

LABOR AGREEMENT

Between

**KEVIN & BETH SNIDER, TRADE PRINTERY
317 S. Bennett Street, Seattle, Washington**

And

CWA/TNG LOCAL 37082

THIS AGREEMENT, made and entered into this 30th day of June 2015, by and between TRADE PRINTERY (sometimes hereinafter referred to as the "Employer"), and COMMUNICATIONS WORKERS OF AMERICA/THE NEWSPAPER GUILD LOCAL 37082 (sometimes hereinafter referred to as the "Union"), shall be effective from May 1, 2015 through and including April 30, 2018.

PREAMBLE

The purpose of this Agreement is to set forth the understanding reached between the parties hereto with respect to wages, hours and other terms and conditions of employment.

RECOGNITION, JURISDICTION, UNION SECURITY

Section 1

1-01. The Employer recognizes the Union as the sole and exclusive bargaining agent for, and this Agreement shall cover, all regular full-time and part-time employees employed by the Employer performing work beginning with the receipt of the copy and continuing until the product is completed, which shall constitute the jurisdiction of the Union. The above excludes all other employees as follows: confidential employees, managerial employees, and supervisors as defined in the National Labor Relations Act, as amended. Whenever the terms "employee" or "employees" are used elsewhere in this Agreement, such terms shall refer to employees within the bargaining unit so defined.

1-02. It shall be a condition of employment that all employees of the Employer covered by this Agreement, who are members of the Union in good standing on the execution date of this Agreement, shall remain members of the Union in good standing, and those that are not members on the execution date of this Agreement shall become and remain members in good standing of the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its execution date shall, on the thirtieth day following the beginning of such employment, become and remain members in good standing of the Union.

1-03. Upon seven (7) days written notice from the Union, the Employer shall discharge any employee who shall fail to tender initiation fees and pay periodic dues and assessments uniformly required by the Union.

1-04. New hires shall not be eligible for medical, dental, weekly indemnity insurance; or paid vacation for the first ninety (90) calendar days of employment. Upon completion of the probationary period, the Employer will commence payments to these insurance plans, in accordance with plan eligibility rules. After successfully serving the ninety (90) day probationary period, seniority and vacation credits shall accrue from date of hire. Section 20 (Grievance, Conciliation and Arbitration Procedures) shall not be applicable to probationary employees for termination only.

NEW EQUIPMENT

Section 2

2-01. The Employer shall notify the Union of purchase of any production equipment which will be installed under jurisdiction of the Union, not specified in this Agreement, which may require the retraining of any employee. Notice shall be made within seven (7) days of purchase; such information to be considered confidential. Nothing in this section shall restrict or impair the right of the Employer to install or operate such equipment. The Employer will provide adequate training over a reasonable period of time to give employees the opportunity to become proficient in the operation of the new equipment.

NONDISCRIMINATION/GENDER

Section 3

3-01. The Employer and the Union continue to agree that no employee or applicant will be discriminated against because of sexual orientation, race, creed, sex, color, national origin, handicap or age as required by law.

3-02. The term "employee" as used in this Agreement includes both male and female employees. In addition, wherever in this Agreement the masculine gender is used, it is intended it will apply to the feminine gender as well.

MANAGEMENT RIGHTS

Section 4

4-01. It is understood and agreed that any of the rights, powers or authority the Employer would by law have in the absence of this Agreement are retained by the Employer except those specifically abridged, granted or modified by this Agreement.

WAGES
Section 5

5-01. Journeyman employees shall be paid not less than:

	Per Hour
Press Room Operator: Operates single and two-color sheet Fed and roll offset, small press to 22", includes non-automated duplicator.	\$17.00
Pre-Press/Production Manager: Responsible for intake of jobs, scheduling of jobs and customer service. Prepares files for production using computer software. This includes layout, design and troubleshooting files in order to make them print-ready for direct plate imaging and/or digital color printing. Manages press production along with digital color printing and black-and-white copying. Primary operator of digital printer. Generally assists manager and assumes responsibility for shop management when owners are away.	\$22.00
Pre-press/Digital Technician: Prepare files for production using computer software including layout, design and troubleshooting of files to make print ready for direct to plate imaging and/or digital color printing. Run digital production from digital printers.	\$18.00
Customer Service Specialist: Communicate with customers using phone and email and assist walk-in customers. Handle front-office operations, including but not limited to: estimating, job input and ticket write-up, customer billing, email correspondence, etc.	\$18.00
Production Assistant: Assist Press Room Operator, Digital Technician and managers in all areas of production, including bindery, delivery, and off-loading of machines.	\$15.00
Bindery/Delivery: Complete post-printing production including cutting, scoring, folding, stitching, punching, binding, packaging shipping and delivery duties.	\$15.00

5-02. New hires shall receive wages commensurate with experience and ability, but in no case less than Ten Dollars (\$10.00) per hour. Employees shall be reviewed not less than annually for consideration of advancement.

5-03. Wage increases:

Wage increases will be based on a combination of cost-of-living and merit increases. Cost-of-living increases will take effect July 1; merit increases, if granted, will take effect July 1, after the Employer provides employees with performance evaluations in June. At the Employer's discretion, employees can be reviewed more frequently, and merit increases are not limited to one raise per year. The amount of merit increases will be at the Employer's discretion.

Cost-of-living increases:

Effective July 1, 2015, the cost-of-living increase will be 1.5 percent.

Effective July 1, 2016, the cost-of-living increase will be 1.5 percent.

Effective July 1, 2017, the cost-of-living increase will be 1.5 percent.

All employees will receive cost-of-living increases unless they are rated as "needs performance improvement" or "too new to rate" on their June performance evaluations or have been employed for less than nine (9) months effective the date of the increases scheduled for 2016 and 2017.

HOURS AND WORKING CONDITIONS

Section 6

6-01. Work shall be done on time basis only.

6-02. The workday shall be a seven and one-half hours (7.5) or eight (8) hours shift. Five (5) consecutive day shifts of seven and one-half (7.5) hours, Monday through Friday shall constitute a week's work.

6-03. The workday shall be between 6:00 a.m. and 5:00 p.m.

6-04. Employees ordered to or beginning work during the regular workweek shall receive pay for a minimum of seven and one-half (7.5) hours at applicable rate unless:

- The employee, by mutual agreement, has been excused from working the minimum shift or number of shifts. Once agreed, whether at hire or subsequently, the reduced schedule shall continue indefinitely, unless further modified by mutual agreement.
- Should an employee be discharged for cause, such employee shall receive pay for work performed.
- The Employer's obligation under this Section shall be limited to payment for actual hours worked in the event of interruption of production due to a strike, lack of power, fire, riot, bomb threat, insurrection or other conditions of a similar nature beyond the control of the Employer.

OVERTIME

Section 7

7.01 All hours worked in excess of the thirty-eight (38) hour workweek shall be paid for at the overtime rate of time and one-half; except, that weeks in which compensated hours include a vacation or paid sick day, overtime pay will not be required until more than forty-three (43) hours have been compensated. The employee may also, by direction and mutual agreement, work beyond the seven and one half hour (7.5) hour daily shift at his/her own discretion as necessary. This daily time may not be used to calculate overtime unless the weekly hours worked extend beyond thirty-eight (38). All overtime beyond five (5) hours per week must be authorized.

SATURDAYS AND SUNDAYS

Section 8

8-01. All time worked on a Saturday or Sunday shall be paid at time and one-half; unless a total of thirty-eight (38) regular hours have not been compensated during the prior work week. In that case, the employee shall earn straight time instead.

MEDICAL PLAN

Section 9

9-01. The Employer shall continue to provide health and welfare benefits for employees similar to the current Group Health Plan. Employees will be responsible for co-pays as well as deductible expenses. Employees working less than thirty (30) hours per week shall not be entitled to medical coverage. Annual medical plan renewal will be reviewed each year with eligible employees, with the final decision made by the owner. The Employer will be responsible for the first \$300 or 70 percent of any monthly premiums, whichever is greater, and the employee shall pay the balance of the premium, up to a maximum of 30 percent.

9-02. If the Employer receives a tax credit or rebate on health-care costs because of new state or federal legislation, management shall meet with the union to discuss sharing savings with employees.

9-03. The Employer further agrees to make similar coverage available to dependents of employees; the cost to the employee shall be deducted by the Employer after receiving a properly signed authorization card or letter from the employee.

9-04. If an employee who is eligible for medical benefits waives enrollment in the Employer's medical plan and elects instead to enroll for dependent coverage under a qualifying group-insurance plan offered by the employer of his/her spouse, the Employer will reimburse the employee for his/her spouse's actual cost-share of such coverage, up to a maximum equal to 60 percent of the base premium cost for coverage of the employee on the Employer's own medical plan. The employee must provide documentation of enrollment and of his/her spouse's actual

premium cost-share. The reimbursement will be provided in the form of additional taxable compensation.

DENTAL PLAN
Section 10

10-01. The Employer shall continue to provide dental benefits similar to that provided at time of signing this Agreement. The Employer will be responsible for monthly premiums of \$50.00 per month; any increase in premium cost above \$50.00 per month will be shared equally (50%/50%) between the employees and the Employer until premium costs rise above \$75.00 per month. Increases in premium cost above \$75.00 per month will be paid by the employees. Employees working less than thirty (30) hours per week shall not be entitled to dental coverage.

10-02. If an employee who is eligible for dental benefits waives enrollment in the Employer's dental plan and elects instead to enroll for dependent coverage under a plan offered by the employer of his/her spouse, the Employer will reimburse the employee for his/her spouse's actual cost-share of such coverage, up to a maximum equal to 90 percent of the Employer's cost-share for coverage of the employee on the Employer's own dental plan. Documentation requirements and form of reimbursement shall be as described in Section 9-04 above.

10-03. The Employer further agrees to make similar coverage available to dependents of employees; the cost to the employee shall be deducted by the Employer after receiving a properly signed authorization card or letter from the employee.

WEEKLY INDEMNITY PLAN
Section 11

11-01. The Employer shall enroll all eligible employees working thirty (30) hours or more per week in the Managed Disability (Two-Fifty Option) integrated short- and long-term disability plan offered through Printers' Disability Trust, or in a similar plan providing benefits of equal or greater value. The Employer will pay all plan premiums. Irregular part-time or occasional employees are not eligible for coverage.

PERSONAL SICK LEAVE
Section 12

12-01. Employees shall be allowed paid sick leave, to be used in case of illness or medical/dental appointments for themselves, family members or domestic partners, or for any appropriate purpose as defined under the Family Medical and Leave Act (FMLA), the Washington Family Care Act (WFCA), the Seattle Paid Sick and Safe Time Ordinance (PSST), or any law applicable to the Employer. Paid sick time may be used in any increment, based on mutual agreement between the employee and the Employer.

12-02. Effective January 1 each year, an employee will be credited with paid sick time equal to the employee's average weekly straight-time paid hours, up to a maximum of 37.5 hours, as calculated for the previous year. The average shall be determined by dividing total straight-time paid hours for the year by the number of weeks in which straight-time compensation was paid. Unused paid sick time may be carried over to the following year, up to a maximum total accumulation of 75 hours. A new hire shall be credited with paid sick time equal to his/her regular weekly scheduled hours at hire, pro-rated to the time remaining in the calendar year. Paid sick time will become available for use ninety (90) days after the employee's date of hire. All credited paid sick time will expire with no cash payment upon retirement or termination of employment.

12-03. The Employer and the Union recognize that the City of Seattle has adopted a Paid Sick and Safe Time Ordinance (PSST) that provides paid sick time and safe time to employees who work in Seattle, Washington. The Employer and the Union agree to waive their rights and obligations under the PSST in accordance with Seattle Municipal Code 14.16.120 until the expiration of this Agreement. Instead, each employee shall be granted annual paid sick leave as described above. This time is for use by employees whose illness does not qualify them for compensation under the Printers' Disability Trust plan. Nothing in this section shall prevent the Employer from providing additional paid sick time at the Employer's discretion.

RETIREMENT FUND

Section 13

13-01. The retirement plan offered will be a continuation of the SAR/SEP plan offered through Janus. Contribution parameters are set by and published by IRS regulation. The Employer will continue to contribute a percentage of base wages at a minimum of 3 percent and up to 5 percent. The current contribution level of 5 percent of base hours will continue unless sales fall below Eighty Thousand Dollars (\$80,000) per month for three consecutive months. At this level the owner will reevaluate the contribution level. Base hours are defined as straight-time hours worked. They do not include vacation, holiday, sick or overtime pay.

PAYDAYS

Section 14

14-01. A designated biweekly payday shall be established. However, where an employee works less than a full week due to termination, he or she shall be paid within a reasonable period from his or her termination, but in no event later than seven (7) days.

14-02. When monthly payroll deductions are made, they may be spread over preceding pay periods in a mutually acceptable manner.

HOLIDAYS

Section 15

15-01. New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day, or days generally observed as such, shall be paid holidays. The day after Thanksgiving shall also be observed as a paid holiday. One (1) additional "floating" holiday shall be designated by mutual agreement for observance each year.

15-02. Pay for the holiday shall equal one-fifth of an employee's average weekly straight-time paid hours, up to a maximum of 7.5 hours, as calculated over the most recently completed six-month calendar period ending June 30 or December 31. The average shall be determined by dividing total straight-time paid hours for the period by the number of weeks in which straight-time compensation was paid.

15-03. A holiday shall be observed from the start of the regular shift of the employee on the day itself and continue to the start of the employee's regular shift the following day unless otherwise mutually agreed between Employer and the Union. Employees required to work on a holiday shall be paid time and one-half for all hours worked in addition to payment due under the foregoing.

15-04. The Employer may operate on Martin Luther King Jr. Day, President's Day, Memorial Day or Veterans' Day (Monday through Friday), as a day of regular production and at straight time rates providing the employee, required to work these days, is allowed to observe the holiday on an alternative day of his/her selection.

To effect this provision, the Employer is required to give the employee notice not later than the Friday preceding the week in which the holiday falls. Should the Employer later decide he must operate on the day scheduled for observance, work on such day will then be paid at holiday rates provided above.

15-05. An employee who has been compensated for four (4) consecutive weeks, with hours exceeding twenty-one (21) hours per week, before a holiday is entitled to pay for the holiday listed in this section, provided he or she has worked the first straight time day prior to and following the holiday, if work is available, or unless excused by the Employer, or in case of sickness, accident or other reasons beyond the employee's control. Under no circumstances shall an employee covered by this Agreement be discriminated against by layoff or discharge during the period prior to a holiday as a subterfuge to deprive him or her of holiday pay.

15-06. When a holiday falls within the vacation period, the applicable number of holiday-pay hours will be added to the employee's vacation bank, or at the discretion of the Employer, the applicable amount of holiday pay shall be added to the employee's vacation pay for the week.

15-07. When a holiday recognized in this Agreement occurs on Saturday, the employee will receive:

An extra day's pay for this Saturday, or

The Employer will designate either the immediately preceding Friday or following Monday to be observed as the paid holiday.

VACATION
Section 16

16-01. To provide for vacations under this Agreement employees shall receive vacation with pay as outlined below.

16-02. Vacation is considered earned. The period in which it is earned shall be January 1, through December 31, of each year. All vacation time earned in the current year is available for use on the first day of the following year, to be used as outlined below.

A “day” of vacation as referenced below shall equal one-fifth of an employee’s average weekly straight-time paid hours, up to a maximum of 7.5 hours, as calculated for the previous year. The average shall be determined by dividing total straight-time paid hours for the year by the number of weeks in which straight-time compensation was paid.

16-03. After one (1) year of full-time employment with the Employer, employees shall earn vacation based on the following formula:

TABLE I

First Through Third Year	10 days
Fourth and Fifth Years	15 days
Sixth Through Ten Years	20 days
Ten Years and thereafter	22 days

16-04. All regular employees who are not entitled to full vacation due to the fact they have not been employed a full year before January 1, or were on unpaid leave, shall receive a prorated number of vacation days with pay.

16-05. Part-time employees shall receive vacation with pay providing their average weekly straight-time hours, as calculated in accordance with Section 16-02 above, exceed twenty-one (21) hours per week.

16-06. Any employee who either quits on his or her own volition or is terminated by the Employer shall be entitled to vacation pay earned, but not taken or paid for.

16-07. Provisions will be made to permit employees to schedule their vacation between January 1 following the year in which vacation is earned of one year and January 1 of the next.

16-08. The Employer shall determine minimum manning requirements for departments covered by this Agreement and advise the employees of these needs when vacation calendars are posted. Employees may schedule vacation of up to ten (10) consecutive days in accordance with these needs. Seniority will govern initial choice of vacation dates. The employee may exercise his or her seniority on preferred dates only once. Any vacation exceeding ten (10) days or short-notice requests to use or change vacation days will be scheduled if production schedules allow, as determined solely by the Employer.

16-09. Pay for vacation shall be at the straight time rate which the employee is receiving at the time vacation is paid.

16-10. In the event of the death of an employee, said cash equivalent to accrued vacation credit shall be paid to the legal beneficiary.

16-11. Vacation in excess of 5 days cannot be carried over into the following year.

16-12. Should the Employer contract with or purchase another plant, all employees covered by this Agreement hired by the contracting or succeeding company shall suffer no loss of vacation credits under this Agreement due to this changeover.

LEAVES OF ABSENCE

Section 17

17-01. An employee shall be granted a maximum of three (3) days funeral leave without loss of regular pay on the occasion of the death of his or her mother, father, brother, sister, spouse, child, mother-in-law, father-in-law, grand-parent, or any relative or co-habitee who resides with the employee, provided he or she has been employed for a period of six (6) months or more. The leave shall commence with the day of death or the day immediately following.

17-02. A temporary leave of absence for thirty (30) days may be granted by mutual agreement during which no wages shall be paid. In case of emergency this time may be extended at the option of the employer. Health and welfare benefits will continue to be provided but seniority and payment of pension benefits shall be at the option of the employer.

JURY PAY

Section 18

18-01. Each regular employee, having at least one (1) or more continuous years of employment with the Employer, called upon for jury service in any municipal, county, state or federal court, shall advise the Employer upon receipt of such call and, if taken from work for such service, shall be reimbursed, as provided herein, for any loss of wages while actually performing such service up to a maximum of five (5) days. The amount the employee shall be reimbursed shall be determined by subtracting the regular amount received from such service from the amount he

or she would have earned at their regular straight time hourly rate during the regular working hours while performing such service. Reporting in to the Court for jury service shall not be considered jury service unless the Court pays for reporting.

18-02. The Employer further agrees that when an employee is selected for jury service, work shifts will be arranged to allow the employee time to report in for jury service as required by the Court and to enable the employee to work a full straight time shift if not required to serve. To qualify for this consideration, the employee will telephone his Employer immediately after release from serving so that the Employer may make necessary arrangements for working.

UNION REPRESENTATION

Section 19

19-01. The business representative or other duly authorized Union representative shall be permitted to visit the plant during operating hours for purposes consistent with this Agreement.

GRIEVANCE, CONCILIATION AND ARBITRATION PROCEDURE

Section 20

20-01. Should grievances arise between the Employer and the Union or employees as to the interpretation, application or compliance with the terms of this Agreement, there shall be no suspension or interruption of work on account of such grievance, and a diligent effort shall be made to settle the grievance as soon as possible after it has been presented to the Employer. Any employee having a grievance shall submit same as promptly as possible, but no grievance shall be valid if not presented within fifteen (15) days from the time the cause for complaint arose.

20-02. When grievances arise, the following steps shall be followed, each to be exhausted before resorting to the next:

- Between the immediate supervisor and the aggrieved employee and his/her steward.
- Between the plant superintendent and the grievance committee, and/or business representative, at which time the grievance shall have been reduced to writing and signed by the aggrieved.
- Between the plant manager and/or other members designated by management and the Union officers.

If these parties or their representatives are unable to adjust the grievance, it may be immediately referred to the Joint Grievance Committee and the decision of such committee shall be final and binding on all parties concerned.

Grievance Committee. Either party may request, in writing, that a Joint Grievance Committee be convened for the purpose of settling the grievance. The appealing party must state by letter the details leading to the grievance. On receipt of this request, both parties will then appoint two (2) members to the committee and the committee will convene within five (5) working days. Each party shall submit all facts pertaining to the dispute within ten (10) days, unless extended by mutual consent. The committee's decision must be made within the ten (10) days after hearing all facts in the case. A majority opinion of the committee will be final and binding. Should the committee deadlock, then the grievance will be left to a Board of Arbitration.

Arbitration. Members of the Joint Grievance Committee shall then become members of a Board of Arbitration. A fifth person shall then be chosen by these four (4) members by asking the Regional Director, Federal Mediation and Conciliation Service, to submit a panel of five names, one (1) of whom shall be selected by mutual Agreement or, in case the parties can not agree, then through the process of each party striking one (1) name at a time from the list on an alternating basis. The fifth member of said Board shall act as chairman thereof; shall be entitled to voice and vote on all questions, shall not be a member of union or of management. Each party shall have the right to reject one (1) panel of names.

Testimony and argument shall be presented to said Board in any form it may direct and, if either party fails to appear or submit testimony or argument in the form required within twenty (20) full business days after due notice has been given (or such time as may be agreed upon), then said arbitrators may proceed to settle the case and render their decisions in accordance with the evidence in their possession.

The proceedings and decisions of said Board of Arbitration shall not be governed by strict legal rules but may be based upon any logical evidence which the Board may deem to have probative value. Said decisions shall be final and binding on both parties hereto and in the discretion of the arbitrators may be effective from the date the grievance in question was first presented.

20-03. Pending final decision by any of the above procedures, work in the shop shall continue without interruption and under conditions prevailing prior to the time the dispute in question started.

SENIORITY/LAYOFF

Section 21

21-01. Seniority for all purposes shall be based on the most recent date of employment. A list of the employees as to each of the classifications arranged in order of their seniority for layoff and recall, which list shall also include the date of hire with the employer shall be furnished the Union. A copy of this list shall be available at the employees' place of employment. Such list shall be revised every three (3) months or as revisions are necessary.

21-02. In case of layoff, an employee shall be laid off in the inverse order in which he or she was hired, and re-employed in the reverse manner (in his or her seniority), type of equipment to be operated, ability and qualification to do the work to be taken into consideration.

21-03. The principle of classification seniority shall prevail. An employee in a higher classification having prior training and experience in a lower class may exercise his/her seniority in that class in order to avoid layoff or be re-hired. When seniority is so exercised, the employee's rate shall be that of the lower classification.

21-04. If an employee in a lower classification becomes a trainee in a higher classification, that employee shall retain his/her seniority in the lower classification until such date that the employee has met the qualifications to become a journeyman in the higher classification at which time the employee shall then be transferred to the bottom of the seniority list in the higher classification.

21-05. All seniority rights will immediately be lost by virtue of voluntary termination or discharge for cause; after ninety (90) calendar days, in case of layoff; and after one hundred twenty (120) calendar days (which may be extended by mutual agreement), in case of accidental injury, hospitalization or illness.

DISCHARGE

Section 22

22-01. No employee shall be discharged without just cause.

22-02. The Employer shall not discharge or discipline any employee for Union activities unless such activities interfere with the normal and regular work of the Employer as provided by law.

RELATED TRAINING

Section 23

23-01. The Employer agrees to reimburse employees covered by this Agreement for Community College educational fees upon satisfactory completion of related training courses when attendance has been pre-approved by the Employer.

STRUCK WORK

Section 24

24-01. The Employer agrees that it will not knowingly render production assistance to any employer whose plant is struck by any local of the CWA or GCIU or where members of any such local or International are locked out, and accordingly agrees that in implementation of this purpose the employees covered by this Agreement shall not be required to handle any work farmed out directly or indirectly by such employer.

INDIVIDUAL RIGHTS OF EMPLOYEES

Section 25

25-01. The Employer agrees that it will not discharge, discipline or discriminated against any employee because such employee refused to handle work of the type described in the Struck Work clause.

PICKET LINE

Section 26

26-01. Notwithstanding any other provisions of this Agreement, the failure or refusal of any employee to pass through or work behind any lawful primary picket line established at the plant shall not be deemed a breach of this Agreement.

SAVINGS CLAUSE

Section 27

27-01. Should any part hereof, or any provisions herein contained, be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate any remaining portions which shall continue in full force and effect.

TERM OF AGREEMENT

Section 28

28-01. This Agreement shall be in force and remain in effect from May 1, 2015 through and including April 30, 2018.

INTERNATIONAL APPROVAL

Section 29

29-01. The terms and conditions of this Agreement are subject to review of the International Union. Such review, however, does not, under any circumstance, make it responsible for the observance of this Agreement or any breach thereof.

ACCEPTED AND APPROVED THIS 30th DAY OF JUNE 2015.

FOR TRADE PRINTERY:

FOR CWA/TNG LOCAL 37082:

Beth Snider - Owner

Darryl Sclater - Administrative Officer

Kevin Snider - Owner

Memorandum of Understanding regarding split duties

Trade Printery sometimes lacks enough Press Room Operator work to occupy all of Martin LaFave’s time. During these periods, he may be assigned Binder/Helper work to fill out his schedule. When he is assigned to do this work for at least two (2) hours at a time, his hourly rate will be reduced by twenty (20) percent for those hours. No reduction in his rate will be made for occasional bindery tasks that take less than two (2) hours at a time.

FOR TRADE PRINTERY:

FOR CWA/TNG LOCAL 37082:

Beth Snider - Owner

Darryl Sclater - Administrative Officer

APPROVAL CLAUSE

This Agreement is approved as being in compliance with the laws of the Printing, Publishing and Media Workers Sector, CWA, as limited by the Taft-Hartley Law, and the undersigned, on behalf of the Printing Publishing and Media Workers Sector, CWA, hereby pledges, as a matter of union policy only, its full authority under its laws to the fulfillment thereof without becoming a party thereto and without assuming any liability thereunder.

Dan Wasser - President, Printing, Publishing and
Media Workers Sector, CWA