

On this 14th day of December, 2020 the OFFICE OF EMPLOYEES INTERNATIONAL UNION, LOCAL 153, AFL-CIO (“the Union”) and THE WORKERS CIRCLE/ARBITER RING, INC. thereafter referred to as (“the Employer”) agree to enter a new collective bargaining agreement with the following terms:

1. The contract term will be from April 1, 2020 until March 30, 2023. The Employer and Union agree that the agreement from April 1, 2017 through March 31, 2020 shall remain in full force except as herein modified.

2. Holidays (Article IV)

Insert “the Employer agrees to grant additional holidays to bargaining unit employees that are provided to the non-union staff.”

3. Wages (Article VI)

Insert Effective to September 1, 2020, all employees shall receive an annual increase of \$1800 to their base salary.

Effective April 1, 2021, all employees shall receive an annual increase of \$1900 to their base salary.

Effective April 1, 2022, all employees shall receive an annual increase of \$2000 to their base salary.

4. Pension Plan (Article IX)

Insert Annual Pension contribution to the Local 153, OPEIU Pension Fund:

4/1/20	\$116.10	3.00%
4/1/21	\$119.58	3.00%
4/1/22	\$123.17	3.00%

5. All other terms and conditions of employment previously agreed upon remain the same.



on behalf of the Employer



12/14/20

on behalf of the Union

