

MEMORANDUM OF AGREEMENT

MEMORANDUM OF AGREEMENT dated this 6th day of **April, 2021**, between **OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 153, AFL-CIO**, and **Labor Press Inc.**

WHEREAS, the parties hereto are party to a collective bargaining agreement dated **January 1, 2017** *and*;

WHEREAS, said collective bargaining agreement expires on **December 31, 2019**;

NOW, THEREFORE, be it mutually agreed as follows:

The execution of this Memorandum of Agreement and the ratification of its terms by the members of the Union in the bargaining unit constitute the entering into of a new collective bargaining agreement by the Employer and the Union. The Employer and the Union further agree that a new Agreement incorporating the terms of this Memorandum of Agreement with the text of the prior Agreement, will be prepared and executed by the appropriate representatives of the Employer and the Union within sixty (60) days after the Memorandum of Agreement is executed.

The modifications to the contract are as follows:

ARTICAL V - Increase in Compensation

Amend Section 1 to read as follows:

Section 1 – Except as provided in the side letter/attachments A &B, all salaried employees of Labor Press, Inc. shall receive a 2% salary increase retro to January 1, 2020 and January 1, 2021, respectively.

Effective January 1, 2022, all employees covered by this agreement shall receive a 2% wage increase, added to base pay;

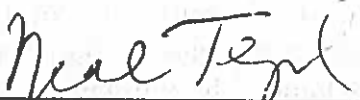
Effective January 1, 2023, all employees covered by this agreement shall receive a 2% wage increase, added to base pay.

ARTICAL XV - Duration and Renewal

Amend Section 1 to read as follows:


Section 1 - This Agreement shall become effective upon execution, except as provided otherwise in this Agreement, and shall remain in full force and effect until December 31, 2023. Negotiations for renewal, modifications or extension of this Agreement may be instituted by either party sixty (60) days prior to the expiration date. If agreement is not reached upon the date of this Agreement expires, the term of this Agreement shall continue in effect thereafter until either party gives to the other party written notice of termination.

For the Employer:



Neal Tepel
President

For the Union:



John Edmonds
Assistant Business Manager

April 9, 2021