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**Collective Bargaining Agreement
By and Between
Office and Professional Employees International Union
Local No. 30
And
The International Association of Bridge, Structural, Ornamental & Reinforcing
Iron Workers Local Union No. 75**

This Agreement entered between Office and Professional Employees International Union, Local No. 30 hereinafter known as the Union and the International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers, Local Union No. 75, hereinafter known as the Employer have mutually agreed to extend the current Collective Bargaining Agreement through May 31, 2018.

As agreed upon by both parties; this Collective Bargaining Agreement will remain in effect and shall be extended though May 31, 2018

This Agreement shall be in full force and effect on and after the 1st day of June 2016 to and including the 31st day of May 2018.

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

International Association of Bridge,
Structural, Ornamental & Reinforcing Iron
Workers, Local Union No. 75


Terry L. Wright, Business Manager & FST

Date

5/31/16

Office and Professional Employees
International Union, Local No. 30


Mark Baily, Business Agent

Date

5/31/16

Office and Professional Employees International Union, AFL-CIO

Marianne Giordano
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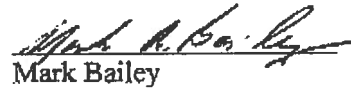
**Memorandum of Agreement
By and Between
Ironworkers Local Union 75
And
Office and Professional Employees International Union, Local 30**

The parties mutually agree that the terms and conditions of the current collective bargaining agreement between Iron Workers Local 75 and Office and Professional Employees International Union Local 30 remains in effect and shall be extended for three years with no changes; starting June 1, 2013 through May 31, 2016

For Ironworkers, Local Union 75

For OPEIU, Local 30


Martin Murphy
Business Manager
Ironworkers, Local 75


Mark Bailey
Business Agent
OPEIU, Local 30

7/12/2013
Date

7/9/2013
Date



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**International Association of Bridge, Structural, Ornamental &
Reinforcing Iron Workers, Local No. 75**

AND

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



MAY 1, 2002 THROUGH JUNE 30, 2010

INDEX

| ARTICLE | TITLE | PAGE |
|-------------|---------------------------------------------------------|-------|
| I | PREAMBLE | 1 |
| II | RECOGNITION | 1 |
| III | BONDING | 2 |
| IV | WAGE SCALES & CLASSIFICATIONS | 2 |
| V | PROBATIONARY, TEMPORARY AND REGULAR PART-TIME EMPLOYEES | 2 |
| VI | HOURS OF WORK | 2,3 |
| VII | TECHNOLOGICAL CHANGES | 3 |
| VIII | NONDISCRIMINATING | 3 |
| IX | HOLIDAYS | 4 |
| X | VACATIONS | 4 |
| XI | SICK LEAVE & LEAVE-OF-ABSENCES | 5 |
| XII | WELFARE | 5,6 |
| XIII | SENIORITY | 6 |
| XIV | LAYOFF AND REHIRE PROCEDURE | 7 |
| XV | UNEMPLOYMENT INSURANCE | 7 |
| XVI | TERMINATION OF EMPLOYEE | 7 |
| XVII | JOB VACANCIES | 7,8 |
| XVIII | VOTING | 8 |
| XIX | VISITATION | 8 |
| XX | REIMBURSEMENT TO EMPLOYEES | 9 |
| XXI | GRIEVANCE AND ARBITRATION | 9,10 |
| XXII | UNION SHOP CARD | 10 |
| XXIII | SEVERABILITY | 10 |
| XXIV | PENSION | 10,11 |
| XXV | DURATION | 11,12 |
| EXHIBIT AAg | WAGE ASSIGNMENTS | 13-18 |
| EXHIBIT ABg | HOLIDAYS | 19 |

COLLECTIVE BARGAINING AGREEMENT

between

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 56
and
**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL & REINFORCING
IRON WORKERS, LOCAL NO. 75**

This Agreement entered into this 1st day of May, 2002 by and between **OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 56**, hereinafter known as the Union and **INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL & REINFORCING IRON WORKERS, LOCAL NO. 75**, hereinafter known as the Employer.

ARTICLE I - PREAMBLE

The purpose of the Agreement is to establish harmonious relations between the parties and to facilitate orderly adjustment of grievances, complaints and disputes which may arise from time to time between the Employer and the Union. This Agreement is entered into in consideration of the mutual performance thereof in good faith by the parties.

ARTICLE II - RECOGNITION

- Section 1. The Employer agrees to recognize the Union as the sole collective bargaining agent for all office, clerical, technical and professional employees, exclusive of supervisory employees with authority to hire, transfer, suspend, layoff, re-call, promote, discharge or discipline other employees or effectively recommend such action. If, in connection with the foregoing, the exercise of such authority is not of merely routine nature, but requires the use of independent judgment.
- Section 2. The Union agrees to use every reasonable effort to promote the welfare of the Employer.
- Section 3. The Employer recognizes the fact that bonafide supervisory employees are only those who have the authority to hire, promote, discipline, discharge, or otherwise change status, and it is not its policy to establish jobs or job titles for the purpose of excluding such employees from the unit as established in this Article.
- Section 4. The Employer or his representative shall make known to the employee the duties she/he is to perform and from whom she/he is to receive his instruction.
- Section 5. No employee shall, as a condition of his employment, be required or permitted to participate in any internal political action of their Employer, nor shall they be required or permitted to campaign for any individuals who are candidates for a union office.
- Section 6. The employees assure the Employer that they shall keep all business of the Employer confidential including any and all information in files, records, correspondence or otherwise obtained at their place of employment. Violations of the above will be brought to the attention of the employee, and may result in immediate discipline or discharge.

ARTICLE III - BONDING

When the Employer requires a Fidelity Bond of any employee, the premium of said bond shall be paid by the Employer.

ARTICLE IV - WAGE SCALES AND CLASSIFICATIONS

- Section 1. The Employer agrees to PAY NOT LESS THAN THE MINIMUM hourly wage scale shown in Exhibit "A" of this Agreement.
- Section 2. It is expressly agreed that the wage scale herein provided for are minimum scales. No clause in this Agreement shall at any time be so construed as to reduce the pay. Increase the hours, nor shall privileges now enjoyed by the employees be eliminated as a result of this Agreement. Nor can it be construed that an employee may not obtain a salary above the minimum, be granted an increase in pay before the period specified, or be advanced or promoted in the service of the Employer.
- Section 3. Any employee working regularly on a combination of classifications shall be paid the wage scale of the highest classification for the work day of four (4) hours or more.
- Section 4. Any position not covered by Exhibit "A" or any positions which may be established during the life of this Agreement shall be subject to negotiations between the Employer and the Union. In the event that the parties are unable to agree as to the classification and rate of pay for the job in question, such dispute shall be submitted to the grievance and arbitration machinery contained in this Agreement.

ARTICLE V - PROBATIONARY, TEMPORARY AND REGULAR PART-TIME EMPLOYEES

- Section 1. All employees may be regarded as probationary employees for the first ninety (90) days of employment. There shall be no responsibility for re-employment of probationary employees if they are laid off or discharged during the probationary period, except that the Union reserves the right to take up grievances resulting from activities in actions arising from membership in the Union.
- Section 2. At the close of the probationary period, the employee shall be considered a regular employee, except as otherwise provided in the Agreement, and shall be entitled to all contract benefits.
- Section 3. The Temporary employees must be informed at the start of employment and may not work past three (3) months of employment, except as replacement for periods of sick leave, vacation or leave of absence.
- Section 4. Regular part-time employees must be covered by all the conditions set forth in the Agreement for regular employees.

ARTICLE VI - HOURS OF WORK

- Section 1. The minimum work week for regular full-time employees shall be forty (40) hours, consisting of five (5) eight (8) hour days, Monday through Friday, with the exclusion of a lunch period to be taken no later than five (5) hours after the start of the work day. All time worked in excess of eight (8) hours in any one day shall be paid for at the rate of time and one-half (1-1/2). All time worked in excess of forty (40) consecutive hours per week, Monday through Friday, shall be paid for at the rate of time and one-half (1-1/2). All work performed before 8:00 a.m. and after 12:00 a.m. will be at the double time rate.

ARTICLE VI - HOURS OF WORK - Continued

Should economic conditions deteriorate to the point where the Employer feels he must reduce the number of hours worked by the management employees and the bargaining unit employees, he may reduce the bargaining unit employees hours to thirty-five (35) hours per week provided written notice is given to Office and Professional Employees International Union, Local No. 56, prior to such reduction in hours. Once implemented, any such reduction in hours shall be reviewed by the Employer and the Local Union at ninety (90) day intervals to determine the need for continuance of the reduction in hours. At no time will any new employees be hired while reduction in hours is in effect, except for replacements, or unless agreed to by Local Union No. 56.

- Section 2. Upon mutual agreement between the Employer and the employees, those employees desiring to work a four (4) day week consisting of forty (40) hours, Monday through Friday, may do so. The regular work week for such employees shall consist of ten (10) hours per day, four (4) days, not to exceed forty (40) hours in any one week. Any time worked in excess of ten (10) hours in any one day shall be paid for at the rate of time and one-half (1-1/2). Any time worked in excess of forty (40) hours in any one week, Monday through Friday, shall be paid for at the rate of time and one-half (1-1/2). This option may be canceled at any time by either Employer or employees by either party giving the other five (5) days notice.
- Section 3. Any work performed on Saturday shall be paid for at the rate of time and one-half (1-1/2). Any work performed on Sunday shall be paid for at the rate of double time. Employees reporting for work shall receive not less than two (2) hours pay at the applicable rate if no work is provided.
- Section 4. When an employee must return to work after the completion of the regular eight (8) hour day, Monday through Friday, they shall be compensated at the rate of time and one-half (1-1/2) for not less than two (2) hours.

ARTICLE VII - TECHNOLOGICAL CHANGES

- Section 1. In the event of proposed technological changes, such as the introduction of data processing equipment, computers or other automated office machines, the Employer agrees to discuss such changes with the Union Representative before such changes are made.
- Section 2. Any job created by virtue of the installation of such equipment will be posted for bidding among the employees within the collective bargaining unit.
- Section 3. In the event training programs are necessary for employees to qualify for such jobs, the Employer agrees to institute a training program for those senior employees to be displaced who wish to accept employment in the resultant automated positions. Senior employees shall be given first opportunity to qualify for the new positions before any persons outside the bargaining unit are hired to fill the resultant job.

ARTICLE VIII - NON-DISCRIMINATION

- Section 1. The Employer agrees that he will not discriminate against an employee because of his activity as a member of the Union or because of non-membership in the Union.
- Section 2. Neither the Employer nor the Union in carrying out their obligations under this contract shall discriminate in matters of hiring, training, promotions, transfer, layoff, discharge or otherwise because of race, creed, color, national origin, marital status, sex, age, religion or handicap.

ARTICLE IX - HOLIDAYS

- Section 1. All employees coming under the jurisdiction of this Agreement shall be allowed a minimum of nine (9) holidays with pay. As many of these holidays as possible are to coincide with the holidays observed by the Employer. (See Exhibit "B"). The Martin Luther King holiday shall be recognized when the Employer receives the same holiday from its signatory contractors. Holidays falling on Saturday or Sunday shall be observed either on Friday or Monday at the option of the Employer.
- Section 2. All employees required to work on any holiday shall be compensated at the rate of time and one-half (1-1/2). Those not required to work on holidays shall receive their straight time rate of pay.
- Section 3. In the event any of holidays observed in this Article, Section 1, occur during the period of an employee's vacation, an additional day's vacation or pay shall be allowed for each holiday so occurring, at the Employer's option.
- Section 4. A REGULAR PART-TIME EMPLOYEE shall be paid for a holiday at the regular scale, if the holiday falls within the time regularly employed.
- Section 5. No work shall be performed on Labor Day except in extreme emergencies.

ARTICLE X - VACATIONS

- Section 1. Each employee in the employ of the Employer for at least one year (1) shall receive one (1) week's vacation with pay.
- Section 2. Each employee in the employ of the Employer for two years or more shall receive two (2) weeks' vacation with pay.
- Section 3. Each employee in the employ of the Employer for five years or more shall receive three (3) weeks' vacation with pay.
- Section 4. It shall be mandatory that all vacation time accumulated be used each year, or such vacation shall be considered waived, unless the inability to take vacation was caused by the needs of the Employer's business, in which case the employee shall be compensated for such unused vacation time on each anniversary date of employment.
- Section 5. Whenever possible, the Employer shall grant vacation time to accommodate the employees; however, such vacation period must be arranged to avoid unnecessary interference with the Employer's operation.
- Section 6. Senior employees shall be given preference in the selection of vacation periods.
- Section 7. Should an employee's service be terminated, they shall be paid the pro rata portion of all earned but unused vacation in accordance with the terms of this Agreement. An employee resigning without giving notice as required in Article XVI, Section 2 of this Agreement shall not be entitled to any accrued vacation pay or severance pay. Furthermore, there will be no payment of pro rata vacation should an employee terminate prior to the completion of one (1) full year of employment. Periods of absence from work due to sickness as provided in Article XI during the employment term shall be considered as time worked in the computation of vacation credit.

ARTICLE XI - SICK LEAVE AND LEAVE-OF-ABSENCE

- Section 1. All permanent employees shall be granted with pay twelve (12) days sick leave per year, accumulated at the rate of one (1) day per month from date of hire.
- Section 2. Sick leave shall be granted only in case of sickness or injury.
- Section 3. All unused sick leave shall be accumulated at the rate of one (1) day per month to a maximum of thirty (30) working days to be used as needed, with pay, in case of prolonged illness.
- Section 4. At the Employer's option, after twelve (12) months of continuous service, an employee may obtain a leave-of-absence due to a sickness or other causes, without pay, which shall not exceed six (6) months. Such leave-of-absence shall be verified in writing, in triplicate, once copy to the Employer, one copy to the Union, and one copy to the employee. At the expiration of such leave, the employee shall be reinstated without loss of any of their rights or privileges of seniority.
- Section 5. If an employee is selected to perform work for the Office and Professional Employees International Union, Local No. 56, including conventions and conferences, at the Employer's option, the employee may be granted a reasonable time off.
- Section 6. JURY DUTY PAY: When an employee is called for jury duty and must serve, the employee shall suffer no loss of rights or benefits. When an employee is excused from jury duty they must return to the job.
- Section 7. BEREAVEMENT LEAVE: In the case of death in the immediate family, an employee shall be granted a leave-of-absence of five (5) work days, of which three (3) working days shall be with pay and two (2) working days shall be without pay, in State, and seven (7) working days will be recognized, of which five (5) working days shall be with pay, and two (2) working days shall be without pay for out of-State. This leave-of-absence shall not be charged against sick leave. Immediate family shall consist of the following: Spouse, parents, spouse's parents, children, step-children, brothers and sisters. The same amount of time as set forth above shall be granted without pay, upon request for a leave of absence, in the event of the death of an employee's grandparents, grandchildren, brother-in-law or sister-in-law.

ARTICLE XII - WELFARE

- Section 1. The Employer has previously executed or will execute a Subscriber's Agreement and by such Agreement shall become and will remain a party employer to the Agreement and Declaration of Trust of the Office and Professional Employee's Welfare Fund (hereinafter known as the "Fund").
- Section 2. Contributions shall be due by the Employer and coverage shall be provided by the Fund on the first day of any given month for any regular employee who has worked at least eighty (80) hours in the previous calendar month. Work as used herein includes paid holidays, vacation and sick leave.

Section 3. Health and Welfare coverage shall include the following:

1. For employees and their eligible dependents:
 - a. Comprehensive Hospital Medical Benefits and Prescription Drug Program
 - b. Dental Expense Benefits Plan C
 - c. Orthodontic Treatment Benefits
 - d. Vision Care Benefits Plan B

ARTICLE XII - WELFARE - Continued

2. For employees only:
 - a. Extended Disability Benefits
 - b. \$12,000 Life Insurance Benefits and Accidental Death and Dismemberment Benefits

Section 4. The Employer shall contribute to the fund a monthly amount which is required to maintain in effect the benefits listed in Section 3. Should the monthly contribution increase from \$527.00, the Employer retains the right to negotiate the employee distribution of any future increase in premium. The amount of such contribution shall be determined by the Board of Trustees of the Fund and such Trustee action shall be binding on the Employer. The Employer will pay any difference in contribution increases and shall be open to negotiation if increase is over \$50.00 in the year 2000 or 2001.

Section 5. The Employer contribution, as provided herein, shall be made on eligible employees on the effective date, after ninety (90) days of employment.

Section 6. The Employer shall continue contributions for the first calendar month following the month in which the employee begins a sick leave or personal leave-of-absence, or layoff. Thereafter, the employee shall make provisions for the payment of the full amount of the contribution which is then to be paid by the employee.

Section 7. If during the course of this agreement the Ironworker=s, Local Union 75 amends their Health and Welfare plan to allow the clerical staff to participate in their program, the clerical staff may vote as a group to stay with the Western States Health and Welfare Fund or switch to the Ironworkers= Plan.

ARTICLE XIII - SENIORITY

Seniority is defined as an employee's continuous service with the Employer based upon the time actually spent on the payroll plus approved absence. An employee will lose seniority if he is discharged for just cause; when he quits; or when he has been laid off for a period in excess of one (1) year. Any employee who has been discharged and then reinstated by the Grievance Procedure shall retain his seniority.

ARTICLE XIV - LAYOFF AND REHIRE PROCEDURE

When it becomes necessary to layoff employees, they will be laid off according to their seniority, without regard to classification, provided the employee with greater seniority is capable and willing to perform work available in the office. Recalls will be made in the reverse order of layoff.

ARTICLE XV - UNEMPLOYMENT INSURANCE

Employer shall provide unemployment insurance coverage for all employees through the Employment Security Commission.

ARTICLE XVI - TERMINATION OF EMPLOYEE

Section 1. It is hereby agreed that the Employer has the right to discharge for sufficient and reasonable cause. The Employer agrees to advise the Union of any such discharge and the reasons thereof prior to such action.

ARTICLE XVI - TERMINATION OF EMPLOYEE - Continued

Section 2. Regular employees after six (6) months' service shall be required to give one (1) week's notice prior to resignation; and the Employer shall be required to give one (1) week's notice prior to laying off any employee who has served at least six (6) months or one (1) week's salary in lieu of notice to such employee. In the case of notice to regular employees who shall have served three (3) years or more, two (2) weeks' notice shall be required from either the employee or the Employer or two (2) weeks' salary in lieu thereof.

Section 3. An employee resigning without giving the aforementioned notice shall not be entitled to any severance pay.

Section 4. Vacation or vacation pay shall in no way be construed as payment for notice or termination pay.

Section 5. Any controversy arising out of this discharge procedure concerning monies due will be arbitrated as set forth in Article XXI and shall be binding, notwithstanding any other clauses in this Agreement.

ARTICLE XVII - JOB VACANCIES

Section 1. The Employer agrees that when vacancies occur or when new employees are needed to perform work covered by the collective bargaining agreement. It shall notify the Union as to the number and type of employees desired and the Union shall endeavor to supply such help.

Section 2. The Employer shall requisition all employees in the bargaining unit from the Hiring Hall of Local Union No. 56.

A. There shall be two lists: an "A" and "B" list.

1. The "A" list shall consist of the employees who have worked 1600 hours in the last four (4) years for Employers signatory to Local Union No. 56 agreements.
2. When Group "A" has been exhausted, all other registrants who are properly qualified and registered on Group "B" list and who are available for employment will be dispatched from the hiring hall.
3. The "B" list shall consist of any other applicants.
4. The Employer has the right to request any employee off the "A" list. The "B" list shall consist of any others who do not qualify for the "A" list.

Section 3. The selection of applicants for referral to jobs shall be on a non-discriminatory basis and shall not be based on or in any way affected by Union membership, by-laws, constitutional provisions, or any other aspects or obligations of Union membership, policies or Union requirements.

Section 4. The Employer has the right to make personal interviews of all applicants referred to him by Local Union No. 56.

Section 5. The Employer retains the right to reject any applicant referred by Local Union No. 56 for any lawful purposes.

ARTICLE XVIII - VOTING

All existing State and Federal Statutes or Decisions with regard to State and National elections, etc., shall be complied with.

ARTICLE XIX - VISITATION

With the Employer's permission, it is mutually agreed that an employee has the right to discuss any grievances with the Union Representative during working hours.

ARTICLE XX - REIMBURSEMENT TO EMPLOYEES

- Section 1. Office employees are not to furnish normal office equipment or supplies unless properly reimbursed; and, if any office employee incurs any expenses during the performance of his/her duties, he/she shall be reimbursed.
- Section 2. Employees who are required to use their own vehicle to travel during working hours performing Employer's business shall be paid mileage of twenty-three (23) cents per mile, plus any expenses incurred for parking, etc. This shall not apply when the employee is furnished with a car or when depositing mail on the way home from work.
- Section 3. Employees who are required to travel out of town for the Employer shall be paid at the regular hourly rate of one hour's pay for each fifty (50) miles traveled, plus twenty-three (23) cents per mile, plus any expenses incurred for meals and lodging upon presentation of receipts for same.

ARTICLE XXI - GRIEVANCE AND ARBITRATION

- Section 1. A grievance within the meaning of this Agreement shall be any difference of opinion, controversy or dispute arising between the parties hereto relating to any matter of wages, hours and working conditions, or any dispute between the parties involving interpretation or application of any provision of this Agreement and shall be processed in the following manner:
- a. An aggrieved employee must first present the grievance to the Employer and/or the Union Steward within two (2) working days after grievance occurs.
 - b. If the grievance is not settled in the first step within two (2) working days, it shall be presented in writing through the Union to the Employer within five (5) working days thereafter.
 - c. If no agreement can be reached on the grievance within ten (10) working days from the date it was first presented to the Employer, either the Employer or the Union may request in writing that the matter be submitted to a Board of Adjustment within three (3) working days thereafter. The Board of Adjustment shall be comprised of two (2) representatives of the Union to be selected by the Union and two (2) representatives of the Employers signatory to this Agreement and shall be selected by the Employer involved in the grievance. The Board of Adjustment shall render its decision within five (5) working days after submission.

ARTICLE XXI - GRIEVANCE AND ARBITRATION - Continued

- d. If the Board of Adjustment is unable to reach a decision in five (5) working days, they shall endeavor to mutually select an impartial arbitrator to render a decision which shall be binding on all parties to the grievance. If the Employer and the Union cannot agree upon an arbitrator within seventy-two (72) hours, a joint request will be made to the Federal Mediation and Conciliation Service to forward a list of five (5) impartial arbitrators with each side having the option of scratching two (2). Decision of the arbitrator is to be final and binding, with the expense of the arbitrator to be divided equally by the parties. Time limits set forth shall exclude Saturdays, Sundays and Holidays. Time limits may be extended by mutual consent of the parties.
- e. Nothing contained herein may be interpreted to permit or grant power to the arbitrator to alter, amend, modify, or otherwise change any terms or conditions of the collective bargaining agreement.

ARTICLE XXII - UNION SHOP CARD

The Employer agrees to permit the display of a Union Shop Card signifying that the office is staffed by members of the Office and Professional Employees International Union, Local 56, AFL-CIO and under agreement with the Union. This card is to be property of the Union.

ARTICLE XXIII - SEVERABILITY

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

ARTICLE XXIV - PENSION

Section 1. Effective May 1, 2002, the Employer agrees to contribute to the Western State Office and Professional Employees Pension Trust Fund a contribution on behalf of each employee in the amount of one dollar and sixty cents (\$1.60) per hour worked. Effective May 1, 2003, the Employer agrees to contribute to the Western State Office and Professional Employees Pension Trust Fund a contribution on behalf of each employee in the amount of one dollar and eighty cents (\$1.80) per hour worked. Effective May 1, 2004, the Employer agrees to contribute to the Western State Office and Professional Employees Pension Trust Fund a contribution on behalf of each employee in the amount of two dollars (\$2.00) per hour worked.

The Employer contribution, as provided herein, shall be made on eligible employees on the effective date except for employees serving their ninety (90) day probationary period. The contribution for probationary employees shall start on the first of the month following their ninety (90) day probationary period.

- Section 2. This shall apply to all employees not presently covered by another pension plan which is completely Employer paid.
- Section 3. Regular part-time employees who work over eighty (80) hours per month shall be covered by the provisions of this Article.
- Section 4. The Employer and the employees agree to be bound by the terms and provisions of the Trust Agreement, and amendments hereto, of the Western States Office and Professional Employees Pension Trust Fund.

ARTICLE XXV - ANNUITY

Effective May 1, 2002 employees beginning their sixth (6th) year of employment will receive a contribution from the employer to an IRA/SEP account. Employees beginning their sixth (6th) year of employment will receive a contribution to their IRA/SEP account in the amount of fifty cents (.50) per hour worked. Employees beginning their seventh (7th) year of employment will receive a contribution to their IRA/SEP account in the amount of one dollar (1.00 per hour worked. Employees beginning their eighth (8th) year of employment will receive a contribution to their IRA/SEP account in the amount of one dollar and fifty cents (1.50) per hour worked. Employees beginning their ninth (9th) year of employment will receive a contribution to their IRA/SEP account in the amount of (2.00) per hour worked. Employees beginning their tenth (10th) year of employment will receive a contribution to their IRA/SEP account in the amount of (2.50) per hour worked.

ARTICLE XXVI - DURATION

This Agreement shall be in full force and effect on and after the 1st day of May, 2002, to and including the 30th day of April, 2007, and shall be automatically renewed from year to year, unless the Union or the signatory Employer serves upon the other a ninety (90) day written notice of desire to modify, amend or terminate this Agreement prior to May 1, 2007. If agreement upon such amendments or modifications is not reached before the 30th day of April, 2007, this Agreement automatically terminates unless prior to that date, the parties, in writing, have agreed to extend this Agreement for a specified period of time. This agreement shall be opened for Wages, Health and Welfare, Pension and Annuity on May 1, 2005 and on May 1, 2006.

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

International Association of Bridge, Structural,
Ornamental & Reinforcing Iron Workers,
Local No. 75

Office and Professional Employees
International Union, Local No. 56


Joe Standley, Business Manager


Linda J. Long, Secretary/Treasurer

EXHIBIT "A"

Section 1. HOURLY RATE SCHEDULE EFFECTIVE MAY 1, 2002

| <u>GROUP I</u> | <u>First Year</u> | <u>After 1 Year</u> |
|------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------|
| Addressograph Operator Duplicator/Mimeograph Operator PBX Operator Clerks Receptions/Typists | \$8.36 | \$8.96 |
| <u>GROUP II</u> | | |
| General Office Worker Accounting Clerk Posting Machine Operator Statistical Typist Stenographer Cashier | \$8.65 | \$9.55 |
| <u>GROUP III</u> | | |
| General Secretary Full Charge Bookkeeper IBM Operator Remington Rand Operator Job Dispatcher Claims Processor | \$11.85 | \$12.01 |
| <u>GROUP IV</u> | | |
| Executive Secretary Accountant Skilled Trade Union Employees | \$14.61 | |
| <u>GROUP V</u> | \$16.35 | |

EXHIBIT "A" - HOURLY RATE SCHEDULE EFFECTIVE MAY 1, 2002 - Continued

Section 2. INEXPERIENCED EMPLOYEES. There shall be a Classification for Inexperienced Employees. This rating shall apply to only persons who have office training, but have never worked in an office and have no office experience. Records of their on the job training shall be kept by the Job Dispatcher for the Union who will furnish the records to the Employer for the Union who will furnish the records to the Employer for the purpose of determining their starting wage. Approval to use this classification must first be obtained from the Union. Inexperienced employees shall receive an hourly wage rate of:

| First 30 Days | Second 30 Days | Third 30 Days |
|---------------|----------------|---------------|
| \$7.21 | \$7.35 | \$7.87 |

Section 3. Employees falling in Group I shall be able to perform any one or all operations.

Employees falling in Group II shall be able to perform any one or all of the operations, plus those listed in Group I.

Employee falling in Group III shall be able to perform any one or all of the operations, plus those listed in Group I and Group II.

General Secretary - In addition to being a General Office Worker, this classification also includes one who exercises independent judgment in answering confidential correspondence without direction or dictation.

Employees falling in Group IV must be able to answer personal and confidential correspondence, with or without dictation, or outline the duties of the other job descriptions, or is the personal secretary of the office manager or Business Manager of the Employer, or have complete charge of the books of the Organization.

Employees falling in a Group V must be prepared to assume very diversified positions with responsibilities that incorporate accounting and microcomputer accounting skills with word processing, spreadsheets, database management, and top notch office techniques. All duties are performed on own initiative, rarely requiring supervision except in cases where unusual circumstances prevail.

EXHIBIT "A"

Section 1. HOURLY RATE SCHEDULE EFFECTIVE MAY 1, 2003

| <u>GROUP I</u> | <u>First Year</u> | <u>After 1 Year</u> |
|------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------|
| Addressograph Operator Duplicator/Mimeograph Operator PBX Operator Clerks Receptions/Typists | \$8.61 | \$9.23 |
| <u>GROUP II</u> | | |
| General Office Worker Accounting Clerk Posting Machine Operator Statistical Typist Stenographer Cashier | \$8.91 | \$9.84 |
| <u>GROUP III</u> | | |
| General Secretary Full Charge Bookkeeper IBM Operator Remington Rand Operator Job Dispatcher Claims Processor | \$12.21 | \$12.37 |
| <u>GROUP IV</u> | | |
| Executive Secretary Accountant Skilled Trade Union Employees | \$15.34 | |
| <u>GROUP V</u> | \$17.35 | |

EXHIBIT "A" - HOURLY RATE SCHEDULE EFFECTIVE MAY 1, 2003 - Continued

Section 2. INEXPERIENCED EMPLOYEES: There shall be a Classification for inexperienced Employees: @. This rating shall apply to only persons who have office training, but have never worked in an office and have no office experience. Records of their on the job training shall be kept by the Job Dispatcher for the Union who will furnish the records to the Employer for the Union who will furnish the records to the Employer for the purpose of determining their starting wage. Approval to use this classification must first be obtained from the Union. Inexperienced employees shall receive an hourly wage rate of:

| First 30 Days | Second 30 Days | Third 30 Days |
|---------------|----------------|---------------|
| \$7.43 | \$7.57 | \$8.11 |

Section 3. Employees falling in Group I shall be able to perform any one or all operations.

Employees falling in Group II shall be able to perform any one or all of the operations, plus those listed in Group I.

Employee falling in Group III shall be able to perform any one or all of the operations, plus those listed in Group I and Group II.

General Secretary - In addition to being a General Office Worker, this classification also includes one who exercises independent judgment in answering confidential correspondence without direction or dictation.

Employees falling in Group IV must be able to answer personal and confidential correspondence, with or without dictation, or outline the duties of the other job descriptions, or is the personal secretary of the office manager or Business Manager of the Employer, or have complete charge of the books of the Organization.

Employees falling in a Group V must be prepared to assume very diversified positions with responsibilities that incorporate accounting and microcomputer accounting skills with word processing, spreadsheets, database management, and top notch office techniques. All duties are performed on own initiative, rarely requiring supervision except in cases where unusual circumstances prevail.

EXHIBIT "A"

Section 1. HOURLY RATE SCHEDULE EFFECTIVE MAY 1, 2004

| | <u>First</u> <u>Year</u> | <u>After</u> <u>1 Year</u> |
|--------------------------------|-----------------------------|-------------------------------|
| <u>GROUP I</u> | | |
| Addressograph Operator | \$8.87 | \$9.51 |
| Duplicator/Mimeograph Operator | | |
| PBX Operator | | |
| Clerks | | |
| Receptions/Typists | | |
| <u>GROUP II</u> | | |
| General Office Worker | \$9.18 | \$10.14 |
| Accounting Clerk | | |
| Posting Machine Operator | | |
| Statistical Typist | | |
| Stenographer | | |
| Cashier | | |
| <u>GROUP III</u> | | |
| General Secretary | \$12.58 | \$12.74 |
| Full Charge Bookkeeper | | |
| IBM Operator | | |
| Remington Rand Operator | | |
| Job Dispatcher | | |
| Claims Processor | | |
| <u>GROUP IV</u> | | |
| Executive Secretary | \$16.11 | |
| Accountant | | |
| Skilled Trade Union Employees | | |
| <u>GROUP V</u> | \$18.35 | |

EXHIBIT "A" - HOURLY RATE SCHEDULE EFFECTIVE MAY 1, 2004 - Continued

Section 2. **INEXPERIENCED EMPLOYEES.** There shall be a Classification for Inexperienced Employees. This rating shall apply to only persons who have office training, but have never worked in an office and have no office experience. Records of their on the job training shall be kept by the Job Dispatcher for the Union who will furnish the records to the Employer for the Union who will furnish the records to the Employer for the purpose of determining their starting wage. Approval to use this classification must first be obtained from the Union. Inexperienced employees shall receive an hourly wage rate of:

| First 30 Days | Second 30 Days | Third 30 Days |
|---------------|----------------|---------------|
| \$7.65 | \$7.80 | \$8.35 |

Section 3. **Employees falling in Group I** shall be able to perform any one or all operations.

Employees falling in Group II shall be able to perform any one or all of the operations, plus those listed in Group I.

Employee falling in Group III shall be able to perform any one or all of the operations, plus those listed in Group I and Group II.

General Secretary - In addition to being a General Office Worker, this classification also includes one who exercises independent judgment in answering confidential correspondence without direction or dictation.

Employees falling in Group IV must be able to answer personal and confidential correspondence, with or without dictation, or outline the duties of the other job descriptions, or is the personal secretary of the office manager or Business Manager of the Employer, or have complete charge of the books of the Organization.

Employees falling in a Group V must be prepared to assume very diversified positions with responsibilities that incorporate accounting and microcomputer accounting skills with word processing, spreadsheets, database management, and top notch office techniques. All duties are performed on own initiative, rarely requiring supervision except in cases where unusual circumstances prevail.

EXHIBIT "B" HOLIDAYS

The following lists of holidays are submitted for observance:

New Year's
Day
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
The Day after Thanksgiving
Christmas Eve Day
Christmas Day



Local Union No. 56

Office & Professional Employees Local No. 56

11070 NORTH 24TH AVENUE
PHOENIX AZ 85029-4700
602-266-1200

January 26, 2006

Ironworkers, #75
Mr. Buzz Murphy
860 E. ENWOOD
Phoenix, AZ 85040

Dear Brother Murphy,

In accordance with the "Duration" article of the current Collective Bargaining Agreement between our respective Local Unions, notice is hereby given of the desire of Office & Professional Employees International Union, Local No. 56 to modify and amend this Agreement.

Please contact this office to schedule a mutually agreeable time and place to begin negotiations. This opening letter is for wages and benefits only.

Sincerely & Fraternally

L. Vedo
Linda R. Vedo
President

February 8, 2006

Attention: Linda R. Vedo, President
Office & Professional Employees #56

Please be advised that both interested parties have agreed not to open for wages and benefits on May 1, 2006.

Sent on January 26, 2006 via facsimile and to follow via USPS. Please sign and return via facsimile to OPEIU, #56 at 602-266-1205.

Received by: *Martin Buzz Murphy* Date: February 8, 2006
Martin "Buzz" Murphy

Teresa E. Delgado February 8, 2006
Teresa E. Delgado LU 56





Local Union No. 56

Office & Professional Employees Local No. 56

11070 NORTH 24TH AVENUE
PHOENIX AZ 85029-4700
602-266-1200

ADDENDUM

It is hereby agreed this 1st day of March 2005 to amend and make a permanent and final part of the current Collective Bargaining Agreement between OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 56 and INTERNATIONAL ASSOCIATION OF BRIDGE STRUCTURAL, ORNAMENTAL & REINFORCING IRON WORKERS, LOCAL NO. 75 the following:

ARTICLE XXIV - PENSION

Effective March 1, 2005, the Employer agrees to contribute to the Western State Office and Professional Employees Pension Trust Fund a contribution on behalf of the current employees only in the amount of three dollars (\$3.00) per hour worked.

In the event that any new employee should fulfill their probationary period, which would qualify them for benefits in accordance with the current Collective Bargaining Agreement, the additional one dollar (\$1.00) that is being contributed on behalf of the current employee shall revert back to two dollars (\$2.00) and the wages of the current employee shall be increased by one dollar (\$1.00).

(For the purpose of this addendum, the "current" employee is any employee working for the Employer at the time of the signing of this Addendum.)

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

APPROVED BY EMPLOYER
NEGOTIATING COMMITTEE:

[Signature] 6-30-05
Date
Buz Murphy, Business Manager

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL NO. 56:

[Signature] 4-5-05
Date
Linda R. Vedo, OPEIU Local 56





**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL,
ORNAMENTAL & REINFORCING IRON WORKERS**

LOCAL UNION NO. 75

950 E. ELWOOD • PHOENIX, ARIZONA 85040 • (602) 268-1449

Martin "Buzz" Murphy
Financial Secretary/Treasurer
and Business Manager

August 8, 2006

Office and Professional Employees
International Union AFL-CIO
OPEIU Local 30
4560 Alvarado Canyon Road Suite 2H
San Diego, California 92120

Dear Jeff:

As per our discussion pertaining to my contract agreement,
attached is a copy of the agreement signed between myself
Theresa E. Delgado, Office Administrator/Office Manager and
Martin F. "Buzz" Murphy, Business Manager of Ironworkers
Local Union No. 75.

Please be advised that this agreement was agreed upon
between both parties and applies to wage rates only;
increases are to be applied as follows; see attachment for
rate increases and signatures.

If you have any questions or concern please give me a call
at 602-268-1449 Ext 10 or you can email me at
theresad@ironworkers75.org.

Fraternally,

Theresa E. Delgado
Office Administrator

TD: OPEIU #30
AFL/CIO


Enclosure

SECRETARY MEMORANDUM AGREEMENT

THE FOLLOWING AGREEMENT BETWEEN LOCAL UNION NO. 75 AND OFFICE
MANAGER THERESA DELGADO WAS AGREED UPON AND WENT INTO
EFFECT ON 1 AUGUST, 2006:

- | | | |
|----|----------------|------------------|
| A) | 1 AUGUST, 2006 | \$ 1.25 INCREASE |
| B) | 1 JUNE, 2007 | \$ 1.25 INCREASE |
| C) | 1 JUNE, 2008 | \$ 1.50 INCREASE |
| D) | 1 JUNE, 2009 | \$ 1.50 INCREASE |

THERE WERE NO OTHER CHANGES TO BE MADE


MARTIN "BUZZ" MURPHY
BUSINESS MANAGER/ST
IRONWORKERS LOCAL 75


THERESA DELGADO
OFFICE MANAGER