serve as jurors. Employees who receive notice to serve on jury must notify his or her Employer immediately when such notice is received. If an employee is required to report for jury duty and does report five (5) days in any week, such jury duty shall constitute a full workweek. Should any employee be excused from jury duty before he or she has reported five (5) days in any workweek, it shall be necessary for him or her to report that fact to his or her Employer. His or her Employer may then require him or her to work the balance of the week up to a combined total (jury plus workdays) of five (5) days. Pay for jury duty shall be limited to a maximum of three (3) weeks.

Pittsburgh Mechanics
Teamster Local 926

Effective: October 3, 2012
Expiration: May 9, 2017

ADDENDUM TO WHOLESALE AGREEMENT
NICKLES BAKERY MECHANICS - PITTSBURGH, OHIO

The terms incorporated herein between Nickles Bakery, Inc., and Teamsters Local Union No. 926 shall supplement, change or modify conditions of the Wholesale Bakery Agreement to the extent specified herein and shall remain in full force and effect for MECHANICS employed from October 3, 2012 through May 9, 2017.

ARTICLE VI – SENIORITY

Section 3 Seniority Departments

The Mechanics classification shall have separate seniority.

ARTICLE XII – WAGE SCHEDULES – WORKING CONDITIONS

Section 3 Uniforms

The Company will provide and pay the total cost of one (1) uniform change per day for each mechanic.

Section 4 Mechanics Wages

Section 5 Schedules & Overtime

All work performed over forty hours in any one (1) week, or 32 hours in a holiday week will be paid for at the rate of time and one-half. There shall be no pyramiding of overtime.

Employees called out to work outside of the regularly scheduled hours shall receive a minimum of four (4) hours pay if they remain at work such pay shall be at one and one-half (1-1/2) times their current hourly rate.

<u>Effective</u>	<u>Rate</u>
Present	\$233.00 per week
10/02/2009	\$253.00 per week
10/04/2010	\$273.00 per week
10/03/2011	\$298.00 per week

The Company will pay for each employee by the 15th of the month for the current month health benefits, and such payment will be based on the weeks worked in the previous month.

An employee must work three (3) days in a week in order to receive contributions on his or her behalf.

Effective the date of renewal 2016, of the Bakery Drivers' Welfare Fund, employee's weekly contribution will increase to \$20.00 per week.

Section 2 - Continuation of Contributions

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue the required health care contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue the required health care contributions until such employee returns to work; however, such contributions shall not be for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay for the required coverage in the health care plan during the period of absence as per both Family Leave and/or Cobra requirements.

ARTICLE XVIII - PENSION PLAN

Effective March 30, 2003 the Pension contribution shall be one hundred six dollars (\$106.00) per week for the mechanics classification.

Effective September 28, 2003 the Pension contribution shall be one hundred sixteen dollars (\$116.00) per week for the mechanics classification.

Effective September 26, 2004 the Pension contribution shall be one hundred thirty-four dollars (\$134.00) per week for the mechanics classification.

Effective April 1, 2003, the Company weekly pension contribution for newly hired mechanics will be fifty (\$50.00) dollars per week for the first full five (5) years of their actual time worked. After that the Company will increase the rate to the highest weekly negotiated pension rate in effect at that time, on the first of the month in which they obtain five (5) years of service.

Effective December 1, 2006 the Pension contribution shall be one hundred sixty-six dollars (\$166.00) per week for the mechanics classification with five (5) or more years of service with the Employer.

Effective October 2, 2009, the Pension contribution shall be one hundred seventy-six dollars (\$176.00) per week for the mechanics classification with five (5) or more years of service with the Employer.

Effective October 4, 2010, the Pension contribution shall be one hundred eighty-seven dollars (\$187.00) per week for the mechanics classification with five (5) or more years of service with the Employer.

Effective October 3, 2011, the Pension contribution shall be one hundred ninety-eight dollars (\$198.00) per week for the mechanics classification with five (5) or more years of service with the Employer.

The Company will increase the necessary Pension contribution by 6% as billed by the Pension Fund, October 2016.

ARTICLE XX – MISCELLANEOUS

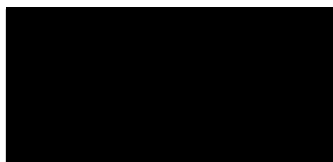
Section 4. Tool Allowance and Insurance

Company will pay up to \$325.00 in a calendar year, for new tools, receipts are required. The Company agrees to provide and pay the total cost for Tool Insurance (fire and theft) for each employee. In order to be eligible for theft coverage, there must be proof of forcible breaking and entering.

ARTICLE XXVI – TERM OF AGREEMENT

This Agreement shall be in full force and effect from October 3, 2012, through May 9, 2017, and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to date of expiration.

TEAMSTERS LOCAL 926



6/8/16
Date

ALFRED NICKLES BAKERY, INC.



6/5/16
David A. Gardner, President/C.E.O. Date



Tony Sieg
Vice President - Human Resources

6/29/16
Date

WESTERN PENNSYLVANIA TEAMSTERS AND EMPLOYERS PENSION FUND

49 AUTO WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>

JAN 16 2014

Western PA Teamsters
Employers Pension Fund

2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures				
COMPANY NAME:	Nickles Bakery			
LOCAL UNION:	926			
Fund Account Number(s)				
2196, 8016		PREFERRED SCHEDULE	DEFAULT SCHEDULE	NO CHANGE
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dated: 1/15/14

By: 

7/03/2018		W. PA TEAMSTERS AND EMPLOYERS PENSION FUND		F1 = COMMENTS	
EMPR0030		EMPLOYER MASTER FILE - INQUIRY		ENT.= CONTINUE	
2196				00	00 0000
926	8016			A	
NICKLES BAKERY				P	PREFERRED
SUSAN DALEY	X447				
NEW HIRES (MECHANICS)					0.00
ATTN: SUSAN DALEY					0.00
26 N MAIN STREET				5	1 2018
NAVARRE	OH 44662	0			0
330 879 5635				2	2 2001
				0	0 0
				Y	
				N	
		0.00	0.00		
		0.00	0.00		
					N
10	1 2014	9 30 2015	W	63.1200	63.1200
10	1 2015	9 30 2016	W	66.9100	66.9100
10	1 2016	9 30 2017	W	70.9300	70.9300
10	1 2017	9 30 2018	W	75.1900	75.1900

7/03/2018

EMPR0030

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

EMPLOYER MASTER FILE - INQUIRY

F1 = COMMENTS

ENT.= CONTINUE

8016

926

NICKLES BAKERY

SUSAN DALEY

ATTN: SUSAN DALEY

26 N MAIN STREET

NAVARRE

330 879 5635

8016

X447

OH 44662

0

0.00

823.40-

0.00

0.00

00/00 0000

A

P

PREFERRED

0.00

0.00

5 1 2018

5

1 1 1979

0 0 0

Y

N

Y

N

DATE	1/2 P RATE	EMP. DATE	W	E/R RATE	S/P RATE
10 1 2014	9 30 2015	W	235.9600	235.9600	
10 1 2015	9 30 2016	W	250.1200	250.1200	
10 1 2016	9 30 2017	W	265.1300	265.1300	
10 1 2017	9 30 2018	W	281.0400	281.0400	

TENTATIVE CONTRACT AGREEMENT
between
NORMA Pennsylvania
and
TEAMSTERS Local 926

February 15, 2017

REC'D
EMAIL
6-17-17

This Tentative Contract Agreement is for a new agreement between NORMA Pennsylvania and Teamsters Local 926 to be effective from September 1, 2016, until August 31, 2019, and incorporates by reference all of the tentative agreements reached in the negotiations between the parties since August 3, 2016;

1. **Wage Increases and Shift Differential:**

2. **Health Care:**

Increase the cap on monthly per employee health care contributions as shown:

Effective 3/1/17	Effective 1/1/18	Effective 1/1/19
\$1200	\$1250	\$1300

3. **Pension:**

Increase weekly pension contributions to the following amounts:

Effective 9/1/16	Effective 9/1/17	Effective 9/1/18
\$137.60	\$145.85	\$154.61

4. **Weekend Overtime for Maintenance (Section 5.18.4):**

Offer weekend overtime by classification, seniority, and shifts as agreed.

Received

OCT 27 2011

Western PA Teamsters
& Employers Pension Fund

**WESTERN PENNSYLVANIA
TEAMSTERS AND EMPLOYERS PENSION FUND**

49 AUTO WAY • PITTSBURGH, PA 15206-3663
(412) 362-4200 • TOLL FREE (800) 362-4201 • FAX (412) 362-3133
EMAIL: contactus@wpapensionfund.com • WEBSITE: <http://www.wpapensionfund.com>

2010 REHABILITATION PLAN SELECTION FORM

By execution of this form, the undersigned contributing employer and employee bargaining representative (the "Bargaining Parties"), acknowledge their understanding and agree that the annual rate increases owed to the Western Pennsylvania Teamsters and Employers Pension Fund ("Pension Fund") on behalf of employees covered under one or more collective bargaining agreements or participation agreements determine the benefit structure for benefits as described in the Pension Fund's 2010 Rehabilitation Plan.

The Bargaining Parties acknowledge that a copy of the 2010 Rehabilitation Plan has been provided and that they are aware that it sets forth two alternative schedules of contribution and benefit structures, one of which must be selected by the Bargaining Parties when collective bargaining agreements and participation agreements come up for renewal. It also provides for benefit structures which apply in the interim period prior to renewal.

The Bargaining Parties acknowledge their understanding that the "Preferred Schedule" will be deemed to apply to pending agreements which already have a six (6%) percent annual contribution increase in place by the end of 2011. For existing agreements which do not provide for a six (6%) percent contribution increase beginning in 2011, if checked below, the Bargaining Parties hereby agree that the contribution obligation stated in the applicable collective bargaining agreement is amended, effective on the anniversary date of that agreement, by such amount as is necessary to comply with the annual six (6%) percent requirement set forth in the 2010 Rehabilitation Plan. (Note that if compliance with the Rehabilitation Plan is delayed past 2011, greater contribution increases will be required for selection of the Preferred Schedule in 2012 (8%), 2013 (10%) or 2014 (12%).)

If checked below, the Bargaining Parties can select the "Default Schedule"; however, if selected in 2011, annual contribution increases of eight (8%) are required. Greater increases apply if the Default Schedule is first selected or imposed in 2012 (11%), 2013 (14%) or 2014 (17%).

The Bargaining Parties may choose to retain an existing contribution structure which does not provide for annual six (6%) percent contribution increases for the remaining term of a pending collective bargaining agreement which does not expire in 2011. However, by indicating "No Change" on this form, the Bargaining Parties acknowledge their understanding that the 2010 Rehabilitation Plan provides that for service earned after February 1, 2011, Unit Multipliers will be reduced by 50% until the pending collective bargaining agreement is renewed and one of the applicable schedules is selected or imposed.

Verification of Contribution and Benefit Structures			
COMPANY NAME:	Breeze Ind. Products, Corp.		
LOCAL UNION:	926		
Fund Account Number(s)	2202	PREFERRED SCHEDULE	DEFAULT SCHEDULE
		<input checked="" type="checkbox"/>	<input type="checkbox"/>
			NO CHANGE
			<input type="checkbox"/>

Dated: 10-12-11

By: [Redacted Signature]

7/03/2018

EMPR0030

W. PA TEAMSTERS AND EMPLOYERS PENSION FUND

EMPLOYER MASTER FILE - INQUIRY

F1 = COMMENTS

ENT. = CONTINUE

2202

926

2202

NORMA PENNSYLVANIA, INC.

TERRY X1011

3582 TUNNELTON ROAD

SALTSBURG

PA 15681

0

724 639 3571

00 00 0000

A

P

PREFERRED

0.00

0.00

5 1 2018

209

8 1 2001

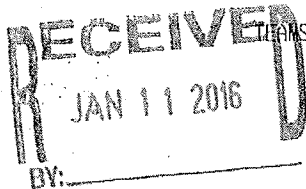
0 0 0

Y

Y

N

	9	1	2015	8	31	2016	W	129.8100	129.8100
	9	1	2016	8	31	2017	W	137.6000	137.6000
	9	1	2017	8	31	2018	W	145.8500	145.8500
	9	1	2018	8	31	2019	W	154.6100	154.6100



2008/585

BY: _____

AGREEMENT

THIS AGREEMENT, is made and entered into the 9th day of December, 2014, between NORTH FRANKLIN TOWNSHIP of 620 Franklin Farms Road, Washington, Pennsylvania, hereinafter referred to as the "Township",

^
N
D

GENERAL TEAMSTERS LOCAL UNION #585, affiliated with the International Brotherhood of Teamsters, referred to as the "Union".

WITNESSETH

WHEREAS, the parties hereto are desirous of entering into an agreement as to wage rates and conditions of employment and to do away with the possibility of strikes, boycotts, lockouts and the like.

NOW, THEREFORE, the Township and the Union, acting by and through their duly authorized agents, hereby agree as follows:

GENERAL TEAMSTERS LOCAL UNION #585, affiliated with the International Brotherhood of Teamsters, referred to as the "Union".

PREAMBLE

The purpose of this Agreement is to promote harmony and cooperation between the Township and the employees; it is the continuing policy of the Township and the Union that the provisions of this Agreement shall be applied to all employees without regard to age, sex, race, color, religion or national origin.

Use of the personal pronouns "he" or "she" in all cases, shall be interpreted to apply to both sexes equally and without discrimination.

GENERAL TEAMSTERS LOCAL UNION #585, affiliated with the International Brotherhood of Teamsters, referred to as the "Union".

ARTICLE I
RECOGNITION

Section 1.1 - Recognition of Union. The Township recognizes the Union as the exclusive representative of "employees" as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees. Whenever used in this Agreement, the term "employees" shall mean all full time and non-professional employees including but not limited to Road Department employees, excluding management-level employees, first-level supervisors, confidential employees and guards as defined in the Public Employee Relations Act (Act) employed by the Township at its Municipal Building located at 620 Franklin Farms Road, Washington, Pennsylvania, and further excluding temporary personnel as defined in Section 1.4 of this agreement and part-time personnel as defined in Section 1.5 of this agreement, guards, office clericals, managerial personnel, confidential personnel, supervisors as defined in the National Labor Relations Act and all other personnel.

defined as mother, father, children, husband, wife, brother, sister, stepparent, grandparents, grandchildren, stepchildren, mother-in-law or father-in-law. In the event of death of an employee's brother-in-law, sister-in-law and/or aunt or uncle, the employees will be granted two (2) consecutive days off with pay – the employees' regular base salary rate per scheduled work day. The intent of the parties is to permit employees time off in the event bereavement without loss of regular pay.

Section 10.3 – Military Leave. Any employee drafted or enlisted in the Armed Services of the United States shall be guaranteed all rights and privileges to which they are entitled under the law.

ARTICLE XI HEALTH, WELFARE, LIFE INSURANCE AND PENSION

a. Section 11.1 – Health and Welfare (Medical Insurance) The Township shall maintain a hospitalization policy through the Select Blue Program managed by the, Employers-Teamsters Local 205 Welfare Fund or equivalent, on each eligible full time employee in the employ of the Township as of the ratification of this agreement, and their immediate family, if applicable, and if requested by an employee.

b. Section 11.2 – Life Insurance. The Township will pay the premiums for continuing the existing term life insurance coverage for all eligible full time employees and those part-time bargaining unit personnel in the employ of the Township as of July 1, 1995.

c. Section 11.3 – Pension Plan. All eligible full time bargaining unit employees in the employ of the Township as of July 1, 1995, or hired thereafter, will be covered under the W. PA Teamsters and Employers Pension Plan in accordance with the terms of the Pension Trust Agreement and Plan. There shall be no other fund under this contract for operations under this contract or for operations to which the employer who is a party to this contract are also a party.

The amount of employer contribution shall be as follows:

2015 – Effective January 1, 2015 there will be an increase of \$6.00 per week per employee - \$101.26

2016 – Effective January 1, 2016 pension contributions will increase an additional \$6.25 per week per employee – \$107.51

2017 – Effective January 1, 2017 pension contributions will increase an additional \$6.75 per week per employee – \$114.26

2018 - Effective January 1, 2018 pension contributions will increase an additional \$7.00 per week per employee – \$121.26

7/03/2018 EMPR0030		W. PA TEAMSTERS AND EMPLOYERS PENSION FUND EMPLOYER MASTER FILE - INQUIRY		F1 = COMMENTS ENT.= CONTINUE	
2008		2008		00 00 0000	
585		NORTH FRANKLIN TOWNSHIP		A	
JULIE		ATTN: JULIE DOTSON		P PREFERRED	
620 FRANKLIN FARMS ROAD		WASHINGTON PA 15301 0		0.00	
724 228 3330				0.00	
0.00		0.00		5 1 2018	
0.00		0.00		3	
				7 1 1992	
				0 0 0	
				Y	
				Y	
				N	
1 1 2015		12 31 2015		W 101.2600	
1 1 2016		12 31 2016		W 107.5100	
1 1 2017		12 31 2017		W 114.2600	
1 1 2018		12 31 2018		W 121.2600	

No
SELECTION