



IUPIW-USW LOCAL 1945 UNION (“Union”) BENEFITS

UNION MEMBERSHIP

All employees covered by this Agreement shall apply for and become a member of and to maintain a membership in good standing of the Union, after completion of one hundred seventy two (172) hours and (30 Days) of cumulative employment the initiation fee of \$175 is payroll deducted from the employee’s paycheck. This is a one-time fee for all employees joining the union.

On the first paycheck of each month the monthly dues (currently \$42.00) will be deducted. If an employee is not working for the company during any given month they do not have to pay dues to the union. The dues are only applicable while working with Brahma or any other contractor signatory to this union. The first month’s dues will be deducted when the employee has worked 172 hours.

After an employee has completed 1000 hours of work through the Union and are in good standing with the company, they will be eligible for a one-time payment to help offset the cost of membership. This one-time payment will be paid in December of the year the completion of 1000 hours was met.

RETIREMENT PROGRAM/HEALTH BENEFITS

Upon hire all employees are eligible to participate with their own funds in the USW Industry 401(k) retirement savings program. Upon completion of 800 hours of service, employees shall become eligible to enroll in the USW Industry 401(k) fund (“Fund”). The company shall contribute 1% of the gross of the employee’s check each week into the fund. (Currently with Mass Mutual) Employer contributions shall vest immediately upon deposit to the fund.

Each eligible employee shall be permitted to make employee contributions in accordance with the rules of the Fund. Employees may contribute a percentage of pay, not to exceed 100% on a before-tax basis. This is indicated on the Funds *Savings Contribution Rate Election Form* submitted to employer.

The Company will provide medical benefits to employees to the limited extent required by the Affordable Care Act and associated regulations, as may be amended from time to time. The Company expressly reserves the right to select the measurement period for determination of eligibility for benefits.

VACATION

For every 2000 hours an employee works, and 1000 hours in a calendar year and are in good standing with the company, they will be eligible for one (1) week (40-hours) of vacation pay. Vacation pay will be paid in a lump sum amount paid in December of the year the hours were accrued. The hours will be accrued for the Company fiscal year from November 1 to October 31.

Print Full Name: _____ Signature: _____

Date: _____