

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement, entered into by and between Scientific Commercial Systems Corporation ("Employer") and the Service Employees International Union, Local 1877 ("Union"), pursuant to the wage and benefit re-opener provisions contained in Sections 8 A and 9.A(2)(b) the current collective bargaining agreement, the parties agree to the following amendments to that agreement. In addition, the parties agree to amend the Pension Section 9.B (1) and 9.B.(2); all other existing terms and conditions of the Agreement to remain unchanged:

1. Section 8 Wages -ONLY Employees in the following classifications shall receive the following hourly wages in the base wages set forth in the Agreement. All others 0% increase.

<u>10/1/03</u>		<u>JUNE 2004</u>
Truck Driver/Mover Light/Helper	\$ 13.91	RE-OPEN SECTION 8 WAGES
Bus Driver	\$ 13.91	
Recycle Processor	\$ 13.91	
Recycle Processor Lead	\$ 15.30	

## Section 9 Employee Benefits -

A.2.(b) - The Employer agrees to contribute to the General Employees Trust Fund for health coverage the following amounts per month for those employees who worked eight (80) hours or more or more in the preceding calendar month. The employer agrees to contribute to the Trust premiums to maintain the benefits. If the cost of coverage exceeds the Employers premium contribution during the contract term, the employees shall pay such excess amount through payroll deduction, before taxes.

<u>10/1/03</u>	<u>JUNE 2004</u>
\$ 515.71	RE-OPEN SECTION 9 EMPLOYEE BENEFITS

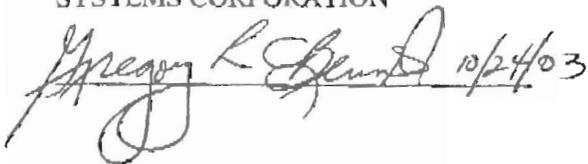
## B. Pensions:

- (1) The existing provision is to be deleted, and it is stipulated that no part-time employees were employed under this agreement during the period 10/1/02 and 10/1/03
- (2) Pension contributions per hour worked shall be as follows:

<u>10/1/03</u>	<u>JUNE 2004</u>
\$ .83	RE-OPEN SECTION 9 EMPLOYEE BENEFITS

SCIENTIFIC COMMERCIAL  
SYSTEMS CORPORATION

SERVICE EMPLOYEES  
INTERNATIONAL UNION LOCAL 1877

  
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