

## Sample Letter to OE 324 Employees (C)

All OE 324 employees:

Currently, all Operating Engineers, Local 324 fringe benefit contributions continue to be sent in on a timely basis by (COMPANY NAME). However, the OE 324 Fringe Funds have determined that the Vacation & Holiday fringe is a taxable wage and therefore cannot be held by the fringe funds during this contract stalemate. Since June 1<sup>st</sup>, our company has contributed (INSERT FRINGE CONTRIBUTION AMOUNT \$\$), and yet OE 324 has refused to credit those payments to you, threatening your well-deserved benefits.

Enclosed please find your Vacation & Holiday fringe payment for the period of GIVE THE CURRENT DATE GOING BACK TO JUNE 1 (OR MAY 1 IF YOU ARE A UTILITY DISTRIBUTION CONTRACTOR). We have made the decision to pay to you directly the Vacation & Holiday fringe in order to provide much needed assistance during these challenging times. You should expect to see this Vacation & Holiday fringe contribution in your paycheck on a weekly basis until further notice.

We have been a contributing employer to the OE 324 through MITA (and before that MRBA) for (LIST APPROXIMATE YEARS IN BUSINESS), and will continue to demand that your benefits be protected for the security of you and your family.

Thank you for your loyalty to (COMPANY NAME).

COMPANY REPRESENTATIVE