

EXHIBIT
20
Joint

EXHIBIT
1

**IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF PUERTO RICO**

<p>IN RE:</p> <p>P.J. ROSALY ENTERPRISES, INC.</p> <p>Debtor in Possession</p>	<p>CASE NO.: 16-07690 (ESL)</p> <p>CHAPTER 11</p>
---	---

PROPOSED AMENDMENTS REJECTED BY THE UNION

PROPOSED AMENDMENT	DEBTOR'S PROPOSAL	UNION'S POSITION	STATUS
<p>Article VI-</p> <p>Section 1. Protection of Conditions</p> <p>Page 10 CBA</p> <p>The Company shall maintain pay rates and other employment conditions as provided in this Collective Bargaining Agreement.</p>	<p>The Debtor proposes to amend, eliminating this clause.</p>	<p>Rejected</p>	<p>Amendment Withdrawn</p>
<p>Article XV</p> <p>Section 1. Part-Time Employees</p> <p>Page 32 CBA</p> <p>The Company may hire part-time employees from:</p> <p>1. Monday to Friday</p>	<p>The Debtor proposes to be able to use part-time employees outside the specified workday:</p> <p>Monday – Friday</p> <p>That is, Tuesday-Saturday</p> <p>Including, Saturday and Sunday</p> <p>Economic impact: \$90,412</p>	<p>Rejected</p>	<p>Debtor limited to Saturday</p>

<p>Article XVI:</p> <p>Section 1. Temporary Employees</p> <p>Page 33 CBA</p> <p>The Company may hire temporary employees to cover the positions of employees who take any of the leaves included in this Collective Bargaining Agreement.</p>	<p>The Debtor proposes to cover the vacation or sick leaves of union employees with temporary employees in order to limit the payment of time and a half (1.5), the union employees' pay rate, to the base pay rate of temporary employees.</p> <p>Economic impact: \$165,284.00</p> <p>EQUAL TREATMENT GIVEN TO ALL EMPLOYEES</p>	<p>Rejected</p>	<p>No agreement</p>
<p>Article XVIII:</p> <p>Strikes and Shutdowns</p> <p>Section 1. Waiver of the Right to Strike and Shutdown</p> <p>Page 36 CBA</p> <p>The parties agree to resolve any controversy, dispute, conflict, discrepancy or disagreement between the Union and the Company in accordance with the procedure laid down in Article XI (Complaint and Grievance Procedure) of this Collective Bargaining Agreement. List does not include "pickets."</p>	<p>Include pickets in surroundings for events requiring resolution under the Complaint and Grievance Procedure.</p> <p>Economic impact of picket: \$29,550.82 per day.</p> <p>(Business interruption not included in the cost estimated under the Plan.)</p>	<p>Rejected</p>	<p>No agreement</p>

Case:16-07690-ESL11 Doc#:212 Filed:08/29/17 Entered:08/29/17 13:36:34 Desc: Main Document Page 6 of 10

<p>Article XXI:</p> <p>Section 6. Payment for Reporting to Work</p> <p>Page 40 CBA</p> <p>When the Company requires an employee to report to work at the time assigned in his regular work schedule and for reasons beyond its control there is no work available for the employee, the employee shall be paid fifty percent (50%) of his regular workday.</p>	<p>Partial Shutdown:</p> <p>The debtor proposes that this be deducted from vacation leave.</p> <p>Economic impact: \$8,866 annually</p>	<p>Rejected</p>	<p>No agreement</p>
<p>Article XXI:</p> <p>Section 7. Payment for Closing of Operations</p> <p>Page 41 CBA</p> <p>When the Company decides not to offer services on a particular day whether it is for reasons outside of its control or for any reason, and an employee is not required to report to work at the time assigned in his regular work schedule, the employee shall be paid fifty percent (50%) of his regular workday.</p>	<p>Complete Shutdown:</p> <p>The Debtor proposes that this be deducted from vacation leave.</p> <p>Total economic impact is of \$33,247.00 annually.</p> <p>EQUAL TREATMENT GIVEN TO ALL EMPLOYEES</p>	<p>Rejected</p>	<p>No agreement</p>

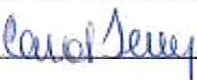
<p>Article XXIX: Christmas Bonus Page 55 CBA The Company shall pay to every union employee who has covered his probationary period a Christmas Bonus as follows: 1st year: \$650 2nd year: \$675 3rd year: \$700 4th year: \$700 5th year: \$700</p>	<p>The debtor proposes to pay a fixed bonus of \$600, as long as the Debtor is not exempted by the Labor Department, in accordance with the law. The Debtor was exempted in 2016. No employee received a Christmas Bonus (neither union nor non-union employees) Economic impact: \$117,000.00 EQUAL TREATMENT GIVEN TO ALL EMPLOYEES</p>	<p>Rejected</p>	<p>No agreement</p>
<p>Article XXX: Wages and Other Forms of Compensation Section 3. Mileage (including gasoline) Page 56-57 CBA When the Company requires any employee covered by this Collective Bargaining Agreement to use his personal vehicle to perform his duties, the Company shall pay for each mile driven (including gasoline) 1st year: 40¢ 2nd year: 40¢ 3rd year: 40¢ 4th year: 42¢ 5th year: 42¢.</p>	<p>The Debtor proposes to maintain the current fixed payment of \$.42 per mile, with no additional adjustment. Economic impact: \$16,800 annually.</p>	<p>Rejected</p>	<p>No agreement</p>

<p>The Company shall pay the following fuel price adjustment, pursuant to the following table:</p> <p>From Until</p> <p>90 99 9/10 \$0.04</p> <p>1 1.09 9/10 \$0.05</p> <p>1.1 1.19 9/10 \$0.06</p>			
<p>Article XXXI-</p> <p>Section 1. Loss or Damage</p> <p>Page 59 CBA</p> <p>Employees shall not be charged for destruction or damage of Company equipment, unless evidence is provided that it was caused intentionally and/or by gross negligence, violation of a law or regulation, or omission.</p>	<p>The high costs of property damages suffered in previous years requires the elimination of the “intentionally” and the “gross negligence” requirements. Only “negligence” shall remain.</p>	<p>Rejected</p>	<p>Withdrawn</p>
<p>Article XXXIV-</p> <p>Section 3. Holiday Pay</p> <p>Page 69 CBA</p> <p>Employees who are not required to work on the aforementioned holidays, or are off, shall be paid their regular (straight time) workday at their hourly rate on each holiday.</p>	<p>That double or triple pay for one same workday be reduced to the actual pay for the day worked.</p> <p>Example: Vacation Leave, Holidays and Birthdays, are paid triple.</p>	<p>Rejected</p>	<p>Withdrawn</p>

<p>Section 6. Concurrence of Holidays</p> <p>When holidays concur with vacation or paid leave both concepts shall be paid, in accordance with the provisions of Section 3 of this Article.</p>	<p>EQUAL TREATMENT GIVEN TO ALL EMPLOYEES</p>		
<p>Article XXXV-</p> <p>Health Insurance Plan</p> <p>Page 71, 72 CBA</p> <p>The Company shall contribute monthly, for the health insurance plan selected by the Company, a sum equivalent to:</p> <p>\$100 per individual plan \$150 couples plan \$175 family plan</p> <p>The Company shall take on any increase in the health insurance plan premium.</p>	<p>The Debtor proposes to pay 37% of the monthly premium of regular employees who have passed their probationary period and are on the Company's active payroll at the time of the contribution, except for the exceptions expressly included in this Collective Bargaining Agreement.</p> <p>The economic impact is of \$159,859.52 annually.</p> <p>EQUAL TREATMENT GIVEN TO ALL EMPLOYEES</p>	<p>Rejected</p>	<p>No agreement</p>

CERTIFICATION OF TRANSLATION

I, Carol G. Terry, a US-Court-Certified-Interpreter, Certificate No. 03-001, and translator with an MA in Translation from the University of Puerto Rico, do hereby certify that, to the best of my knowledge and abilities, the foregoing SIX (6) pages are a true and correct translation of the original document in Spanish.



 Carol G. Terry