

MEMORANDUM OF AGREEMENT

between

Ironworkers Local 383

and

Office and Professional Employees International Union, Local 39

SECTION 1. WAGES

The parties agree that effective June 1, 2003, Lisa Venske shall receive an hourly wage rate of \$18.09. This wage rate applies until June 1, 2004.

SECTION 2. PENSION

NAME OF PLAN: Iron Workers LU & DC Officers and Employees Pension Plan

CUSTODIAN: Jiggs Higgs, Administrator

	Employer Contribution	Employee Contribution
Effective 1/1/03	<u>20%</u>	<u>0%</u>

SECTION 3. INSURANCE

The employer currently provides Iron Workers Local 383 Health Care Plan insurance coverage for the employee, and shall continue to maintain these benefits at the same or higher level of coverage for the duration of this agreement under the terms set forth in Article XXVI.

STATEMENT OF MONTHLY HEALTH INSURANCE PREMIUMS PAID

Employer contribution \$4.50 per hour; Employee contribution 0.

SECTION 4.

PERSONAL HOLIDAYS

The additional paid holiday put in effect on March 19, 1995 will remain in effect, bringing the total annual holiday allotment to 11 paid holidays. The additional holiday will be a floating, personal holiday.

SECTION 5.

ACCUMULATED LEAVE TIME

As of June 1, 2003, Lisa has accrued vacation time of 140 hours.
As of June 1, 2003, Lisa has accrued sick leave time of 720 hours.

SECTION 6.

HOURS OF WORK

	Start time	End time
Monday – Friday	<u>7:30 a.m.</u>	<u>4:00 p.m.</u>

AND

The Employee shall be entitled to 15 minutes of paid break time and 30 minutes of unpaid break time each work day.

As agreed to this 25th day of June, 2003.

Lisa Venske, Employee

Sam Wilcox, Business Manager
Ironworkers Local 383

John Peterson, Business Manager
OPEIU Local #39