



Office and Professional Employees International Union  
2900 Eastlake Avenue E. #220 • Seattle, WA 98102 • (206) 441-8880 • 1-800-600-2433

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**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 76**

**AND**

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION  
LOCAL NO. 8, AFL-CIO**

**FOR THE PERIOD OF**

**SEPTEMBER 1, 2019 THROUGH AUGUST 31, 2022**

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# COLLECTIVE BARGAINING AGREEMENT

## I.B.E.W. LOCAL 76

THIS AGREEMENT is made and entered into at Seattle, Washington this 1<sup>st</sup> day of September 2019, by and between International Brotherhood of Electricians Local 76 hereinafter referred to as the EMPLOYER, and OFFICE AND PROFESSIONAL EMPLOYEES LOCAL NO. 8, AFL-CIO, hereinafter referred to as the UNION, for the purpose of fixing the minimum wage scale, schedule of hours, and general rules and regulations between the EMPLOYER and the UNION, and to clearly define mutual obligations between the parties hereto.

### PREAMBLE

WHEREAS, the parties hereto desire to cooperate in establishing conditions which will tend to secure to the employees concerned a living wage and fair and reasonable conditions of employment, and to provide methods for fair and peaceful adjustment of all disputes which may arise between them, so as to secure uninterrupted operation of the office involved.

NOW THEREFORE, be it mutually agreed to as follows:

### ARTICLE 1

#### RECOGNITION OF THE UNION

**Section 1.1** The Employer agrees to recognize and hereby does recognize the Union as the sole and exclusive collective bargaining agent with respect to rates of pay, hours and all other terms and conditions of employment for the appropriate bargaining unit herein established and described as follows: All office employees employed by the Employer (See Exhibit A for guidelines), excluding elected officers, elected or hired business representatives, staff assistants and organizers and supervisors, as defined by the Act.

**Section 1.2 UNION LABEL.** All communications of any type produced by Local 8 employees sent out of any office under this Agreement shall bear the Union label of the Office and Professional Employees Local No. 8, except that letters occasionally written by the Agents and Organizers and/or Executive officers of the Employer need not bear this label. Only OPEIU bargaining unit members are authorized to use the OPEIU 8 Union label. All official correspondence of the organization should be produced by employees covered by this Agreement. In no event shall bargaining unit employees suffer any loss in hours due to the aforementioned work being performed by anyone outside the bargaining unit.

**Section 1.3** This Agreement shall not apply to any elected or appointed officer of the Employer Union or Council whose duties in accordance with their Constitution and Bylaws require work of a clerical nature.

## ARTICLE 2

### UNION SECURITY

**Section 2.1** The Employer agrees that all employees covered under this Agreement shall, as a condition of employment, thirty-one (31) days from the effective date of this Agreement, become and remain members of the Union in good standing.

**Section 2.2** The Employer further agrees that all new employees hired subsequent to the effective date of this Agreement shall, as a condition of employment, thirty-one (31) days from the date of employment become and remain members of the Union in good standing.

**Section 2.3** The Employer shall notify all employees on their first day of employment of their responsibility to contact the Local to satisfy their union obligation. Temporary and on-call employees shall pay work permit fees in lieu of Initiation Fees up to ninety (90) days (455 hours for on-call employees), when full Initiation Fees are due, in accordance with Local 8's Bylaws.

**Section 2.4** No present employee, who, prior to the date of this Agreement was receiving more than the rate of wages or vacation designated in this Agreement for the class of work in which the employee was engaged, shall suffer a reduction in the rate of wages or vacations from the application of this Agreement.

## ARTICLE 3

### UNION BUSINESS

**Section 3.1** The Union Representative shall be allowed admission to the Employer's premises covered by this Agreement at any reasonable time, for the purpose of investigating conditions relating to this Agreement, and the Union Representative will first make his/her presence known to the Employer.

**Section 3.2** The Employer shall recognize the Office Steward who shows authority from the Union as a duly accredited Union representative who, upon notifying his or her designated supervisor or officer, may investigate all complaints.

**Section 3.3(a) VOTE CHECK-OFF.** The Employer agrees to check-off voluntary contributions for the Union's political action fund(s) for each covered person who voluntarily executes a check-off authorization designating such deduction and the amount. Such employee contribution shall be remitted to the Union monthly.

**Section 3.3(b)** Deductions shall begin on the first pay period of the first month following receipt of check-off authorization and shall continue in a like manner until the check-off authorization is revoked in writing.

**Section 3.3(c)** All monies collected under this Agreement shall be made payable to the Secretary-Treasurer of the Union and submitted to Local 8 within fifteen (15) days along with a list of employees from whom such deductions have been made and the amount deducted for

each such employee.

**Section 3.4(a) HARDSHIP FUND CHECK-OFF.** The Employer agrees to check-off voluntary contributions for the Union's Hardship Fund for each covered person who voluntarily executes a check-off authorization designating such deduction and the amount. Such employee contribution shall be remitted to the Union monthly.

**Section 3.4(b)** Deductions shall begin on the first pay period of the first month following receipt of check-off authorization and shall continue in a like manner until the check-off authorization is revoked in writing.

**Section 3.4(c)** All monies collected under this Agreement shall be made payable to the Secretary-Treasurer of the Union and submitted to Local 8 within fifteen (15) days along with a list of employees from whom such deductions have been made and the amount deducted for each such employee

**Section 3.5** It shall not be considered a violation of this Agreement for the employee to refuse to pass a bona fide picket line established by any AFL-CIO union, provided such picket line has been approved by the appropriate Central Labor Council.

**Section 3.6** It shall not be considered a violation of this Agreement for employees to refuse to perform work detoured to their office from a firm which has been placed on the "Unfair List" of any Central Labor Council affiliated with the AFL-CIO.

## ARTICLE 4

### UNION SENIORITY

**Section 4.1** Seniority for purposes other than layoff shall mean length of continuous service with the Employer and shall be determined on an office-wide basis.

**Section 4.2** In the event a new employee classification is established that is not otherwise contained in this Agreement, the parties agree to meet, discuss and/or negotiate the terms applicable to such "new" classification. However, all other provisions of this Agreement shall remain in effect.

**Section 4.3** Employees shall be made aware of all positions that become open or any newly created positions including grade, pay and position responsibilities. Seniority shall determine who shall receive the position where ability is equal.

**Section 4.4** Present employees shall be given first opportunity to qualify for any new position created. In the event training programs are necessary for employees to qualify for a new position the Employer agrees to afford present employees a ninety (90) day period to upgrade themselves to the skills of the new position. (Note: Not to be construed as the Employer's time.)

## ARTICLE 5

### LAYOFFS – DISCHARGE

**Section 5.1** In the event that skills and abilities are equal, the Employer agrees that in laying off employees he will make such layoffs within the classifications contained in this Agreement in accordance with the seniority standing of the employees.

**Section 5.2** Regular full-time and regular part-time employees shall be hired on a probationary period for the first ninety (90) calendar days. Termination or discipline during this period will not be subject to review by the Union.

**Section 5.3** No employee shall be disciplined or discharged except for just cause. Upon termination, an employee, upon request, shall receive written notice from the Employer stating the true cause of termination.

**Section 5.4** Upon termination of employment (layoff or discharge) (except for just cause) two (2) weeks' notice or two (2) weeks' pay shall be given by the Employer.

**Section 5.5** Employees are required to give two (2) weeks' notice of their desire to terminate their services with the Employer unless mutually agreed.

**Section 5.6** The Employer agrees to give employees, or previous employees, written statements as to their character and service if required.

**Section 5.7** A laid off employee shall be placed on a recall list for a period of thirty (30) days.

## ARTICLE 6

### HOLIDAYS

**Section 6.1** Holidays shall be those designated in the Inside Collective Bargaining Agreement between IBEW Local 76 and S.W. Washington Chapter, NECA. These holidays are as follows:

New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day,  
Thanksgiving Day, the day after Thanksgiving and Christmas Day.

**Section 6.2** If any of the aforementioned holidays fall on Saturday, employees will be off the previous Friday. If the holiday falls on a Sunday, employees will be off the following Monday.

**Section 6.3** The above listed holidays are in conjunction with those holidays designated in the Inside Collective Bargaining Agreement between IBEW Local 76 and S.W. Washington Chapter, NECA. If there is a change in that agreement in regards to the holidays observed, said changes will be adopted by this agreement upon receipt of notification by the I.B.E.W. Local Union #76 Business Manager.

## ARTICLE 7

### SICK LEAVE

**Section 7.1** Employees shall be entitled to and shall receive in the event of illness, sick leave with pay on the following basis: Employees shall accrue eight (8) hours for each month of continuous service up to a maximum of four hundred (400) hours.

**Section 7.2** No employee shall be dismissed during periods of absence due to illness.

**Section 7.3** Sick leave “payments” shall be reduced proportionate to the amount that is received or could have been received pursuant to Accident & Sickness benefits under the Health and Welfare plan as provided in this Agreement.

**Section 7.4** Should employees be unable to leave their place of work on an intermittent basis, relief periods of fifteen (15) minutes shall be allowed at the approximate mid-points of the morning and afternoon work shifts. Relief periods shall be exercised in such manner as to not completely disrupt business affairs of the Employer.

**Section 7.5** Each employee shall be entitled to use earned sick leave for an absence resulting from an employee’s mental or physical illness, injury, or health condition; to accommodate the employee’s need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; of an employee’s need for preventive medical care; to allow the employee to provide care for a family member as set forth in Chapter 49.46 RCW; when the employee’s child’s school or place of care has been closed by order of a public official for any health-related reason; and for absences that qualify for leave under the Washington State Domestic Violence Act.

An employee must promptly notify the Business Manager on the first day of sick leave and each day after, unless there is mutual agreement to do otherwise. If the employee is in a position where a relief replacement is necessary, the employee will notify the Business Manager at least two (2) hours prior to his/her scheduled time to report to work (excluding leave taken in accordance with the Domestic Violence Leave).

**Section 7.6** Upon separation, other than “*for cause*”, an employee shall be paid twenty five (25%) percent of his or her unused sick leave accumulation.

## ARTICLE 8

### VACATIONS

**Section 8.1** Employees shall be entitled to and shall receive annual vacation with pay on the following basis: Two weeks, ten working days, after one year of continuous service; three (3) weeks, fifteen (15) working days after five (5) years of continuous service; four (4) weeks, twenty (20) working days after ten (10) years of continuous service. Vacations shall be taken at a time mutually agreeable to the Employer and employee. Vacation time earned may be cumulative, up to twenty (20) working days. Vacation time earned but not used (beyond twenty

(20) working days) shall be purchased back by the employer annually.

**Section 8.2** In the discharge or layoff of an employee, the pro-rata vacation pay up to twenty (20) days maximum as per Section 1 shall be included in his/her final wage adjustment.

**Section 8.3** Employees shall be given preference in the choice of vacation dates on the basis of seniority, provided they advise the Employer of their desired vacation dates not later than January 15 of each year. It is understood employees' desires shall be given reasonable consideration. Employees shall be notified in writing of the approval of denial of their requested dates not later than January 31<sup>st</sup> of each year.

Should Management be required to cancel previously scheduled annual leave due to an emergency, employees so affected will be given top priority for rescheduling. Employees may request additional vacation leave at any time on a first come, first served basis; however, the posted vacation schedule shall take precedence. The Employer will normally respond to all such requests within fourteen (14) days of the request.

## ARTICLE 9

### LEAVE OF ABSENCE

**Section 9.1** Request for leave of absence must be made to the Employer, in writing, and each case will be decided on its merits, subject to appeal except for those leaves that are provided by law.

**Section 9.2** An employee, who while on leave of absence, engages in other employment, or fails to report for work, or fails to ask for a renewal of his leave on or before the expiration of his leave, will be considered as having quit without notice and shall cease to be an employee of the Employer. Exceptions to this clause may be made by mutual agreement in writing between the Employer and the Union.

## ARTICLE 10

### HOURS OF WORK

**Section 10.1** The regular hours of work shall not exceed eight (8) hours in any one (1) day to be worked within nine (9) consecutive hours between 8:00 a.m. and 6:00 p.m., nor more than forty (40) hours per any one (1) week. All time worked in excess of regular working hours, Saturday, Sunday, or holidays shall be paid for at one and one-half (1 1/2) times the actual rate.

**Section 10.2** An alternative schedule of four(4) ten (10) hour shifts per week may exist as long as it is mutually agreed to by the employees and the employer. All hours worked over ten (10) hours in a day or forty (40) hours per any one (1) week will be paid at one and one-half (1 1/2) times the actual rate.

**Section 10.3** Employees shall not be laid off to equalize time worked in excess of their regular work schedule.



**Section 10.4** The lunch period shall be at least one (1) hour. Employees will not be required to take their lunch period until at least three (3) hours after starting work, nor later than three (3) hours before quitting time.

**Section 10.5** Employees ordered to report and then not put to work shall receive at least four hours' stand-by pay.

## ARTICLE 11

### **GRIEVANCE PROCEDURE**

A grievance is defined as an alleged breach of the express terms and conditions of this Agreement. If any such grievance arises, it shall be submitted to the following grievance procedure.

**Step I – Employee, Union Representative and Employer Representative.** The employee shall reduce the grievance to writing, setting forth the detailed facts concerning the nature of the grievance, contract provision alleged to be violated and relief sought, and shall present same to the Employer Representative within ten (10) working days following receipt of the grievance.

**Step II – Two Employer Representatives and Two Union Representatives.** If the matter is not resolved in Step I to the employee's satisfaction, the grievance shall be referred in writing to two Employer Representatives and two Union Representatives who shall meet within fourteen (14) working days for the purpose of resolving the grievance. The Employer Representatives shall issue a written reply within seven (7) working days of the meeting of the parties.

**Step III – Arbitration.** If the grievance is not settled on the basis of the foregoing procedures, either the Employer or the Union may submit the issue in writing to arbitration within ten (10) working days following the written reply from the Employer Representative. Within five (5) working days of the notification that the dispute is submitted for arbitration, the Employer and the Union shall attempt to agree on an arbitrator. If the Employer and the Union fail to agree on an arbitrator, a list of eleven (11) arbitrators shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one (1) name remains. The person whose name remains shall be the arbitrator. The arbitrator's decision shall be final and binding on all parties. The arbitrator shall confine himself/herself to the issue submitted for arbitration and shall have no authority to determine any other issue not so submitted to him/her. The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of the Agreement, but shall be authorized only to interpret existing provisions of the Agreements as they may apply to the specific facts of the issue in dispute. Each party shall bear one-half (1/2) of the fee of the arbitrator and any other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of witnesses called by the other party.

The arbitrator shall rule only on the issue to be arbitrated and shall not have the authority to amend any portions of this Agreement.

## ARTICLE 12

### BEREAVEMENT LEAVE

**Section 12.1** A regular, full-time employee, having been employed for a period of sixty (60) days, shall be granted the following non-accumulative bereavement leave.

In the case of death in the immediate family, that being defined as spouse, parent, step parent, children, step children, sibling, step sibling, in-law, step in-law, grandparent, step grandparent, grandchild, step grandchild and domestic partner, an employee shall be granted a leave of absence of three (3) working days with pay. This leave of absence will not be charged against sick leave.

## ARTICLE 13

### COMPENSATION

**Section 13.1** (See Appendix A)

**Section 13.2(a)** The Employer agrees to pay for each employee who works eighty (80) hours or more in the preceding month, the monthly premium of the employee and dependents for the Health and Welfare Benefits.

**Section 13.3(a)** The Employer shall pay into the Western States Office and Professional Employees Pension Fund an hourly rate as set forth in Addendum “A” of this Agreement for each compensable hour to provide retirement benefits pursuant to provisions of the Western States Office and Professional Employees Pension Fund. Payment shall be made by the 15th of the following month.

**Section 13.3(b)** The Employer agrees to and be bound by all terms, conditions, and provisions of the Western States Office and Professional Employee’s Pension Fund Trust Agreement and any changes, additions, amendments or modification thereto which are made by the authorized Trustees of the Plan.

**Section 13.4(a)** The Employer shall pay into the I.B.E.W. Pacific Coast Pension Fund an hourly flat rate as set forth in Addendum “A” of this agreement for each compensable hour to provide retirement benefits pursuant to provisions of the I.B.E.W Pacific Coast Pension Fund. Payment shall be made by the 15th of the following month.

**Section 13.4(b)** The Employer agrees to adopt the I.B.E.W. Pacific Coast Pension Fund Recovery Schedule 4 and pay all scheduled increases.

**Section 13.5** The Employer shall pay into the Local Union #76 I.B.E.W. Retirement Fund an hourly flat rate as set forth in Addendum “A” of this Agreement for each compensable hour to provide retirement benefits pursuant to provisions of the Local Union #76 Retirement Fund. Payment shall be made by the 15th of the following month.

**Section 13.6** Upon failure of the Employer to make any of the payments required by this

Agreement, the Union may, ten (10) days after receipt of written notification to the Employer of failure of such payments, undertake economic action against such defaulting.

Employer to enforce prompt payment, and such action shall not be deemed to be in violation of this Agreement or any of the provisions thereof.

**Section 13.7** Employees required to use their own automobile for Employer's business shall be reimbursed for such use per Construction Agreement.

**Section 13.8 WASHINGTON PAID FAMILY AND MEDICAL LEAVE.** Employees shall be granted up to twelve (12) weeks of paid family and medical leave to care and bond within twelve (12) months of the birth, adoption or placement of a child younger than eighteen (18) years of age, and to care for oneself, a dependent, spouse, domestic partner or parent with a serious illness or injury. An additional two (2) weeks of leave will be available when the leave is a result of pregnancy complications. Employees are eligible for up to sixteen (16) week of leave when family and medical leave are used in combination. Health and welfare benefits shall remain in full force and affect during such leave.

Employees shall receive compensation while out on this leave from the Washington State Employment Security Department. The employee may choose to use their accrued sick leave to supplement the state's compensation when taking Washington State Paid Family and Medical Leave.

## ARTICLE 14

In the event laws are passed by the State or nation which conflict with the provisions of this Agreement relating to hours or wages, the provisions of this Agreement which are in conflict therewith may be re-opened for negotiations without affecting the remaining portions of this Agreement.

## ARTICLE 15

### **MANAGEMENT RIGHTS**

All rights, powers and authority the Employer possesses relative to the operation of the Employer's business shall be retained except as expressly deleted, abridged and/or modified by this Agreement.

Due to the nature of the Employer's business it is imperative employees are fully cognizant of their responsibilities and obligations. Therefore, in the exercise of those rights, powers and authority as possessed by management, the Union understands and agrees that employee insubordination, refusal and/or reluctance to comply with the Employer's directives (written, oral and/or implied) is subject to such disciplinary action as the Employer deems appropriate.

**ARTICLE 16**

**NON-DISCRIMINATION**

The Employer and the Union agree that there will be no discrimination in employment because of race, creed, color, national origin, age, sex or handicap as defined by Federal and State laws. Compliance with State and/or Federal laws shall not be considered discrimination under this Article.

**ARTICLE 17**

**TERM OF AGREEMENT**

Except as otherwise provided herein, this Agreement shall be effective from September 1, 2019 and shall remain in effect through August 31, 2022.

Either party to this Agreement desirous to change or terminate this Agreement shall notify the other party in writing at least sixty (60) days prior to its termination date.

If this Agreement has not been renewed, modified or extended by the date on which it would have otherwise terminated, the terms and conditions herein shall continue in full force and effect.


Amendments to this Agreement can be made at any time by written mutual consent by the parties hereto.

Signed this 22<sup>nd</sup> day of September 2021.

**INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 76**

  
\_\_\_\_\_  
Tim O'Donnell  
Business Manager

**OFFICE & PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION, LOCAL 8**

  
\_\_\_\_\_  
Leslie Liddle  
Union Representative

  
\_\_\_\_\_  
Suzanne Mode  
Business Manager

**APPENDIX “A”**

Employees (other than temporary) may at their option and if agreeable with the Union diversify any part of their total wage/fringe package into the following, pursuant to the respective indicated conditions:

OPEIU PENSION -- As required and/or allowable by Trust.

PACIFIC COAST PENSION FUND -- As required and/or allowable by Trust.

PAYROLL DEDUCTIONS -- Mutually agreeable.

DUES CHECKOFF -- As agreed between Employee/Union

LOCAL #76 IBEW RETIREMENT FUND -- As required and/or allowable by Trust.

The above is allowable with the understanding that the employee’s total hourly wage/fringe package will remain unchanged.

Regular Employee – One who is hired on a regular full-time or regular part-time basis.

Temporary Employees – One who is hired to work on an intermittent basis or as an interim replacement on a work schedule which does not extend beyond ninety (90) days. They shall receive no fringe benefits except the OPEIU pension.

Part-Time Employees – Part-time employees shall work a regular schedule and shall receive all benefits which are granted full-time employees but on a pro-rated basis. Health and Welfare benefits will be provided per Article 13, Section 2.

Student-Trainee – A student who is hired as a regular full-time or a regular part-time employee on a work schedule that does not extend beyond ninety (90) days. The rate of pay for such position shall be \$11.00 per hour inclusive of all benefits. It is further agreed that this position shall not be used to replace any regular full-time or regular part-time employees.

**ADDENDUM “A”**

**EFFECTIVE 1/01/2020 – 8/31/2021**

	<b>Base Wage</b>	<b>Western State Pension</b>	<b>Western State Surcharge</b>	<b>Western State Total</b>	<b>PCPF</b>	<b>PCPF Recovery</b>	<b>PCPF Total</b>	<b>LU 76</b>
Start	\$20.25	\$0.84	\$0.67	\$1.51	\$1.14	\$1.58	\$2.72	\$1.22
1 Year	\$21.27	\$0.88	\$0.70	\$1.58	\$1.19	\$1.65	\$2.84	\$1.28
2 Year	\$22.33	\$0.93	\$0.74	\$1.67	\$1.25	\$1.74	\$2.99	\$1.34
3 Year	\$23.45	\$0.97	\$0.78	\$1.75	\$1.31	\$1.82	\$3.13	\$1.41
4 Year	\$24.62	\$1.02	\$0.82	\$1.84	\$1.38	\$1.92	\$3.30	\$1.48
5 Year	\$25.85	\$1.07	\$0.86	\$1.93	\$1.45	\$2.02	\$3.47	\$1.55
10 year	\$28.44	\$1.18	\$0.94	\$2.12	\$1.59	\$2.21	\$3.80	\$1.71
15 Year	\$31.28	\$1.30	\$1.04	\$2.34	\$1.75	\$2.43	\$4.18	\$1.88
20 Year	\$34.41	\$1.43	\$1.14	\$2.57	\$1.93	\$2.68	\$4.61	\$2.07

**ADDENDUM “A”**

**EFFECTIVE 9/01/2021 – 8/31/2022**

	<b>Base Wage</b>	<b>Western State Pension</b>	<b>Western State Surcharge</b>	<b>Western State Total</b>	<b>PCPF</b>	<b>PCPF Recovery</b>	<b>PCPF Total</b>	<b>LU 76</b>
Start	\$21.27	\$0.84	\$0.67	\$1.51	\$1.14	\$1.58	\$2.72	\$1.22
1 Year	\$22.33	\$0.88	\$0.70	\$1.58	\$1.19	\$1.65	\$2.84	\$1.28
2 Year	\$23.45	\$0.93	\$0.74	\$1.67	\$1.25	\$1.74	\$2.99	\$1.34
3 Year	\$24.62	\$0.97	\$0.78	\$1.75	\$1.31	\$1.82	\$3.13	\$1.41
4 Year	\$25.85	\$1.02	\$0.82	\$1.84	\$1.38	\$1.92	\$3.30	\$1.48
5 Year	\$27.14	\$1.07	\$0.86	\$1.93	\$1.45	\$2.02	\$3.47	\$1.55
10 year	\$29.86	\$1.18	\$0.94	\$2.12	\$1.59	\$2.21	\$3.80	\$1.71
15 Year	\$32.84	\$1.30	\$1.04	\$2.34	\$1.75	\$2.43	\$4.18	\$1.88
20 Year	\$36.13	\$1.43	\$1.14	\$2.57	\$1.93	\$2.68	\$4.61	\$2.07

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