

**AGREEMENT  
BETWEEN  
OCEM ACQUISITON DBA  
MULTI ELECTRIC MANUFACTURING COMPANY, INC.  
AND  
LOCAL UNION 134  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
FOR THE PERIOD  
DECEMBER 1, 2017 THROUGH NOVEMBER 30, 2020**

Step 3	6
Step 4(a)	6
Step 4(b)	6
Step 4(c)	7
Section 2	7
Section 3	7
Section 4	7
Section 5	7
<b>Article XI</b>	<b>Vacations</b>
Section 1(a)	7-8
Section 1(b)	8
Section 1(c)	8
Section 1(d)	8
<b>Article XII</b>	<b>Seniority</b>
Section 1	8
Section 2	8
Section 3(a)(b)(c)	9
Section 4	9
Section 5	9
Section 6(a)(b)(c)(d)(e)(f)	9-10
<b>Article XIII</b>	<b>Promotions</b>
Section 1	10
Section 2	10
Section 3	10
Section 4	10
<b>Article XIV</b>	<b>Duration</b>
<b>Article XV</b>	<b>Health and Welfare</b>
Section 1	10
Section 2	10-11
Section 3	11
Section 4	11
	Sick and Accident Pay
	Sick or Personal Days
<b>Article XVI</b>	<b>Separability</b>
<b>Article XVII</b>	<b>General</b>
Section 1	11
Section 2	11
Section 3	11
Section 4	11-12
Section 5	12
Section 6	12
Section 7	12
Section 8	12
Section 9	12
Section 10	12
	Severance Pay
Signature Page	13
<b>Exhibit “A”</b>	<b>Rate Schedule</b>
	14-15

## A G R E E M E N T

THIS AGREEMENT made and entered into this **1st day of December 2017**, between **OCEM Acquisition DBA MULTI ELECTRIC MANUFACTURING COMPANY, INC.**, hereinafter referred to as the "Employer" or "Company", and LOCAL UNION NO. 134, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, HEREINAFTER REFERRED TO AS THE "UNION". Term of contract will be three (3) years.

### WITNESSETH:

In consideration of the mutual covenants and conditions herein contained, it is agreed as follows:

#### **ARTICLE I Recognition**

**Section 1.** The Company recognizes the Union as the exclusive bargaining agency for all its employees within the said bargaining unit when engaged in job classifications of work, as listed in Exhibit "A" attached hereto and made a part hereof.

**Section 2.** The Union recognizes in the Company the exclusive right to manage the plant and direct the working forces. The management of the plant includes the right to schedule and assign work to the employees, to plan and control plant operations, to hire or discharge for proper cause, to transfer employees in accord with the seniority provisions hereof or relieve employees from duty because of lack of work or for any other legitimate reason, the right to introduce new or improved production methods or to change existing methods or facilities. The control and direction of the supervisory staff is vested exclusively in the Company.

**Section 3.** It is mutually understood and agreed that the Company may expand or discontinue any of its items of manufacture and may dispose of its products or equipment without interference by the Union in any manner.

#### **ARTICLE II Work Covered - Union Security**

**Section 1.** This Agreement covers employees in the bargaining unit as indicated above when engaged in work usually performed by said employees.

**Section 2.** It shall be a condition of employment that all employees of the Company covered by this Agreement who are members of the Union, shall remain members during the term of this Agreement and those who are not members on the date on which this Agreement is signed shall, from and after thirty-one (31) days following the effective date of this Agreement or 31 days after the date of their employment, whichever is later, become and remain members in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after the date on which the Agreement is signed shall, on the thirty-first (31st) day following the beginning of such employment, become and remain members in the Union.

**Section 3.** The provisions of Section 2 of this Article shall not apply to any employee in the bargaining unit to whom membership in the Union is denied or whose membership in the Union has been terminated for reasons other than refusal to pay the regularly established initiation fee or the regularly established membership dues or such equivalent sums in lieu thereof applicable to other members in the bargaining unit.

**Section 4.** Notwithstanding any other provision in this Agreement, each newly hired employee shall be subject to a ninety (90) day probationary period during which he or she shall not be covered by the Employer's hospitalization plan.

### **ARTICLE III Wage Rates**

**Section 1.** Effective December 1, 2017

Effective December 1, 2017	Increase of 2.5%
Effective December 1, 2018	Increase of 2.5%
Effective December 1, 2019	Increase of 2.0%

**Section 2.** Wage rates for employees covered by this Agreement are as set forth in Exhibit "A" attached hereto and made a part hereof.

### **ARTICLE IV NO-STRIKE CLAUSE:**

In view of the joint responsibility of the Company and the Union to obtain maximum production during the term of this Agreement, and inasmuch as this agreement provides definite means for settling all disputes or grievances concerning the application of this Agreement, the Union, therefore assures the Company that there will be no strike, sit-down, stay-in, or boycott, picketing or other curtailment of work, or restriction of, or interference with service rendered by its members and the company likewise assures the Union that there will be no lockout and that all such differences which may arise shall be settled as herein provided. Any employee participating in any interference with production shall be subject to discipline or discharge as the Company may decide.

### **ARTICLE V Hours and Overtime**

**Section 1.**

- (a) Eight (8) hours shall constitute a regular day's work to be worked in eight and one- half (8-1/2) consecutive hours starting at scheduled starting time (7:00AM - 3:30 PM) with half (1/2) hour intermission midway in each shift for meals. Five (5) days (Monday through Friday) shall constitute a regular workweek except when a recognized holiday intervenes, also except as may be provided otherwise in paragraph (f) hereof.
- (b) Time and one-half shall be paid for all time worked in excess of the regular working

hours. The workweek shall begin at the beginning of the first shift after twelve (12:01) mid-night on Sunday.

- (c) Double time shall be paid for all time worked on Sunday and the following legal holidays or days celebrated as such: New Year's Day, the work Day before New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, the work Day before Christmas Day, Christmas Day, and Martin Luther King's Birthday Day.
- (d) Production employees scheduled to work on a second shift (starting work after 3:30 p.m.) shall be paid a premium of twenty-five cents (.25) per hour. It is recognized that notwithstanding seniority rights some skilled employees may be required to accept assignments to less desirable shifts in order to insure proper carrying out of the work.
- (e) Company will provide 3 break times during the day as follows:

10 minutes	10 minutes	5 minutes
9:00A.M.	1:00 P.M.	3:25 P.M.

- (f) All rules, schedules, benefits and privileges including methods of scheduling certain employee's workweek which were in effect immediately proceeding the effective date of this Agreement and which are not definitely referred to or changed by the provisions contained herein, shall remain unchanged during the tenure of this Agreement unless changed by mutual agreement between the representatives of the parties hereto.

## ARTICLE VI Holidays

**Section 1.** The Employer agrees that all employees who have worked forty (40) scheduled workdays with the Company shall be paid for the following holidays: New Year's Day, the work Day before New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, the work Day before Christmas Day, Christmas Day and Martin Luther King's Birthday Celebration. When any of the above legal recognized holidays fall on Sunday, the following Monday shall be observed as the holiday. When any of the above legal and recognized holidays fall on Saturday, the preceding Friday shall be observed as the holiday. The above eleven (11) holidays shall be paid for although no work is performed (eight (8) hours at the employee's straight time hourly rate of pay) provided that the employee works the last scheduled workday prior to and the next scheduled workday after such holiday, provided further that any employee who regularly works less than eight (8) hours per day shall be paid for such number of hours usually worked.

**Section 2.** Days before or after the holiday shall be considered as time worked for the purpose of this Section if absence is due to any of the following reasons:

- (a) Bona Fide sickness as evidenced to the Company.
- (b) Death or funeral in the employee's immediate family.
- (c) When an employee reports for work and is sent home for lack of work.
- (d) When an employee is required to report for jury duty or is an accredited delegate to the Union convention.
- (e) When an employee is notified by the Company not to report for work on the last scheduled workday prior to or the next scheduled workday after such holiday provided that the employee shall have worked at least one (1) day during that workweek.
- (f) Absences excused by the Company.

**Section 3.** Hours paid for on holidays not worked shall constitute hours worked in the computing of overtime pay.

## **ARTICLE VII** **Check-Off of Initiation Fees and Union Dues**

**Section 1.** The Employer agrees that it will deduct amounts due to the Union for any of its employees covered hereunder provided that the Union requests such deductions and accompanies such requests with properly and legally executed assignments in accordance with statute authorizing such deductions. The Employer further agrees that it will remit such collected amounts to the Union once each month.

- (a) It is expressly agreed and understood that the Union assumes full responsibility for the validity and legality of such employee's deductions as are made by the Employer.
- (b) It is expressly understood that the Employer assumes no responsibility beyond that of ordinary diligence and care in making such deductions and transmissions of same to the Union.

**Section 2.** The Company agrees to make this deduction from the 3rd payroll of each month to be applied to the employee's following month's account and to send a check for the total amount, together with a list of the individuals names for whom the deductions were made, to the Financial Secretary of the Union on or before the tenth (10th) day of the following month.

**Section 3.** The Company agrees to make deductions for credit union contributions, provided that an employee requests such deductions in a proper written request in accordance with applicable law.

**Section 4. Retirement.** The Employer agrees that it will deduct IRA contributions. The Employer further agrees that it will deposit IRA contributions, into the employee's account monthly. Each employee will establish their own IRA account. OCEM Acquisition DBA Multi Electric will match up to 3% of the employee contribution. 

**Section 5.** The Company shall provide a Retirement Bonus equal to \$100.00 per year times years of service for all employees who have had ten (10) years of continuous service with the Company at any time.

## **ARTICLE VIII** **Stewards**

**Section 1.** The Company will recognize shop stewards selected in accordance with the Union rules and regulations as the Union's factory representatives. The Union will notify the Company as to the identity of the stewards who shall not leave their work on Union business without the express permission of the management. Employees will not engage in Union activity on Company time without permission of the management.

**Section 2.** The Company understands that the choice and displacing of stewards is a function of the Union. The Union will notify the Company within twenty-four (24) hours of any change in the status of the stewards.

**Section 3.** The stewards shall be employees of the Company who have had at least twelve (12) months service with the Company on any of the types of work covered by this Agreement.

## **ARTICLE IX** **Leave of Absence**

**Section 1.** Employees who have established seniority with the Company may be granted fifteen (15) days leave of absence for other than sickness, injury or recuperation therefore, with the written approval of the Labor Relations Department of the Company or someone delegated for this purpose by the Company, provided they can be spared from duty with Company; such leave may be increased to three (3) months with the written approval of the President of the Company or someone delegated for this purpose by the Company and while on such leave, an employee shall not be deemed to have forfeited any seniority he may have heretofore established. When the Family and Medical Leave Act of 1993 applies to the company, an Employees can also be granted leave, within the coverage and guidelines as set forth in the Family and Medical Leave Act of 1993. Employees remaining away for more than the leave granted or accepting employment elsewhere while on such leave, without sanction of the Company, shall be deemed to have forfeited their seniority.

## ARTICLE X

### Grievance Procedure

**Section 1.** If there is any grievance, dispute or difference of opinion between any employee covered by this Agreement and the Company with respect to the interpretation or application of the provisions of the Agreement, such grievance, dispute or difference shall be reduced to writing by the complainant or his steward and processed in accordance with the following steps of this grievance procedure; provided however, that any individual employee or group of employee shall have the right at any time to present verbally or in writing complaints or grievances to the Company and have such grievance adjusted providing the Business Manager of the Union is notified and has an opportunity to be present at every step in settling such grievances. Responsibility for such notice to said Business Manager rests on the complainant.

**Step 1.** The grievance shall be submitted to the aggrieved employee's supervisor. If the employee's steward and supervisor fail to settle the grievance within three (3) days, it shall be submitted at the request of the employee or the Union to Step 2.

**Step 2.** The Management for the Company and the Union's Business Representative shall attempt to settle the grievance. If no settlement is reached within five (5) days, the grievance shall be submitted at the request of the representative of the Union to Step 3.

**Step 3.** The President of the Company or his designated representative and the Business Manager of the Union or his designated representative shall attempt to settle the grievance. If no settlement is reached within ten (10) days, the grievance shall be submitted at the request of the Business Manager of the Union to arbitration as set forth in Step 4.

**Step 4.** Any grievance not satisfactorily disposed of in accordance with the Steps of the grievance procedure outlined above shall be submitted to arbitration at the request of either party. Such arbitration shall be held in accordance with the following procedure:

- (a) Upon request of either party for arbitration, the party receiving the request shall, within five (5) days, appoint one (1) arbitrator and advise the complaining party of the name and address thereof. Immediately upon receipt of the name of such arbitrator, the complaining party shall, within five (5) days, appoint (1) arbitrator and advise the other party of the name and address thereof. These two (2) arbitrators will comprise the Arbitration Board. Immediately upon creation of the Arbitration Board, the parties will endeavor to specify the time and place for the initial meeting of the Arbitration Board.
- (b) The initial meeting of the Arbitration Board shall take place not more than ten (10) days subsequent to the date of request for arbitration unless by mutual consent a different date is found to be more suitable.

(c) If within ten (10) days of the initial meeting the Board of Arbitration is unable to resolve the issue, a neutral arbitrator shall be chosen to assist in resolving the issue. In the event the Arbitration Board cannot agree upon the neutral arbitrator within an additional ten (10) days, the selection shall be referred, at the request of either or both parties, to the Director of the Federal Mediation and Conciliation Service. The third arbitrator shall then act as Chairman of the Arbitration Board.

**Section 2.** The decision or award of a majority of such Arbitration Board shall be final and binding upon each of the parties and they will abide thereby. Each party shall bear the expense of preparing and presenting its own case to the Arbitration Board. The cost, if any, of the neutral arbitrator and incidental expenses mutually agreed to in advance shall be borne equally by the parties hereto.

**Section 3.** All grievances shall be presented as soon as practicable after the occurrence upon which same is based but in no event later than three (3) work days. The failure to submit a grievance within such period shall constitute a bar to further action thereon unless it is shown that neither the employee nor the Union knew that a grievance did exist and in such event, restitution shall not exceed ten (10) days. If it is determined under the grievance procedure that any adjustment in wages is appropriate, such shall be based upon existing wage rates and shall be applied retroactively to the date of occurrence save as herein before provided.

**Section 4.** If the Company believes itself aggrieved in connection with this Agreement, it may present its complaint to the Union. If a mutually satisfactory settlement on such complaint is not reached within a reasonable time, the Company may then refer the matter to arbitration as above provided.

**Section 5.** The arbitration feature of the grievance procedure shall apply only to the grievances or disputes arising under the terms of this contract and not to any changes in the terms of this contract.

## ARTICLE XI Vacations

### Section 1.

- a) Employees with the following amounts of service as of January 1st of each year shall be entitled to paid vacations according to the following schedule:

With Service Of:	Vacation Benefits:
2 months – 4 months*	1 day
4 months – 6 months	2 days
6 months – 8 months	3 days
8 months – 10 months	4 days
10 months – 12 months	5 days

<b>With Service Of:</b>	<b>Vacation Benefits:</b>
1 year – 2 years	1 week
2 years – 9 years	2 weeks
9 years – 15 years	3 weeks
15 years or more	4 weeks

\* Provided employee has passed probationary period of 3 Months.

- b) Vacation pay for one day shall be eight (8) times the straight time hourly rate of pay.
- c) Vacation pay for one week shall be the number of hours currently scheduled per week times the straight time hourly rate of pay. The time for taking vacation benefits in excess of one week shall be subject to the approval of the company. The Company may have a shutdown during the last week of July or the first week of August or during the last two weeks of December at which time all vacation benefits of two (2) weeks or less shall be taken. Employees must use their vacation time every year prior to the next eligibility date or vacation time and pay will be lost.
- d) Where an employee eligible for vacation has been permanently laid off because of curtailment of work, he shall be paid on a pro rata basis for the vacation due him at the time of such layoff as follows: If he has received pay from and rendered services to the Company for 75% of the regular scheduled working hours for three (3) months but not exceeding six (6) months, he shall receive one-fourth (1/4) of the vacation pay to which his length of service entitles him had he completed the vacation year under consideration. If he has received pay from and rendered services to the Company for 75% of the regular scheduled working hours for six (6) months but not exceeding nine (9) months, he shall receive one half (1/2) of his vacation pay to which his length of service entitles him had he completed the vacation year under consideration. If he has received pay from and rendered services to the Company for 75% of the regular scheduled working hours for nine (9) months but not exceeding twelve (12) months, he shall receive three-quarter (3/4) of the vacation pay to which his length of service entitles him had he completed the vacation year under consideration.

## **ARTICLE XII**

### **Seniority**

**Section 1.** Seniority is defined as an employee's length of continued service with the Company in years, months, and days.

**Section 2.** Employees shall be regarded as temporary employees until they have established seniority. Employees shall acquire seniority when they have completed their probation period of ninety (90) days. They will then be credited with ninety (90) days of seniority.

**Section 3.** Layoffs of employees because of lack of work and rehiring shall be made as follows:

- (a) Employees who have not established seniority on the types of work covered hereunder shall be laid off first.
- (b) Thereafter employees shall be laid off in the inverse order of such established seniority.
- (c) The foregoing provisions of (a) and (b) need not apply if the application thereof would require the Company to lay off an employee or employees possessed of essential skills necessary to perform properly the work available at the time of layoff, not possessed by an employee or employees with greater seniority.

**Section 4.** When adding to the forces, those having established seniority most recently laid off on account of curtailment of work shall be the first to be offered reemployment, if available and physically able to return to work and if they possess the qualification required or have heretofore satisfactorily performed the work available.

**Section 5.** Should an employee who has established seniority with the Company at the time of being laid off desire a record of his physical qualifications, he shall be entitled to the type of physical examination as was received by him when first employed by the Company if such original examination had been made.

**Section 6.** Seniority shall be deemed to have ended for any of the following reasons:

- (a) *If an employee quits his position.* A three (3) day unreported absence will be considered as a resignation unless he is physically unable to send word to the Company.
- (b) If an employee is discharged for just cause.
- (c) If an employee is absent for two (2) consecutive working days unless a reason satisfactory to the Company is given for his absence.
- (d) If the employee who has been laid off fails to return to work within three (3) days after being properly notified at the employee's last known address to report to work and does not give a satisfactory reason for failing to report.
- (e) If an employee is laid off for twelve (12) months; provided, however, that an otherwise qualified employee may remain eligible for recall for no more than an additional twelve (12) months (i.e., a maximum of twenty-four (24) months) if on or before the expiration of the first twelve-month period he notifies the Company, in person or by certified mail, of his continuing availability for recall: provided further, that not less than ten (10) days prior to the expiration of the first twelve-month period, the Company shall, by certified mail sent to the employee's last known address, notify the employee of his responsibility pursuant to the foregoing requirement.

(f) If an employee fails to report for work at the termination of a leave of absence.

## **ARTICLE XIII** **Promotions**

**Section 1.** Promotions shall be first by department and shall be based upon seniority, ability and qualifications. Ability and qualifications being sufficient, seniority shall prevail.

**Section 2.** Employees promoted to positions outside the bargaining unit shall continue to accumulate seniority while serving in such a position.

**Section 3.** Should a senior employee decline a promotion, it shall have no effect on that employee's future promotion.

**Section 4.** Seniority shall not limit the management in the choice of supervisors or foremen.

## **ARTICLE XIV** **Duration**

This Agreement shall become **effective on the 1<sup>st</sup> day of December, 2017 and shall remain in full force and effect until November 30, 2020**, and shall automatically renew itself from year to year thereafter unless the Company or the Union gives written notice to the other of a desire to amend, modify or terminate within not less than sixty (60) days prior to **November 30, 2017**, or any subsequent December 1st. The parties may by mutual agreement, however, amend or modify this Agreement at any time.

## **ARTICLE XV** **Health and Welfare**

**Section 1.** Employees will make weekly contributions of \$62.00 per week the first year of the contract,\$62.00 per week the second year, and \$62.00 per week the third year toward Health and Welfare under Medical Insurance provided by OCEM Acquisition DBA Multi Electric. The company shall have the right to make changes in the plan as seems most advantageous to the employee so long as Company contributions are not reduced. The Company will provide a copy to the Union of the Medical Insurance documents within 30 days of availability of any changes negotiated by the Company.

Enrollment shall be automatic after 90 days full time employment.

The amount of life insurance shall be \$20,000 per employee up to age 65 when it reduces to \$10,000.

Employees may secure coverage of dependents at the established additional cost.

Hospitalization insurance and life insurance coverage will lapse for employees on leave of absence other than for sickness or accident unless they pay the cost to continue same.

The company will present an HMO as the Health Insurance plan. As part of the HMO, employees may elect to secure dental and eye care provided, however, that each employee so electing shall pay the entire cost of such coverage.

**Section 2.** New employees are automatically enrolled for this coverage ninety-one (91) days after their employment begins.

**Section 3. Sick and Accident Pay:**

Company will provide \$275.00 for 28 weeks for sick and accident benefits.

**Section 4. Sick or Personal Days:**

Company will pay four (4) days that can be used as personal or sick days off. In exchange for the four (4) days of paid time off that can be used as sick days or personal days the Union waives any right to the provisions in the Cook County Earned Sick Leave Ordinance and the Chicago Paid Sick Leave Ordinance. The four (4) paid days that can be used as sick days or as personal days are available for use beginning January 1<sup>st</sup>, of each calendar year. There is no roll over of sick or personal days from year to year.

## **ARTICLE XVI Separability**

**Section 1.** Should any provision of the Agreement be declared illegal by any court of competent jurisdiction such provision shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall thereupon seek to negotiate substitute provisions which are in conformity with the applicable laws.

## **ARTICLE XVII General**

**Section 1.** All rules, schedules or benefits which are now in effect and which have not been definitely referred to or changed by the provisions contained herein shall remain unchanged unless changed as herein provided.

**Section 2.** The Company agrees to establish permanent rates on all jobs as soon as adequate data is available. It is also agreed that the Assembly Department and the Production Department will make an effort to increase productivity to the best of their ability.

**Section 3.** The Company shall, during the term of this Agreement or any extension or renewal thereof, continue to maintain group insurance benefits for its employees in the same amount and manner as theretofore provided.

**Section 4.** Each regular employee shall be eligible for reimbursement for loss of income incurred during a period of jury service not exceeding the amount specified in this paragraph. The Company will pay each such employee who performs services as a juror, a sum equal to the

difference between the amount received by the employee for jury service during a period not exceeding two (2) weeks in any one calendar year and the amount which such employee would have earned during the period of jury service on the basis of forty (40) hours each of such weeks.

**Section 5.** In the instance of the death of a Mother, Mother-In-Law, Father, Father-in-Law, Sister Sister-in-law, Brother, Brother-in-law, Husband, Wife, Children, Grandchildren, Grandparents, Step-father, Step-Mother, and Step-Child(ren) of a regular employee, the Company will, where required, grant a paid leave up to three (3) days to enable such employee to attend the funeral and otherwise assist in arrangements pertaining to the burial of any such member of the employee's family.

- (a) The allowance herein provided shall not cover any date beyond the date of actual interment. Each day's pay shall consist of the employee's regular hourly rate for eight (8) hours' work and shall be applicable only to those days which fall within the regular workweek during which the employee is on such leave.
- (b) Where the death of any such member of an employee's family occurs, the employee shall make application to the Company for such paid leave and shall provide such proof as is reasonably required relating to such death and the employee's attendance at the funeral. The paid death leave herein provided will not be granted in any instance where the employee otherwise eligible for such payment does not attend the funeral.

**Section 6.** The Company agrees to take action to increase the safety of all employees within the plant. The Company nor the Union will be responsible for personal property.

**Section 7.** The employer will provide a copy of Plant Rules to each employee.

**Section 8.** All employees must be at their work station at the start of the day, 7:00 AM, and after each Break. i.e. 9:10 AM and 1:10PM.

**Section 9.** Union employees may provide input to the Company to help increase productivity. Suggestions or procedural changes can be discussed with production supervisors as necessary. If a meeting is necessary, time will be allocated to discuss suggestions

**Section 10. Severance Pay-**

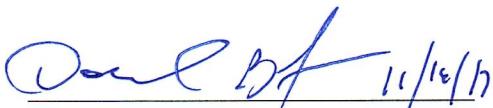
The Company shall provide one (1) week of pay (40 hours straight time) for every 3 years of service up to a maximum of four (4) weeks for employees losing their jobs as a result of the closing or relocation of the plant, or transferring part of the work to another facility, or when employees are subject to an indefinite layoff as a result of work.

IN WITNESS WHEREOF, the parties have hereunto affixed their hands and seals the day and year first above written.

OCEM Acquisition d/b/a  
Multi Electric Mfg., Inc.

  
\_\_\_\_\_  
✓ Vice President

LOCAL UNION 134, International  
Brotherhood of Electrical Workers

  
\_\_\_\_\_  
Business Manager

  
\_\_\_\_\_  
Business Representative

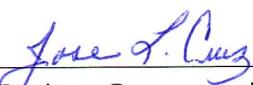
  
\_\_\_\_\_  
Business Representative

EXHIBIT "A"

Rate Schedule for OCEM Acquisition Corp d/b/a Multi Electric Mfg. Inc.

"B" Assembly Room Worker			
	START	12 MONTHS	24 MONTHS
2016	\$9.01	\$11.08	\$12.11
2017	\$9.24	\$11.36	\$12.41
2018	\$9.47	\$11.64	\$12.72
2019	\$9.66	\$11.87	\$12.98
"A" Assembly Room Worker			
	START	12 MONTHS	24 MONTHS
2016	\$9.01	\$12.39	\$12.87
2017	\$9.24	\$12.70	\$13.19
2018	\$9.47	\$13.02	\$13.52
2019	\$9.66	\$13.28	\$13.79
"B" Machine Shop Worker			
	START	12 MONTHS	24 MONTHS
2016	\$9.01	\$11.36	\$12.42
2017	\$9.24	\$11.64	\$12.73
2018	\$9.47	\$11.94	\$13.05
2019	\$9.66	\$12.17	\$13.31
"A" Machine Shop Worker			
	START	12 MONTHS	24 MONTHS
2016	\$9.61	\$12.87	\$13.61
2017	\$9.85	\$13.19	\$13.95
2018	\$10.10	\$13.52	\$14.30
2019	\$10.30	\$13.79	\$14.58
Lead Assembly Worker			
	START	12 MONTHS	24 MONTHS
2016	\$11.51	\$12.87	\$13.61
2017	\$11.80	\$13.19	\$13.95
2018	\$12.09	\$13.52	\$14.30
2019	\$12.33	\$13.79	\$14.58

Lead Machine Shop Worker			
	START	12 MONTHS	24 MONTHS
2016	\$11.51	\$13.88	\$15.52
2017	\$11.80	\$14.23	\$15.91
2018	\$12.09	\$14.58	\$16.31
2019	\$12.33	\$14.87	\$16.63
Shipping and Receiving			
	START	12 MONTHS	24 MONTHS
2016	\$11.51	\$13.61	\$14.35
2017	\$11.80	\$13.95	\$14.71
2018	\$12.09	\$14.30	\$15.08
2019	\$12.33	\$14.58	\$15.38
Quality Inspector			
	START	12 MONTHS	24 MONTHS
2016	\$12.80	\$15.11	\$16.57
2017	\$13.12	\$15.49	\$16.98
2018	\$13.45	\$15.87	\$17.41
2019	\$13.72	\$16.19	\$17.76
Electrical Inspector/Technician			
	START	12 MONTHS	24 MONTHS
2016	\$12.36	\$17.44	\$19.42
2017	\$12.67	\$17.88	\$19.91
2018	\$12.99	\$18.32	\$20.40
2019	\$13.25	\$18.69	\$20.81

## TABLE OF CONTENTS

<b>Article I</b>	<b>Recognition</b>	1
Section 1		1
Section 2		1
Section 3		1
<b>Article II</b>	<b>Work Covered -Union Security</b>	1
Section 1		1
Section 2		1
Section 3		2
Section 4		2
<b>Article III</b>	<b>Wage Rates</b>	2
Section 1		2
Section 2		2
<b>Article IV</b>	<b>No-Strike Clause</b>	2
<b>Article V</b>	<b>Hours and Overtime</b>	2
Section 1(a)		2
Section 1(b)		2-3
Section 1(c)		3
Section 1(d)		3
Section 1(e)		3
Section 1(f)		3
<b>Article VI</b>	<b>Holidays</b>	3
Section 1		3
Section 2		4
Section 3		4
<b>Article VII</b>	<b>Check-Off of Initiation Fees and Union Dues</b>	4
Section 1		4
Section 1 (a)		4
Section 1 (b)		4
Section 2		4
Section 3		5
Section 4		5
Section 5		5
<b>Article VIII</b>	<b>Stewards</b>	5
Section 1		5
Section 2		5
Section 3		5
<b>Article IX</b>	<b>Leaves of Absence</b>	5
Section 1		5
<b>Article X</b>	<b>Grievance Procedure</b>	6
Section 1		6
Step 1		6
Step 2		6