

DRAFT

DATE \@ "MMMM d, yyyy" May 7, 2009

Re: Owner-Operator Fringe Benefit Waivers

Dear *:

In recent weeks, Local 150 has received numerous requests from our smaller owner-operator signatories for relief designed to enable them to survive these difficult economic conditions. Local 150 is considering a plan which would allow signatory employers who hold owner-operator cards to suspend payment of fringe benefit contributions on themselves for a period from January 1, 2009, through March 31, 2010.

To be eligible, the employers must in fact hold owner-operator membership cards. In addition, they must in fact be "owners," and only two employees per company are eligible. They must also execute an appropriate waiver (a draft of which is enclosed).

Local 150 believes that it can implement this program unilaterally because it is effectively waiving its rights to enforce the fringe benefit contribution provisions of its collective bargaining agreements. Nevertheless, in the spirit of cooperation, we ask for the acquiescence of the bargaining association involved.

Please contact me at your earliest convenience to discuss this matter further.

Sincerely,

INTERNATIONAL UNION OF OPERATING

ENGINEERS,

LOCAL 150, AFL-CIO

Steven M. Cisco
Recording-Corresponding Secretary

SMC/lms

ecc: Robert Casey
Dale D. Pierson
David Bodley
Tom Bernstein
Karen O'Halleran