Memorandum of Agreement

1. Union Proposal (Term of Agreement)
   3 year agreement November 1st 2018 to October 31st 2021

   T/A agreed on 10/22/2018

2. Union proposals (Wages)

   $1.00 per man, per hour, per year **Withdrawn on 10/22/2018**

T/A agree on $300.00 signing Bonus for the four members while they are working. To be paid the first payroll week of December 1st of 2018/2019/and 2020.

3. Company will agree to put on pay stubs sick vacation and P.T.O. hours by January 1st 2019.

T/A agree on receiving on the first of the month on separate paper all entitlement hours. (sick, vacation and P.T.O)

4. Health and Welfare Article 23
   The Company agrees to contribute to the warehouse local 730 health and welfare trust fund for all hours each employee work as follows

   November 1, 2018 $6.88
   November 1, 2019 $6.88
   November 1, 2020 $6.88

   T/A agreed on no increases for the next three years

5. Pension

   The company agrees to contribute to the local 730 pension trust fund for all hours each employee works

   November 1, 2018 $3.31
   November 1, 2019 $3.47
   November 1, 2020 $3.64

   T/A agreed on new rates

10/25/18
10/25/18