SECTION I. PARTIES TO THE AGREEMENT
This agreement is made by and between the International Union of Elevator Constructors, Local No. 12 (hereinafter referred to as the "Local" or the "Union") and the National Elevator Industry Inc. (hereinafter referred to as "NEII" or the "Company").

SECTION II. JURISDICTION
Par. 1. There will be one primary and three sub-primaries within the jurisdiction of the Local as follows:

Kansas City, MO Primary - that area encompassed by the following boundaries:
- **South Side** - 135th Street (150 Highway) to Highway 291.
- **East Side** - a continuous line following Interstate 470 and Highway 291.
- **North Side** - a line following Highway 152.
- **West Side** - a line following Interstate 435 to 135 to 135th Street.

St. Joseph, MO Primary - that area within a circle of twelve (12) mile radius of the intersection of Faraon and 31st Streets.

Topeka, KS Primary - that area within a circle of twelve (12) mile radius of the intersection of Topeka Blvd. and SW 17th Street.

Springfield, MO Primary - that area within a circle of twelve (12) mile radius of the intersection of National and Grand.

Par. 2 Subject to the approval of the joint jurisdiction committee, the secondary jurisdiction of Local #12 shall be the following counties in Kansas and Missouri:

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Par. 3. The employer shall have the option of assigning members from either Local #12 or Local #94 to work in the Kansas Counties of Gary, Lyon, Marshall, Pottawatomie, Riley, Morris, Coffee, Wilson, Woodson, Montgomery, Anderson, Allen, Neosho, and Labette. When such assignments are made, the employee shall receive wages and expenses in accordance with the Local Union in which they are a permanent member. However, this provision shall not restrict an employer from making temporary transfers under the provisions of Article XXII, Par. 3 of the Standard Agreement for work in these counties.

Par. 4 The employer shall have the option of assigning members from either Local #12 or Local #3 to work in the Missouri Counties of Boone, Morgan, Miller, Moniteau. When such assignments are made, the employee shall receive wages and expenses in accordance with the Local Union in which they are a permanent member. However, this provision shall not restrict an employer from making temporary transfers under the provisions of Article XXII, Par. 3 of the Standard Agreement for work in these counties.

SECTION III. TRAVEL ZONES
Par. 1. The following travel zones and travel allowances shall be established within the secondary jurisdiction applicable to new construction, modernization, and major repair work only. These travel zones and travel allowances shall be applicable to only the Kansas City primary.

ZONE A
Zone A shall include that area outside of the primary within a circle of thirty (30) mile radius from City Hall. A travel al
lowance equal to fifty-percent (50%) of the employee's prevailing hourly straight time scale plus $5.00 will be paid.

ZONE B
Zone B shall include that area outside of Zone A but within a circle of forty (40) mile radius of City Hall. A travel allowance equal to one-hundred percent (100%) of the employee's prevailing hourly straight time scale plus $8.25 will be paid.

In order to qualify for the travel allowance in Zone A or Zone B, each elevator constructor mechanic or helper must be on the job at the regularly scheduled starting time and work until the end of the regularly scheduled work day as provided for in the applicable article(s) of the Standard Agreement. The Company shall have the option to pay the prevailing per diem expenses in Zones A and B. When the local receives future wage adjustments, the new scale shall become the prevailing scale and will then be applied to establish the travel allowance in Zone A and Zone B.

SECTION IV. PER DIEM
Par. 1. When Elevator Constructor Mechanics and Elevator Constructor Helpers work beyond Zone B if assigned to the Kansas City primary, or outside of their respective primary if assigned to the Springfield, St Joseph. or Topeka primary, each mechanic and each helper shall have the option of selecting one of the following options for travel expense reimbursement. No per diem shall be paid if a job assignment starts and ends the same calendar day.

OPTION A
The employee may elect to commute to and from the job site on a daily basis, on the employee's own time and with no expenses. Under these circumstances, the employee will be paid per diem for each day worked in the amount of $31.00. The per diem will also be paid for any paid holidays observed in accordance with the provisions of Article VI of the Standard Agreement which fall during the regular work week.

On the first day out each mechanic and helper shall be paid the full diem, on the last day of the job, each mechanic and helper shall be paid the full per diem expense if they complete eight (8) hours on the job. Should the job be completed before the end of the work day and they travel home during the regular work day, fifty percent (50%) of the per diem shall be paid for the last day on the job.

OPTION B
The employee may elect to stay out of town at or near the job
site. Under these circumstances, the employee shall be reim-
bursed for lodging based upon reasonable actual hotel/motel re-
cceipts presented to the Company and shall receive a meal allow-
ance of fifteen dollars ($15.00) per day. Alternatively, in lieu
of the $15.00 per day meal allowance, the employee may elect to
present reasonable actual meal receipts to the Company. Any dis-
putes as to what are reasonable receipts shall be resolved be-
tween the supervisor/superintendent and the local business rep-
resentative.

Where work continues on the same job site the following week, in
lieu of the above allowances for Saturday and Sunday, the em-
ployee shall receive a per diem allowance of $31.00 per day, for
Saturdays, Sundays and for any paid holidays observed in accor-
dance with the provisions of Article VI of the Standard Agree-
ment which fall during the regular work week.

On the first day out each mechanic and helper shall be paid the
full diem: on the last day of the job, each mechanic and helper
shall be paid the full per diem expense if they complete eight
(8) hours on the job. Should the job be completed before the end
of the work day and they travel home during the regular work
day, fifty percent (50%) of the per diem shall be paid for the
last day on the job.

Par. 1. An employee who is authorized to use their own vehicle
for the employer's business shall be reimbursed at the "Standard
Mileage Rate" published by the Internal Revenue Service, cur-
rently thirty-one and one-half cents ($.315) per mile. Future
changes in the mileage reimbursement rate shall be based upon
changes to this index and shall become effective at the begin-
ing of the pay period next following the company's receipt of
notice of the change.

Par. 2. The Company shall pay the cost of necessary parking af-
ter the first stop when the Employee's personal vehicle is used
on Company business. Minimum mileage per authorized move shall
be four (4) miles per move.

In addition, on construction and modernization jobs which are
located within the Downtown Loop (that area bounded by 135 on
the North and West, by 170 on the East and by I670 on the
South). Elevator constructor mechanics and helpers shall re-
ceive a parking allowance of $1.50 per day worked.

Par. 3. When mechanics and helpers transport or convey any heavy
material, parts or tools (other than hand tools), the employee
shall be paid cartage. The amount of cartage shall be reasonable
according to weight and distance. When a dispute arises as to
what is reasonable, the superintendent or supervisor and the local business representative shall resolve the issue.

SECTION VI.  TRANSFER AGREEMENT

Par. 1. It is understood that employees may perform work in any primary and/or sub-primary of the local on a temporary basis provided that the employee is paid expenses in accordance with the provisions of this agreement when they perform work outside of their assigned primary and/or sub-primary.

Par. 2. For other than a temporary assignment, it is agreed that the Company may move or transfer an employee on a permanent basis from the Kansas City primary to one of the other sub-primaries of the local, or vice versa, providing the following are complied with:

a.) The transfer of the employee shall be with the written consent of the employee and the Local shall receive notice of the transfer not less than thirty days prior to the effective date of the transfer, where possible.

b.) An employee who is transferred on a permanent basis and the assignment does not require a household move shall receive four (4) weeks of per diem (on a 7 day basis) as a relocation allowance. After the four (4) weeks of per diem has been paid, it shall constitute a permanent move to the new primary.

c.) An employee who is transferred on a permanent basis and the transfer does require a household move, shall receive a maximum of six (6) weeks of per diem (on a 7 day basis) as a relocation allowance, plus reasonable reimbursement of moving expenses for household effects as agreed upon by the Company and the local Business Representative.

d.) When an employee is permanently transferred as outlined above, the employee will be guaranteed twelve (12) months of work at or out of the new location or he/she will be paid per diem for the entire period of time less any per diem already paid.

e.) Provision (d) above shall not apply in the event an employee is discharged in accordance with the provisions of Article XXII, Par. 4(e) of the Standard Agreement.

f.) Provision (d) above shall not apply in the event an employee voluntarily quits.

g.) For a helper who has been permanently transferred by
the Company to Topeka, St. Joseph, or Springfield and subsequently successfully passes the mechanic examination within a (6) month time frame, and the Company does not have a mechanic position available in his current sub-primary, the Company shall be obligated to transfer said employee back to the Kansas City primary should the employee so elect.

Par. 3. Local #12 shall establish, maintain, and keep current an open list for the employment of workmen to perform the duties required in each primary and sub-primary of Local #12. A separate list for each sub-primary will be established, maintained, and kept current for the employment of workmen in that sub-primary.

When an employer assigns an employee based in one primary and/or sub-primary to work in another primary or sub-primary within the Local's jurisdiction, such employee shall be paid expenses as required by his/her base primary or sub-primary expense agreement.

SECTION VII. DURATION OF AGREEMENT
This agreement will be effective on July 11, 1997 and will remain in effect as long as satisfactory to both parties, but no change shall be made within the first six months. Sixty (60) days notice in writing shall be given by either party of a desire to make a change, and such written notice shall constitute cause for a meeting of both parties.