PLAINTIFF'S
EXHIBIT
MGC-194

MAY 27 1980

MAY 27 1980 QRR

AGREEMENT REVISION

By mutual agreement on June 2, 1980 the Master Insulators Association of Cincinnati, Ohio and the International Association of Heat & Frost Insulators and Asbestos Workers Local Union No. 8 of Cincinnati, Ohio, hereby revise and amend ARTICLE VII and ARTICLE IX of their current agreement dated June 1, 1979 to read as follows:

ARTICLE VII

WAGES

The Employer agrees to pay Mechanics and Apprentices at the following rates per hour from June 2, 1980 through May 31, 1982:

	JUNE 1, 1980 through May 31, 1981	JUNE 1, 1981 through May 31, 1982
Mechanic	$14.76	$15.96
4th Year Apprentice	12.45	13.45
3rd Year Apprentice	10.90	11.80
2nd Year Apprentice	9.35	10.15
1st Year Apprentice	7.80	8.50

Payments of all wages and expenses shall be weekly on job or at shop or by mail on the day designated by the shop as pay day. In the event of a lay-off, the Employees shall be paid on the job by 4:00 P. M. or the Employer will have his check available at the Employer's office. When Employees are requested to pick up their check at the office, reasonable time will be allowed so that they may receive their pay at the office at 4:00 P. M. the same day. If this procedure is not adhered to, the Employee shall report to work the following day at the office available for work that day. All rate changes are to take place on Monday nearest date of rate change.

All employees applying insulation material, other than Apprentices shall receive Mechanics scale.

ARTICLE IX

FUNDS

The party of the first part agrees to pay $0.90 per hour paid to the Asbestos Worker's Local No. 8 Health and Welfare Fund. The party of the first part further agrees to pay $1.50 per hour paid to the Asbestos Worker's Local No. 8 Pension Fund. The party of the first part agrees to pay $0.02 per hour for each hour worked by each Employee covered by this Agreement into the Asbestos Worker's Joint Apprenticeship Committee Fund. The party of the first part agrees to withhold from the net wages of each Employee subject to the terms of this Agreement

$1.35 per hour worked and forward same to the Asbestos Worker's Local No. 8 Vacation Fund at Cardinal Savings & Loan Co., Fourth & Vine Streets, Cincinnati, Ohio. The party of the first part further agrees to withhold $0.25 per hour worked and forward same to the Asbestos Worker's Local No. 8 Administrative Fund, 1015 Vine Street, Cincinnati, Ohio. Only upon mutual agreement of both parties may the Health and Welfare Fund payment or the Pension Fund payment be increased and any such increase will reduce the rates of wages herein listed accordingly, by the amount of that increase. Should such an alteration of the Fund payments occur the Apprentice percentages in Article VII shall become null and void and deleted from the contract.

SIGNED:

MASTER INSULATORS ASSOCIATION OF CINCINNATI

Per: Grant W Kirby
Grant W. Kirby, President

Per: C. Olin Wilson
Olin Wilson, Secretary

Witnessed by:

Kyna C. Kowalski

SIGNED:

INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ASBESTOS WORKERS LOCAL NO. 8

Per: Jan Korb
Jan Korb, President

Per: Dan Lichtenfeld
Dan Lichtenfeld, Business Agent

Witnessed by:

James VanPelt