

**HUDSON HOISTING LLC
AND
LOCAL NO. 11, INTERNATIONAL BROTHERHOOD OF TEAMSTERS
COLLECTIVE BARGAINING AGREEMENT**

This Agreement made and entered into by Hudson Hoisting LLC ("Employer") and
Local No. 11, International Brotherhood of Teamsters ("Union") effective January 1, 2020:

WITNESSETH:

That for and in consideration of the mutual promises herein made, the parties agree as follows:

ARTICLE I. RECOGNITION.

Section 1. The Employer recognizes the Union as the exclusive bargaining agent for all full-time and regular part-time drivers employed at its Englewood, New Jersey, facility, and specifically excludes from this recognition all production and maintenance employees, office clerical employees, managerial employees, professional employees, sales employees, confidential employees, guards and supervisors as defined in the Act.

Section 2. Part-time employees who regularly are scheduled to work twenty (20) hours per week or less shall be excluded from the bargaining unit and shall not be covered by this Agreement.

Section 3. "Employee" as used in this Agreement shall mean only those individuals represented by the Union. "Full-time employee" as used in this Agreement shall mean only an employee regularly scheduled to work thirty-five (35) or more hours per week.

ARTICLE II. UNION SECURITY AND CHECK-OFF.

Section 1. All present employees who are members of the Union on the date of execution of this

Agreement shall remain members in good standing as a condition of employment. All present employees who are not members of the Union and all employees who are hired hereafter shall become and remain members in good standing of the Union as a condition of employment on and after the 31st day following the beginning of their employment.

Section 2. Check-Off. The Employer, after receipt of written authorization from each employee who is a member of the Union, shall deduct the dues from said employee's paycheck due to him on the first payday of each month and shall transmit them to the Secretary-Treasurer of the Union. Any such employee who does not receive a paycheck on the first payday of the month shall have his dues deducted from the first paycheck he receives in the month. The Employer further agrees to notify the Union when employees are discharged, granted unpaid leaves of absence, or leave the employ of the Employer for any reason whatsoever when submitting the dues deduction list to the Union office each month.

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In making the deductions and transmittals as above specified, the Employer shall rely upon the most recent communication from the Union as to the rate of monthly dues and the proper amount of initiation fee.

The total amount deducted shall be paid to the Union's Secretary-Treasurer within the month it is due. The Union shall promptly provide employees with receipts acknowledging dues paid.

Section 3. The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities for damages, back pay or penalties, including defense costs, for which the Employer is held liable by a judgment filed in a court of competent jurisdiction; and which liability for damages, back pay or penalties was incurred by the Employer's

compliance with the foregoing provisions of this Article.

ARTICLE III. PROBATIONARY PERIOD.

Section 1. An employee shall be a probationary employee until he has worked for the Employer for one-hundred and eighty (180) calendar days following his most recent date of hire. The one-hundred and eighty (180) day period may be extended by mutual agreement so long as the request is made prior to the expiration of the first one-hundred and eighty (180) days. After the employee has worked such period, the employee shall gain seniority status and his seniority date shall revert to the most recent date of hire. During the probationary period, the employee may be discharged for any or no reason and without resort to the grievance and arbitration procedures. However, no employee shall be discharged in violation of any federal or New Jersey State statute.

ARTICLE IV. UNION REPRESENTATION.

Section 1. Duly authorized representatives of the Union designated to the Employer in writing will be permitted access to the facility at mutually agreeable times, upon prior notification, for the sole purpose of considering matters covered by this Agreement. Such access shall not be withheld unreasonably. The Union's representative shall not engage in any activities which interfere with the work of any employee or any of the Employer's operations.

ARTICLE V. UNION STEWARDS.

Section 1. The Union shall designate one shop steward, with or without an election pursuant to the Union's own internal procedures. to act as its agent to the Employer for the purpose of treating matters which arise under this Agreement. The Union may designate a second steward if the size of the bargaining unit expands to more than forty employees. The Union may also

designate one alternate steward to serve if the shop steward is unavailable. The Union shall notify the Employer in writing as to the steward and alternate so designated. An employee shall not be permitted to engage in steward duties until such notification is received. The steward shall refer all controversies to the Union Business Agent.

ARTICLE VI. WAGES.

Section 1. The following are the minimum wage rates for each job title:

<u>Classifications</u>	<u>Hourly Minimums</u>
Foreman	\$30.00
Assistant Foreman	\$24.00
Driver Class A with Boom + Forklift Cert	\$22.00
Driver Class A	\$20.00
Driver Class B with Boom + Forklift Cert.	\$16.50
Class B	\$15.00
Senior Mechanic	\$18.50
Mechanic	\$16.00
Driver Assistant	\$10.00*
Laborer	\$10.00*

*Greater of Minimum, the federal or applicable state minimum wage.

No Employee shall be paid less than the contractual minimum wage rate.

Section 2. New hires shall be hired at no less than the above wage rates which rates shall automatically be increased to reflect any increase in the federal or state minimum wage.

Section 3. Employees on the payroll on December 1, 2019, after all wages are adjusted to comply with the minimum wage rates set forth above, shall receive a 75¢ per hour increase on January 1, 2020. Thereafter, all employees shall receive the following hourly wage increases:

- On January 1, 2021 - 55¢ per hour
- On January 1, 2022 - 60¢ per hour

Section 4. Wages shall not be changed because an employee is temporarily assigned to full-time work outside of his usual job title. The wages of a laid-off full-time employee performing part-time work shall be in accordance with Article IX.

ARTICLE VII. MANAGEMENT RIGHTS.

Section 1. The Employer shall have the right to manage its operations and to direct and schedule the work force at its sole discretion except as explicitly modified herein. The management of the operations facility includes but shall not be limited to the right to plan, direct, and control operations; to hire, discharge, lay off, assign and transfer all employees; to schedule hours of work, shifts, overtime, and holiday work; to promote, demote, discipline, suspend or discharge employees; to relieve or reassign employees from duties due to lack of work and operational needs; to determine all methods and manner of production and service; and to subcontract, as determined by management. The Employer retains its right to classify employees at its sole discretion based upon the Employer's assessment of the employee's skill and taking into account seniority.

Section 2. The Employer retains the right to make and enforce such rules, procedures, manuals, pamphlets and other requirements as it deems necessary or appropriate; to establish and enforce standards of work and quality; to determine the size of the work force; to promulgate and enforce work rules, lawful drug and alcohol testing programs, and safety rules, programs and procedures; to contract work whenever it is necessary; to determine the method of its operation; to determine and implement technological innovations and changes; to determine the number of management personnel and supervisors to be employed and their utilization; and to do all things not violative of a specific provision of this Agreement which it, in its sole judgment, decides upon, including

using supervisors in such manner as it determines.

Section 3. If any full-time employee is laid off, then the employer shall not subcontract traditional bargaining unit work which can be performed at the Employer's premises with reasonable efficiency. In evaluating "reasonable efficiency," the Employer may take into account its technical abilities, machinery available, skills of employees, capacity and customer demands for timely delivery of work.

ARTICLE VIII. GRIEVANCE AND ARBITRATION PROCEDURE.

Section 1. A grievance shall be defined as a dispute or complaint on the part of the Union or an employee pertaining to an alleged breach of this Agreement by the Employer, and shall be processed and disposed of in the following manner:

Step 1. Within a reasonable time, but not more than five business days following the alleged occurrence giving rise to the grievance, an employee having a grievance and his union steward shall take it up with the employee's immediate supervisor. The Employer shall give its answer to the employee or to his union steward within five business days after the presentation of the grievance in this Step 1.

Step 2. If the grievance is not settled in Step 1, the grievance may, within five business days after the answer in Step 1, be presented in Step 2. When grievances are presented in Step 2, they shall be reduced to writing, signed by the grievant and his union steward, and presented to the Employer's Step 2 designee. The written grievance at this Step shall specify the facts and the relief requested. A grievance so presented in Step 2 shall be answered by the Employer in writing within ten business days after its presentation.

Section 2. A grievance, as defined in the Grievance Procedure provision, which has not been

resolved thereunder may, within fifteen business days after completion of Step 2 of the Grievance Procedure, be referred for arbitration by the Union (employees shall have no independent right to arbitration) to an arbitrator selected mutually by the attorneys for the Union and the Employer. If the parties are unable to agree on the designation of an arbitrator, the Union may apply to the New Jersey State Mediation Board for appointment of an arbitrator in accordance with the Board's rules and regulations.

a. The fees and expenses of the arbitrator shall be borne equally by the parties.

b. The award of an arbitrator hereunder shall be final, conclusive and binding upon the Employer, the Union and the employees.

c. The arbitrator shall have jurisdiction only over disputes arising out of grievances, as defined in this Grievance Procedure provision, and he shall have no power to add to, subtract from, or modify in any way any of the terms of this Agreement.

Section 4. Any disposition of a grievance from which no appeal is taken within the time limits specified herein shall be deemed resolved on the basis of the Employer's last answer and shall not thereafter be considered subject to the Grievance and Arbitration provisions of this Agreement. The limitations of time in this Article are of the essence, provided, however, that time limits may be extended by mutual agreement in writing. No relaxation of the time limitations for any grievance shall serve as a precedent to excuse the observance of the time limits in any other instance.

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ARTICLE IX. LAYOFF AND SENIORITY.

Section 1. Non-probationary full-time employees shall have seniority from their initial date of hire.

Section 2. The Employer shall maintain separate seniority lists for each Department that it establishes. Upon request, these copies of lists shall be provided to the Union.

Section 3. The Employer retains the right to reduce the work force. Departmental seniority governs layoffs, but employees have interdepartmental bump rights based on overall seniority so long as employees have the necessary qualifications, knowledge and ability.

Section 4. Full-time employees on layoff status shall be offered the opportunity to perform any available part-time bargaining unit work assignment. Any full-time employee accepting such work shall receive the part-time rate for the task in question.

Section 5. Recall rights expire nine (9) months from the day of layoff or other break-in-service except that in the case of an employee with two or more years seniority on the day of his break-in-service, recall rights shall be extended to twelve (12) months from the date of break-in-service so long as the break-in-service is caused by a qualified NJ Disability or Workers Compensation leave. 

Section 6. Employees with greater than 15 years of seniority who have a break-in-service because of a qualified NJ Disability or Workers Compensation Leave shall retain recall rights to a job for which they are qualified (but not necessarily the job which they had at the time that the break began) for two years. Upon recall, for purposes of vacation and sick pay only, such employee shall be credited with pre-break-in-service seniority.

ARTICLE X. DISCIPLINE.

Section 1. The Employer shall not discipline or discharge any Employee without cause.

ARTICLE XI. NO STRIKE, NO LOCKOUT.

Section 1. There shall be no strike, work stoppage, slowdown, picketing or other interference with or interruption of the Employer's business during the term of this Agreement. There shall be no lockout by the Employer during the term of this Agreement.

Section 2. An employee who violates the foregoing provision shall be subject to immediate discharge.

Section 3. In the event of an unauthorized strike, the Union will do all within its power to secure the immediate return of the strikers to work, including immediately sending express written notice at its expense to each employee, with copies to the Employer, urging compliance with this Article.

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ARTICLE XII. HOURS OF WORK, OVERTIME AND SHIFT PREMIUM.

Section 1. The Employer may change the start and finish times due to production requirements but shall give reasonable notice of such changes.

The Employer shall pay overtime at one- and one-half times normal hourly pay: a) for all hours worked in excess of 40 hours in any workweek. The calculation of overtime hours to meet the 40-hour requirement for overtime pay shall include all authorized paid time (such as sick time, paid leave, and/or vacation) plus credit for completing an entire shift if the employee is authorized in writing by a designated official of the Employer to leave the shift early because of a bonafide emergency. The Employer shall pay overtime at one and three-quarters (1.75) times normal hourly pay for all hours worked in excess of 12 hours in a workday; the Employer shall

pay overtime at twice the normal hourly pay for all hours worked on Sunday. There shall be no pyramiding of overtime. If the Employer requires an employee to perform snow removal services outside of normal work hours, then the Employer shall pay twice the normal hourly pay for such work without any pyramiding.

Section 2. The Employer shall make reasonable efforts to distribute overtime opportunities equally and fairly, taking into account the Employer's work requirements and the ability of the employee to perform the assigned task. The Employer may make mandatory assignments of overtime if required, but shall make reasonable efforts in accordance with the above principles to make such assignments in inverse seniority order, again taking into account the Employer's work requirements and employee's ability.

Section 3. The Employer shall pay a ten percent (10%) shift pay differential for any shift beginning after 10:59 A.M. excluding any lunch period.

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ARTICLE XIII. HOLIDAYS.

Section 1. Provided that the Employee works the scheduled day before and the scheduled day after the following holidays, or has a scheduled day off, full-time employees shall receive a regular day's straight-time pay, though no work is performed, on the following holidays: New Year's Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Day, and one other holiday to be designated by the Employer at eight hours straight time pay. The Employer shall designate the additional holiday so as to create a four day weekend if, in its judgment, business conditions permit.

If any of these holidays falls on a weekend, the Employer shall designate the

preceding Friday or the following Monday as the day of holiday observance. Holiday pay shall be paid at the same time as other days within the same pay period.

Section 2. In addition to holiday pay, all bargaining unit employees shall be compensated at one and three-quarters (1.75) times their hourly rate for all hours actually worked on the above holidays.

Section 3. New Employees must be on the Employer's payroll for more than thirty (30) calendar days in order to be eligible for Section 1 paid holidays.

ARTICLE XIV. SICK LEAVE.

Section 1. Full-time employees will receive sick leave to be paid, if used, at eight hour's straight-time pay. Sick leave is to be used only for the Employee's medical condition. The Employer may require an employee to present reasonable proof that sick leave is claimed for the permitted purpose. If sick leave is not used during the calendar year, the Employer shall pay the Employee for all unused sick time at the normal hourly wage rate on or before January 22 of each contract year. In lieu of receiving pay for unused sick time, full-time Employees may elect to carry forward up to a maximum of ten (10) days sick time into the next calendar year by filing a written notice with the payroll administrator on or before January 15th of each contract year.

Section 2. Full-time employees, during their first year of employment, shall accrue one (1) sick day after six (6) months of employment and four (4) additional days after the next six (6) months of employment. Employees with one (1) or more years of service will accrue one and one-quarter (1.25) sick day each three (3) months. The employee may take that paid sick day during the period of accrual. If, however, that employee leaves prior to completion of the accrual period, the difference will be withheld from his final check.

Section 3 : In each contract year, Employees with greater than ten (10) years of seniority may use their full amount of annual sick leave for the Employee's medical condition if any, prior to its accrual. This shall not change the manner in which sick leave accrues. This benefit shall only be available to said Employees who authorize in writing that the Employer may deduct from their final paycheck all wages previously paid for unaccrued sick leave pay.

ARTICLE XV. VACATIONS.

Section 1. Each full-time employee who shall have been continuously employed for one (1) year full-time but less than two (2) years full time shall receive five (5) days' vacation with pay. Each full-time employee who shall have been continuously employed for two (2) years but less than seven (7) years shall receive ten (10) days' vacation with pay.

Each full-time employee who shall have been continuously employed for seven (7) years but less than fifteen (15) years shall receive fifteen (15) days' vacation with pay.

Each full-time employee who shall have been continuously employed for fifteen (15) years but less than twenty (20) years shall receive twenty (20) days' vacation with pay.

Each full-time employee who shall have been continuously employed for twenty (20) years or more shall receive twenty-five (25) days' vacation with pay.

Pursuant to this provision, no employee shall receive any vacation during the first twelve (12) months of his employment.

Section 2. Vacation will be scheduled so as not to interfere with the efficient operation of the facility. The Employer shall determine the time, but requests shall not be unreasonably denied. The Employer may permit or require, at its option, that vacation be used during periods of business shutdown or layoff. Vacation pay shall be timed in accordance with past Employer

practice. For purposes of implementing this Agreement, all employees will be treated as having no days of vacation owing as of the effective date of this Agreement.

Section 3. Vacation shall be paid annually on or before January 22 of each contract year.

ARTICLE XVI. LEAVES OF ABSENCE.

Section 1. Non-probationary employees shall be eligible for the following unpaid leaves in accordance with the procedures set forth below. All leaves shall be in writing and signed by the Employer and the Employee receiving same.

a. Military leave.

(1) Leaves of absence for the performance of duty with the U.S. armed forces or with a reserve component thereof shall be granted in accordance with applicable law.

(2) An employee must furnish the Employer with a copy of his written orders within three days of the receipt of such orders.

b. Medical leave.

The Family and Medical Leave Act shall apply to all employees, as provided by law. The Employer, at its option, may require employees to substitute paid, accrued leave and vacation leave for Family Medical Leave Act leave to the extent permitted by law. Workers' Compensation leave shall run concurrently with Family Medical Leave Act leave.

c. Emergency leave.

An unpaid leave of absence may be granted under emergency situations at the sole discretion of the Employer.

d. During any unpaid leave, an employee shall not accrue rights to any seniority or benefits, except as required by law.

Section 2. Employees returning from an unpaid leave of absence who have not scheduled a specific date on which they are to return must notify the supervisor in writing at least fourteen (14) calendar days before they intend to return to work.

ARTICLE XVII. BEREAVEMENT LEAVE.

Section 1. In the case of the death of an employee's spouse, child (natural or adopted child or stepchild), mother, father, mother-in-law father-in-law, sister, or brother, such employee shall be allowed not more than three (3) days off with pay, at eight (8) hours per day straight-time rate (without pay for part-time employees) between the date of death and up to and including the day after the funeral for actual time lost from work because of the death. In the case of the death of an employee's biological grandparent, aunt, uncle, first cousin, sister-in-law or brother-in-law, the employee shall receive one (1) day's pay in accordance with the above terms.

Bereavement leave shall not be used to compensate an employee for a day on which the employee is not scheduled to work including vacation periods, leaves of absence, disability, and worker's compensation leaves.

Section 2. In order to receive bereavement leave pay, a death notice or other satisfactory proof of death may be requested by the Employer.

Section 3. The employee must have completed his probationary period before being eligible for the above bereavement leave pay. A probationary employee shall be granted an excused, unpaid leave of absence of bereavement purposes, the duration of which shall be measured by the criteria set forth in Section 1 above.

ARTICLE XVIII. MEDICAL BENEFITS.

Section 1. The Employer shall make monthly contributions to the Northern New Jersey

International Brotherhood of Teamsters Benefit Plan for medical coverage on behalf of full-time non-probationary employees who elect coverage and authorize the required co-contribution in accordance with the attached Schedule A.:

Employees must elect coverage in writing in November of each year, when family status changes, or at time of initial eligibility. Employees electing coverage shall give the Employer written authorization to deduct employees' co-contribution from wages and forward them to Benefit Plan. Employee co-contributions shall be in the amounts shown on attached Schedule A.

ARTICLE XIX. CLOTHING ALLOWANCE.

Section 1 The Employer shall, on a calendar year basis, provide an annual prorated work clothing allowance of \$600 to be paid to full-time employees half (½) of the allowance on or before July 22 of each contract year and the remaining balance on or before January 22 of each contract year. An employee who is terminated or leaves at his own request will have this allowance prorated and any unearned amounts shall be deducted from his final paycheck.

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ARTICLE XX. GENERAL PROVISIONS.

Section 1. Notices. The Employer and the Union shall keep each other advised in writing of the names of authorized representatives.

Section 2. Employee Address and Telephone Number. Each employee is at all times responsible for having a correct address and telephone number on file with the Employer. All written notices shall be deemed to be properly filed if sent to the employee's last address on file.

Section 3. Gender. Pronouns of either gender used in this Agreement are equally applicable to the masculine and feminine.

Section 4. Union Cooperation. The Union agrees to cooperate with and assist the Employer to

attain the best efficiency possible, and shall support the Employer's efforts to improve its methods of operation.

Section 5. Employees shall not be required to load trucks alone unless it is reasonably impractical for the Employer to assign a co-worker. No employee shall be permitted to refuse to load a truck because of this provision. Disputes hereunder are arbitrable.

Section 6. The Employer shall provide appropriate log books to any driver who is required to keep trip records.

Section 7. If the Employer seeks to hire a new foreman or assistant foreman for any bargaining unit position, it shall first give at least three (3) days' notice to current bargaining unit employees so that they may apply for the vacancy. All bargaining unit employee applications shall receive fair consideration, but the Employer retains the sole discretion to make hiring and promotion decisions.

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ARTICLE XXI. SCHOLARSHIP PLAN.

Section 1. Employees shall participate in the Northern New Jersey Teamsters Scholarship Plan so long as such Plan is qualified under Internal Revenue code Section 501(c)(9). The Union represents that the Plan is currently so qualified and will provide immediate written notice to the Employer if this tax status is changed or challenged. The Employer's obligation to contribute to this benefit is eliminated. This benefit shall be funded by the applicable portion of the Employer's contribution to the Northern New Jersey International Brotherhood of Teamsters Benefit Plan ("the Plan") on such terms as are established by the Union and the Plan.

Section 2. Tuition Reimbursement. Permanent full-time employees with at least three (3) months of continuous service are eligible for tuition reimbursement for out-of-work courses

related to upgrading skills. The Employer's prior written approval of the eligibility of courses for reimbursement is required.

The reimbursement schedule is as follows:

A or B grade	100% reimbursement
C	75% reimbursement
D or less	0 % reimbursement

The maximum reimbursement in any year shall be \$750.00, but employees shall be permitted to carryover qualifying tuition that has not been reimbursed to the next two (2) calendar years so long as they continue to be employed. Books and fees are not subject to reimbursement.

Permanent full-time employees employed as drivers with a Class B license with at least one (1) year seniority are entitled to full tuition reimbursement for typical tractor training course if they receive a CDL Class A license within three (3) months of completing the course. If the Employer pays for the training prior to the employee receiving the Class A license, the employee must reimburse the tuition cost for obtaining the license if the license is not obtained within the three (3) month period.

ARTICLE XXII. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN.

Section 1. The Employer shall contribute on a matching basis to the Teamsters National 401(k) Savings Plan on each eligible employee's behalf at the time required under the terms of said Plan (i) up to four (4%) percent of annual gross wage for employees with less than fifteen (15) years seniority; and (ii) up to five (5%) percent of annual gross wage for employees with fifteen (15) or more years of seniority. Employees shall elect each April or within thirty (30) days of their becoming eligible to participate as to whether they shall contribute to the Teamsters National

401(k) Savings Plan for the following year.

ARTICLE XXIII. CONFLICT WITH ANY STATE OR FEDERAL LAW.

Section 1. Where any provision of this Agreement conflicts with any state or federal law, operative or hereinafter to become operative, the latter shall take precedence hereunder. This shall not affect the validity and enforceability of any other provision contained herein.

ARTICLE XXIV. COMPLETE AGREEMENT.

Section 1. The parties acknowledge that in the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that all the agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subjects or matters referred to or covered by this Agreement or with respect to any subjects or matters that may not have been without the knowledge of contemplation of either or both parties at the time that they negotiated and signed this Agreement.

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ARTICLE XXV. DURATION.

Section 1. This Agreement shall be in effect for a term from January 1, 2020 and expires at 11:59 P.M., December 31, 2022 and shall continue in effect from year to year thereafter under the same terms and conditions unless either party notifies the other party in writing of its desire

SCHEDULE A

MEDICAL BENEFITS*

January 1, 2020 through June 30, 2020

<u>Single Monthly</u>	<u>Single Weekly</u>	<u>Family Monthly</u>	<u>Family Weekly</u>
Employer - \$455.70 (70%)		\$882.00 (60%)	
Employee - \$195.30 (30%)	\$45.06	\$588.00 (40%)	\$135.69
Total - \$651.00		\$1,470.00	

July 1, 2020 through June 30, 2021

<u>Single Monthly</u>	<u>Single Weekly</u>	<u>Family Monthly</u>	<u>Family Weekly</u>
Employer - \$492.10 (70%)		\$952.80 (60%)	
Employee - \$210.90 (30%)	\$48.67	\$635.20 (40%)	\$146.58
Total - \$703.00		\$1,588.00	

July 1, 2021 through June 30, 2022

<u>Single Monthly</u>	<u>Single Weekly</u>	<u>Family Monthly</u>	<u>Family Weekly</u>
Employer - \$531.30 (70%)		\$1,029.00 (60%)	
Employee - \$227.70 (30%)	\$52.55	\$ 686.00 (40%)	\$158.31
Total - \$759.00		\$1,715.00	

July 1, 2022 through December 31, 2022

<u>Single Monthly</u>	<u>Single Weekly</u>	<u>Family Monthly</u>	<u>Family Weekly</u>
Employer - \$574.00 (70%)		\$1,111.20 (60%)	
Employee - \$246.00 (30%)	\$56.77	\$ 740.80 (40%)	\$170.95
Total - \$820.00		\$1,852.00	

*Employee share will be deducted weekly including vacations. Employee must promptly and separately pay to Employer the Employee's share during any week that wages are not paid because of leaves or similar circumstances. Notwithstanding the foregoing, in order to comply with Patient Protection and Affordable Care Act, the Employer share shall be increased to the extent necessary for any individual Employee whose contribution share for self-only coverage exceeds 9.5% of that Employee's household income.

to change or terminate such Agreement sixty days prior to December 31, 2022.

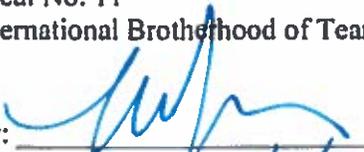
IN WITNESS WHEREOF, the parties have executed this Agreement this 21th day of

January, 2020.

Local No. 11
International Brotherhood of Teamsters

Hudson Hoisting LLC

By: _____


2/5/2020

By: _____

 C/P


Elizabeth Williamson, BA/Secretary Treasurer
2-5-20

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Committee:


Devon Desimone, Shop Steward