

MEMORANDUM OF UNDERSTANDING

between

Boilermaker Employers Division of the Mechanical Contractors Association of Northwestern Ohio, Inc. ("MCA")

and

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers, Local Lodge No. 85

This Memorandum of Understanding between the Boilermaker Employers Division of the Mechanical Contractors Association of Northwestern Ohio, Inc. ("the MCA") and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers AFL-CIO, CFI, Local Lodge No. 85 ("Local 85") serves as an addendum to the parties' Collective Bargaining Agreement ("the CBA") in effect from July 1, 2018 to June 30, 2021.

The MCA and Local 85 hereby agree that the following revised version of Article 17 goes into effect July 1, 2019, and shall remain in force and effect up to and including the CBA's June 30, 2021 expiration date:

Article 17

Field Dues and Building Trades Check Offs

Upon presentation of a signed authorization card, the obtaining of which shall be the responsibility of the Union, the Employer shall withhold the following from employees' wages:

Field dues of 4.50% of the gross pay,

The current Building Trades assessments and Boilermaker Local 85 assessments in the amount set forth in Article 13, Section (a), and

\$0.50 per hour worked to the M.O.R.E. Work Investment Fund for the period beginning July 1, 2019 through July 5, 2020,

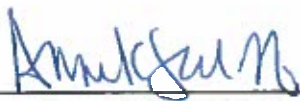
which shall be revised to a total of,

\$1.00 per hour worked to the M.O.R.E Work Investment Fund for the period beginning July 6, 2020 through June 30, 2021.

The Employer shall submit the Field Dues, Building Trades assessment and Boilermaker Local 85 assessments to the local 85 office no later than the 15th of the following month in which the dues accrued. The M.O.R.E. Work Investment Fund deduction shall be submitted via the Monthly Remittance Report and payment shall be sent to: M.O.R.E. Work Investment Fund, 754 Minnesota Avenue, Kansas City KS, 66101. The Union agrees to hold the Employer harmless and agrees to defend the Employer fully in any litigation resulting from this activity, which is deemed to be a service to the Union by the Employer.

The parties further agree that once executed, true copies of this Memorandum of Understanding, consisting of two (2) numbered pages, may be used in lieu of the original for all purposes.

Boilermaker Employers Division of the Mechanical Contractors Association of Northwestern Ohio, Inc.



Signature

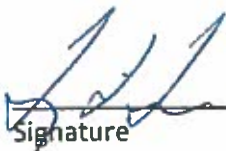
Anne K. Saboff - EVP / MCA of NW Ohio

Printed name / Position

5/29/18

Date

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers, Local Lodge No. 85



Signature

Timothy L. Timmons
Business Manager / Secretary Treasurer

Printed name / Position

Date