

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**HEARTLAND
REGIONAL COUNCIL OF CARPENTERS
UNITED BROTHERHOOD OF CARPENTERS
& JOINERS OF AMERICA
AFL-CIO**

**LOCAL UNION NO. 195,
OTTAWA, ILLINOIS**

And

ILLINOIS VALLEY CONTRACTORS ASSOCIATION INC.

COVERING COMMERCIAL AND RESIDENTIAL WORK

**PERFORMED IN THE ILLINOIS COUNTIES OF
Bureau, LaSalle, Marshall, Putnam and Stark**

EFFECTIVE JUNE 1, 2003 TO MAY 31, 2006

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1 THIS AGREEMENT made and entered into as of the first day of June 2003 by and
2 between the Illinois Valley Contractors Association, Inc., herein called the "Employer", in
3 behalf of itself and its employer members and the Heartland Regional Council of Carpenters
4 Local Union No. 195 and on behalf of the local unions under its jurisdiction of the United
5 Brotherhood of Carpenters and Joiners of America, AFL-CIO, herein called the "Union". The
6 counties covered under this Agreement are: Bureau, La Salle, Marshall, Putnam, and Stark
7 in Illinois (see attached map).

8 **ARTICLE I - PREAMBLE & DECLARATION OF PRINCIPLES**

9 The Employer members of the Association are engaged primarily in the building and
10 construction industry, and as such, the Employer and the Association and the Union have a
11 common interest in same. The Association and the Union hereby pledge themselves to the
12 highest degree of harmony and good faith in the performance of this Agreement. The
13 Employer members of the Association being in the building and construction industry,
14 excellence and safety of endeavor are the prime requisites of the continuation and success of
15 the business of each Employer.

16 Any Contractor not having assigned their bargaining rights to the Association may
17 receive the benefits and assume the obligations of this Agreement with the Union by signing
18 an exact copy of this Agreement and be bound by the terms and provisions thereof.

19 **ARTICLE II - MANAGEMENT RIGHTS**

20 The Employer retains full and exclusive authority for the management of its
21 operations. The employer shall direct his working forces at his sole prerogative, including,
22 but not limited to: hiring, promotion, overtime assignments, layoff or discharge, provided,
23 however, that the Employer shall not use this right for the purpose of discriminating against
24 any employee because of his membership or legitimate activities in the Union.

25 There shall be no limit on production by employees nor restrictions of the full use of
26 tools or equipment. Employees shall use such tools as required to perform any of the work of
27 the trade. The operation of all equipment shall be assigned to the proper craft jurisdiction.

28 No rules, customs, or practices shall be permitted or observed which limit or restrict
29 production, or limit or restrict the working effort of employees. The Employer shall
30 determine the most efficient method of techniques of construction, tools or other labor-saving
31 devices to be used. However, safety of the employees on the jobsite shall be of prime concern
32 to the Employer. There shall be no limitations upon the choice of materials or design. The
33 Employer shall schedule work and shall determine when overtime will be worked. The
34 Employer shall determine the recording devices, checking systems, brassing or other
35 methods of keeping time records.

36 The foregoing enumeration of management rights shall be deemed to be inclusive.

37 **ARTICLE III - RECOGNITION & SCOPE**

38 **ARTICLE III, SECTION 1 BARGAINING UNIT**

39 The bargaining unit shall be comprised of all employees engaged in the work described
40 in Section 3.4 of this Article. The territory covered by this Agreement is as described above.

41 **ARTICLE III, SECTION 2 COMPOSITE CREW WORK**

42 On work covered by International Agreements such as the Window Agreement with
43 Ironworkers, or on any other work that the Contractor or his Representative on the job and
44 the Union Business Representative (not the Steward) decided to work with a composite crew
45 of two (2) or more crafts, the highest wage rate shall be paid to all men working on the

46 composite crew.

47 **ARTICLE III, SECTION 3 RECOGNITION**

48 The Employer recognizes the Union as the sole and exclusive collective bargaining
49 representative for the employees now or hereafter employed in the bargaining unit, with
50 respect to wages, hours of work, and all other terms and conditions of employment.

51 **ARTICLE III, SECTION 4 OCCUPATIONAL SCOPE**

52 This Agreement covers all the work of the carpenters including journeymen and
53 apprentices. Carpenter work is partially described as follows. This description of the work is
54 not intended to include all the work of the carpenter that may have been done in the past,
55 present or the future.

56 The trade autonomy of the United Brotherhood of Carpenters and Joiners of America
57 consists of the milling, fashioning, joining, assembling, erection, fastening, or dismantling of
58 all material of wood, plastic, metal, fiber, cork and composition and all work related to
59 asbestos abatement and all other substitute materials.

60 Our claim of jurisdiction, therefore, extends over the following divisions and
61 subdivisions of the trade: Carpenters and Joiners; Piledrivers; Bridge, Dock and Wharf
62 Carpenters; Boat Builders; Ship Carpenters; Joiners and Caulkers; Cabinet Makers; Bench
63 Hands; Stair Builders; Millmen; Wood and Resilient Floor Layers and Finishers; Carpet
64 Layers; Carpet, Linoleum and Tile, Marble, and Terrazzo Workers involved in the
65 preparation, installation, finishing, repair and maintenance of tile, marble, terrazzo and
66 dimensional stone; Shinglers; Siders; Insulators; Acoustic Dry Wall Applicators; Shorers and
67 House Movers; Loggers; Lumber and Sawmill Workers; Furniture Workers; Reed and Rattan
68 Workers; Shingle Weavers; Casket and Coffin Makers; Box Makers; Railroad Carpenters and
69 Car Builders, regardless of material used; and all those engaged in the operation of
70 woodworking or other machinery required in the fashioning, milling, or manufacturing of
71 products used in the trade and the handling, erecting and installing material on any of the
72 above divisions or subdivisions, burning, welding, rigging and the use of any instrument or
73 tool for layout work incidental to the trade. When the term "carpenters and joiners " is used,
74 it shall mean all the subdivisions of the trade, including all work jurisdiction formerly
75 claimed by the Lather's International Union.

76 All work in connection with the installation, erection and/or application of all
77 materials and component parts of walls and partitions regardless of their material
78 composition or method or manner of their installation, attachment or connection, including
79 but not limited to the following items: all floor and ceiling runners, studs, stiffeners, cross
80 bracings, fireblocking resilient channels, furring channels, door and windows including
81 frames, casing, moulding, base, accessory trim items, gypsum drywall materials, laminated
82 gypsum systems backing board, finish board, fireproofing of beams and columns and
83 fireproofing of chase with sound and thermal insulation materials, fixture attachments
84 including all layout work, preparation of all openings for lighting, air vents or other purposes
85 and all other necessary or related work in connection therewith.

86 The layout work for all buildings, houses, foundations, etc., to include the erection of
87 all batter boards and to include the use of all tools and instruments in connection thereof.

88 The handling and stockpiling of material such as lumber, metal studs, trusses, dry
89 wall, acoustical tile, floor tile, stock windows, doors, door frames, sheeting, shingles, or other
90 similar materials commonly used by carpenters, the unloading of boxes and bundles or
91 warehousing, and the moving of such materials; the handling of fixtures and/or finished

92 material where it is knocked down or in bundles, crated, or uncrated, unloaded from the
93 truck into the building or on the job site and taken to the approximate point of installation,
94 free standing furniture, the unloading, handling, and placing, furniture knocked down and to
95 be assembled, the unloading and handling to the point of installation, and the assembling, In
96 cases of furniture bolted or screwed to the wall, the unloading and handling.

97 The carrying or moving of material from floor to floor inside or outside of the building
98 by any mode or method to the stockpile, the full use of the dolly from the truck to
99 installation;

100 The cleaning up and removing of the crating material and the cleaning debris; the
101 cleaning of floors and power sanding and applying of mastic, the first cleaning of finished
102 tile, removal of boxes, cartons, and so forth;

103 Special scaffolding requiring cutting and fitting, scaffolding to be erected over fourteen
104 (14) feet in height and the erection and dismantling of scaffolding, scaffolding such as
105 horses, trusses and tubular scaffolding under fourteen (14) feet, including the erection of
106 runways where concrete is to be wheeled over, scaffolding erected for the installation of
107 acoustical tile or other ceiling material;

108 The hanging of protective canvas, the framing for the hanging of the canvas;

109 The handling of seating, such as is to be used in auditoriums, gyms, etc..., the
110 unloading, uncrating, distribution, and installation of seating units;

111 The handling of all power tools commonly used for installation;

112 The unloading, handling of prefabricated houses and buildings.

113 When the term "Carpenter and Joiner" is used, it shall mean all the subdivisions of
114 the trade.

115 The above Occupational Scope shall be subject to all agreements of International
116 Unions.

117 **ARTICLE III, SECTION 5 CARPET, LINOLEUM, AND TILE LAYERS**

118 All installations which consist of fitting, laying and all necessary on-the-job sewing of
119 carpets, rugs, linoleum, wall linoleum, sink tops, cork carpets, matting, seaming with heat
120 tape and irons, linotile, rubber tile, asphalt tile, readlite tile, vinyl tile and poured seamless
121 floors, track sewing, binding, fringing, surging, underlayment, priming and sealing of floors
122 when same is in floor laying contract, plastic and metal wall tiles and other resilient tiles,
123 synthetic indoor and outdoor coverings such as Astro-Turf, Tartan and other similar products
124 taking up of carpet, linoleum, and all other floor coverings, the drilling of holes for sockets
125 and pins and the fitting of all devices for the attachment of carpets or other floor coverings,
126 the fitting of edges on steps and at openings for the protection of linoleum and other floor
127 coverings, new or old, the cleaning and waxing of all flooring required at the time of
128 installation, the lifting or moving of any flooring or floor coverings materials on the jobsite,
129 the reasonable preparation of all floors and all other work pertaining to floor coverings, this
130 shall include all unloading, handling of all materials to be installed and the removal of all
131 materials when preparing floor when contracted by the Employer and the Carpet, Linoleum
132 and Tile Layers may, to facilitate their work, carry small company tools and supplies in
133 company-owned or leased vehicles. All the foregoing shall be classified as Carpet, Linoleum
134 and Resilient Tile Layer's work. The Employer hereby agrees to assign all work described in
135 this Section as provided herein. The provisions of this Section shall not prevent the Union
136 from making claims for other work for employees in the bargaining unit.

137 Power tools, tile cutters, roller and telescope power stretcher are to be supplied by the

138 Employer. The employees agree to supply themselves with modern hand tools.

139 **ARTICLE III, SECTION 6 PILEDRIVERS**

140 The Employer recognizes that the Union claims jurisdiction of the work performed on
141 all piling operations, the driving of wood pile and the heading and pointing of same,
142 including the driving, pulling, cutting off and capping of all steel piling, including pipe,
143 sheeting, H-Beams, I-Beams and caissons; the driving of concrete pile, precast or cast in
144 place, the driving of all composite pile; poured-in-place piling, where it is necessary for
145 signals to be given the operator of the drilling rig in order to align, plumb and spot the drill,
146 this part of the work shall be done by the Piledriver. The handling and installation of the
147 steel casing, including the welding, bolting and pulling of casing shall be the work of the
148 Piledrivers.

149 The driving of all cofferdams, fabrications, installation and removal of all bracing and
150 walers in cofferdams and the erection of all trestles, false work and docks; the jobsite
151 erecting and dismantling of derricks, A-frames, cranes and gin poles, when used in
152 conjunction with piling work.

153 The cribbing, shoring and underpinning of buildings when piling is involved; the
154 erection, dismantling and jacking of pile load tests; the jobsite loading; unloading and
155 distribution of all piling; the jobsite maintenance of pile driving equipment; all burning,
156 welding and splicing of piling including welding of all end plates and bearing plates prior to
157 driving and after installation of piling.

158 Operating of all valves used in conjunction with piling operations, except when
159 installed within cab of pile driving rig; the jobsite preparation of all barges and scows to be
160 used in piling work; crane signaling pertaining to all piling work.

161 When there is steady welding during driving of piling, an additional journeyman will
162 be required in a crew.

163 When a crew of two (2) or more welders is employed on a job operation, one (1) shall be
164 designated as a working foreman and shall receive the current foreman's rate of pay which is
165 ten percent (10%) above the journeymans wage rate so long as there is no other piledriver
166 foreman on the job.

167 In the event the Employer decides it necessary to work at any time during inclement
168 weather, the Employer shall make foul weather gear available for the employees.

169 Any special certification test of a qualified piledriver-welder, taken for the convenience
170 of the Employer, shall be paid by the Employer. Before a qualified piledriver-welder
171 commences the welding test, he shall be placed on the payroll of the Employer and be paid
172 piledriver's wages. This shall apply to all carpenters, where they have to be certified
173 welders. After a qualified welder has passed a certification test by a recognized testing
174 laboratory, he should be classed as a certified welder.

175 For the safety and efficient operation of piling work, a piling crew shall
176 consist of not less than four (4) men and a foreman, except when there is a shell crew. On all
177 floating rigs there shall be at least six (6) men and a foreman. A crew shall consist of not
178 more than ten (10) men and a foreman, and a crew and foreman may handle only one (1) rig.

179 There shall be a piledriver foreman on all jobs and his wage scale shall be not less
180 than TEN PERCENT (10%) above the regular journeyman piledriver scale of wages. On all
181 jobs where there are two (2) or more piledriver foremen, there shall be a general foreman and
182 his wages shall not be less than ONE DOLLAR AND FIFTY CENTS (\$1.50) per hour above
183 the regular journeyman piledriver scale of wages. Where there are three (3) or more

184 piledriver crews, the general foreman shall not handle a crew.

185 The hours of work for Piledrivers shall be the same as under Article VI I, Section 6
186 and the scale of wages shall be the same as under Article V, Section 2. Any piledriver
187 working as top man setting leads, etc., shall receive TWENTY-FIVE CENTS (\$.25) per hour
188 above the regular wage scale.

189 Where creosote or any other irritant material is used that is harmful to either body or
190 clothing, the rate of wages shall be TWENTY-FIVE CENTS (\$.25) per hour above the regular
191 scale of wages.

192 The Contractor shall furnish any necessary protective medication such as petroleum
193 jelly to prevent burns from creosote or chemicals which may prove injurious to the skin.
194 Gloves of protective nature shall be furnished for such work by the Contractor.

195 **ARTICLE III, SECTION 7 SUB-CONTRACTING**

196 The Employer agrees that he will not contract or subcontract any carpenter work
197 performed at the site of construction, alteration, or repair of a building, structure, or other
198 work to any person, company or concern that does not have a collective bargaining
199 agreement with the Union.

200 Any Employer, when notified in writing by the Union, before the final payment is
201 made, shall assure himself that all wages and fringe benefits have been paid by the sub-
202 contractor employing members of the bargaining unit.

203 **ARTICLE IV - UNION SHOP, CHECK-OFF, AND INDEMNIFICATION**

204 **ARTICLE IV, SECTION 1 EQUAL REPRESENTATION**

205 The Union, realizing its duty under the National Labor Relations Act, as amended and
206 to the extent that it is the exclusive Representative, recognizes that it must represent all
207 employees in the bargaining unit equally, without discrimination, irrespective of
208 membership or nonmembers hip in the Union.

209 **ARTICLE IV, SECTION 2 UNION SECURITY**

210 All present employees who are not members of the Union and all employees who are
211 hired hereafter shall become and remain members in good standing in the Union as a
212 condition of their employment on the eighth (8th) day following the beginning of their
213 employment or the effective date of this Agreement, which ever is the later as authorized in
214 Section 8 (a) (3) of the Labor Management Relations Act of 1947 as amended by the Act of
215 1959. Upon written notice from the Union notifying the Employer of the failure of any
216 employee covered by this Agreement to complete or maintain his membership because of
217 non-payment of dues, the Employer shall within twenty-four (24) hours of such notice,
218 discharge said employee. Provided further that no Employer or the Union shall discriminate
219 against any employee to whom membership was not available on the same terms and
220 conditions generally applicable to the members, or if membership was denied the employee
221 for reasons other than the failure of the employee to tender the periodic dues and the
222 initiation fees uniformly required as a condition of acquiring membership. There shall be no
223 discrimination with respect to any term or condition of employment because of race, color,
224 creed, sex or national origin.

225 **ARTICLE IV, SECTION 3 DUES CHECK-OFF**

226 Upon receipt of an employee's written authorization, which shall be irrevocable for not
227 more than one (1) year or the termination of this Agreement, whichever occurs sooner, the

228 Employer shall deduct from such employee's wages the dues and assessments of the
229 Heartland Regional Council of Carpenters with which the Local Union is affiliated and remit
230 same to the depository established by the Union (Carpenters Fringe Benefit Funds) as
231 directed in writing by said Union together with a list of the names of the employees from
232 whose pay deductions were made. The Union reserves the right to directly collect this
233 deduction at a later date. Such a written authorization may be revoked by the employee's
234 written notice by registered mail to the Employer and the Heartland Regional Council of
235 Carpenters, received by all during the thirty (30) day period prior to the end of any
236 applicable collective bargaining agreement, whichever occurs sooner. In the absence of such
237 revocation, sent and received in accordance with the foregoing, the authorization shall be
238 renewed for an additional yearly period or until the end of the collective bargaining
239 agreement, whichever occurs sooner and for successive periods thereafter in accordance with
240 the foregoing.

241 **ARTICLE IV, SECTION 4 INDEMNIFICATION**

242 The Union shall defend, indemnify and save the Employer harmless against any and
243 all claims, demands, suits or other forms of liability that may arise out of or by reason of
244 action taken or not taken by the Employer for the purpose of complying with the provisions
245 of Section 4.3, Dues Check-Off.

246 **ARTICLE IV, SECTION 5 FEDERAL LAW**

247 The provisions of this Article shall be in a fashion consistent with Federal Law.

248 **ARTICLE V - WAGES AND FRINGE BENEFITS**

249 **ARTICLE V, SECTION 1 RIGHT TO INCREASE**

250 If the Union decides to increase the fringe benefits for its members, they may use any
251 part of the wage increase negotiated to do so on a sixty (60) day notice to the Contractors
252 before June 1 of any year.

253 **ARTICLE V, SECTION 2 WAGES**

254 Please refer to the attached Wage and Fringe Benefits Addendum for the current wage
255 and fringe benefit rates and their effective dates. There will a ONE DOLLAR FIFTY ONE
256 CENT (\$1.51) increase effective June 1, 2003, One dollar and fifty cents (\$1.50) to be
257 allocated by the Union and one cent (\$.01) increase to the Illinois Valley Contractors
258 Industry Advancement Fund, FIFTY CENT (\$.50) increase effective December 1, 2003, ONE
259 DOLLAR FIFTY ONE CENT (\$1.51) increase effective June 1, 2004, One dollar and fifty
260 cents (\$1.50) to be allocated by the Union and one cent (\$.01) increase to the Illinois Valley
261 Contractors Industry Advancement Fund, FIFTY CENT (\$.50) increase effective December 1,
262 2004, ONE DOLLAR FIFTY ONE CENT (\$1.51) increase effective June 1, 2005, One dollar
263 and fifty cents (\$1.50) to be allocated by the Union and one cent (\$.01) increase to the Illinois
264 Valley Contractors Industry Advancement Fund, FIFTY CENT (\$.50) increase December 1,
265 2005.
266

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Effective Date	Total Package
June 1, 2003 through November 30, 2003	\$35.46
December 1, 2003 through May 31, 2004	\$35.96
June 1, 2004 through November 30, 2004	\$37.47
December 1, 2004 through May 31, 2005	\$37.97
June 1, 2005 through November 30, 2005	\$39.48
December 1, 2005 through May 31, 2005	\$39.98
June 1, 2005 through November 30, 2005	\$41.49
December 1, 2005 through May 31, 2006	\$41.99

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268 **ARTICLE V, SECTION 3 WORKING DUES DEDUCTION**

269 A working dues check-off will be deducted from the employee gross earnings and sent
 270 to the Welfare and Pension Funds Office on the forms provided by the Carpenters Welfare
 271 and Pension Funds office. The union reserves the right to directly collect this deduction at a
 272 later date.

273 **ARTICLE V, SECTION 4 WAGES FOR SUPERVISION**

274 Where there are three (3) or more carpenters on any one crew, one (1) journeyman
 275 shall be designated as a working foreman and shall receive the wages of foreman. The
 276 wages of a foreman shall be ONE DOLLAR FIFTY CENT (\$1.50) per hour above the rate of
 277 wages for a journeyman. No foreman shall supervise more than ten (10) carpenters. Where
 278 there is a general carpenter foreman on the job supervising other carpenter foreman, the
 279 general foreman shall receive not less than TWO DOLLARS (\$2.00) per hour above the
 280 journeyman rate. Foreman and general foreman shall take orders only from the designated
 281 Employer representative. Any contractor outside the jurisdiction of the Heartland Regional
 282 Council of Carpenters shall have the right to employ one (1) key person for management
 283 personnel (superintendent or foreman). All other employees will come from Local Union No.
 284 195.

285 The Employer shall have the right to employ one (1) company foreman on any of his
 286 projects providing he is a journeyman in good standing for one (1) year of the United
 287 Brotherhood of Carpenters and Joiners of America. All other foremen will be members of the
 288 Heartland Regional Council of Carpenters that are in good standing for one (1) year.

289 **ARTICLE V, SECTION 5 PAYMENT OF WAGES**

290 All wages shall be paid weekly with no more than three (3) days' pay held back by the
 291 Employer. In addition, the payment of wages shall be made on the job during working hours.
 292 If the employees are kept waiting after quitting time, they shall remain on the job and also
 293 be paid at the rate of time and one-half (1 -1/2) until such time as the total payment of wages
 294 due is made. If the Employer lays employees off prior to payday, he shall pay them all wages
 295 due at the time of lay-off and such payment shall be made on the job, unless prior
 296 arrangements have been mutually agreed to.

297 **ARTICLE V, SECTION 6 CHECK STUBS**

298 Each employing Contractor agrees to give each Employee a check stub or a receipt
 299 showing the amount deducted from gross pay check and also the amount paid for fringe
 300 benefits.

301 **ARTICLE V, SECTION 7 VOLUNTARY TERMINATION OF EMPLOYMENT**

302 When an employee quits his job on his own accord, he may be required to wait, at the
303 option of the Employer, until the next regular pay day for the wages due him.

304 **ARTICLE V, SECTION 8 PAYROLL SAVINGS DEDUCTION**

305 The union reserves the right to implement a uniform payroll savings deduction
306 effective June 1, 1996. Please refer to the attached Wage and Fringe Benefits Addendum for
307 the current deduction amount. The savings deduction shall be included with the one (1)
308 check that is processed for the trust funds.

309 **ARTICLE VI - FRINGE BENEFITS**

310 **ARTICLE VI, SECTION 1 AGREEMENT & DECLARATION OF TRUST & RULES**
311 **GOVERNING FRINGE BENEFITS**

312 A Trust Agreement entered into by and between the Illinois Valley Contractors
313 Association Inc. and the Heartland Regional Council of Carpenters of the United
314 Brotherhood of Carpenters and Joiners of America, on the first (1st) day of March, 2003,
315 established the Heartland Healthcare Fund as amended by reference thereto, is hereby made
316 a part of this Agreement.

317 A Trust Agreement entered into by and between the Illinois Valley Contractors
318 Association Inc. and the Heartland Regional Council of Carpenters of the United
319 Brotherhood of Carpenters and Joiners of America on the first (1st) day of June 1957,
320 established the Carpenters Pension Fund of Illinois as amended by reference thereto, is
321 hereby made a part of this Agreement.

322 An Agreement and Declaration of Trust establishing the Illinois Valley Construction
323 Industrial Advancement Program dated the eighth (8th) day of August, 1967, is hereby made
324 a part of this Agreement.

325 The Union and the Employer agree that upon the establishment of a Retirement
326 Savings Plan Trust Agreement by the Carpenters Pension Fund of Illinois, it is hereby made
327 a part of this Agreement.

328 **ARTICLE VI, SECTION 2 LABOR MANAGEMENT COMMITTEE, - DEFINITION**
329 **AND PURPOSE**

330 The parties agree to participate in the Illinois Valley Labor-Management Committee
331 under authority of Section 6 (b) of the Labor-Management Cooperation Act of 1978, 29
332 U.S.C. paragraph 175 (a) and Section 302 8 (9) of the Taft-Hartley Act, 29 U.S.C. paragraph
333 186 8 (9). The permissible purposes of this Committee include the following:

- 334 a) To improve communication between representatives of labor and management, and
335 engender cooperative and harmonious relations between labor and management in the
336 construction industry;
- 337 b) To provide workers and employers with opportunities to study and explore new and
338 innovative joint approaches to achieving organizational effectiveness;
- 339 c) To provide a forum for open and honest discussion of problems confronting
340 employees and employers in the construction industry;
- 341 d) To study and explore ways of increasing productivity of both labor and
342 management, and of eliminating potential problems which reduce the competitiveness
343 and inhibit the economic development in the construction industry;
- 344 e) To enhance the involvement of workers in making decisions that affect their

- 345 working lives, and to improve the quality of worklife for employees in the construction
346 industry;
- 347 f) To expand and improve working relationships between workers and managers;
 - 348 g) To avoid disputes between labor and management before they arise, and to assist
349 in promptly and fairly resolving disputes when they do arise;
 - 350 h) To promote the use of safe, efficient, high quality construction services in
351 development, maintenance, and rehabilitation of industrial and commercial facilities;
 - 352 i) To seek to maintain a productive dialogue with users of construction services;
 - 353 j) To foster the development of craft skills and high quality training in the
354 construction industry;
 - 355 k) To foster improvements in occupational safety and health and other working
356 conditions in the construction industry;
 - 357 l) To engage in any other lawful activities incidental or related to the accomplishment
358 of these purposes.
 - 359 m) The parties agree that any increases to the Illinois Valley Construction Industry
360 Labor/Management Fund will be split between the Employer and the Union.

361 **ARTICLE VI, SECTION 3 CONTRIBUTION REMITTANCE**

362 Pursuant to said Agreements and Declarations of Trust and the considerations of the
363 Agreement, each Employer shall contribute for each Employee the amounts specified in the
364 attached Wage and Fringe Benefits Addendum to the Heartland Healthcare Fund, to the
365 Carpenters Pension Fund of Illinois, to the Illinois Valley Contractors Industry Advancement
366 Fund, the Illinois Valley Construction Industry Labor/Management Fund, and to the
367 Northwest Illinois & Eastern Iowa Apprentice and Journeyman Training Fund. In the event
368 the Contractor somehow proves that they are not obligated to contribute to the Illinois Valley
369 Construction Industry Labor-Management Fund, then the current Apprentice contribution
370 rate will be increased by an equal amount. The Employer shall also make all payroll
371 deductions as specified in the attached Wage and Fringe Benefits Addendum.

372 Payment of said contributions to said Funds shall be made on one (1) report to the
373 Carpenters Fringe Benefits Funds, P.O. Box 92871, Chicago IL 60675-2871 each month for
374 their breakdown and transmittal to appropriate funds. The working dues assessment shall
375 be included with the trust fund contributions.

376 **ARTICLE VI, SECTION 4 UBCJA NATIONAL HEALTH AND SAFETY AND**
377 **APPRENTICESHIP AND TRAINING FUNDS**

378 The Employer(s) and the Union recognize the need for quality training of apprentices
379 and journeymen to meet the industry's craft labor needs and to provide safety and health
380 training and education to enable Union workers to remain healthy and productive. In
381 addition to any contributions otherwise called for herein, the parties agree that the Employer
382 shall make a contribution as per the attached Wage and Fringe Benefit Addendum for each
383 hour worked for each employee covered by this Agreement to the UBCJA National
384 Apprenticeship and Training and Health and Safety Funds.

385 Payments shall be made to the Illinois Employee Benefits Corporation, whereupon
386 said agency shall remit the appropriate payments and copies of reporting forms to each of the
387 two National Funds on or before the 20th day of the month following the month of the work
388 performed. Checks shall be made payable to the UBCJA National Health and Safety Fund
389 and the UBCJA National Apprenticeship and Training Fund and mailed to: UBCJA
390 National Funds, c/o Controller, 101 Constitution Avenue, NW, Washington, D.C. 20001. The

391 Employer hereby also agrees to be bound by the trust indenture agreement as now stated or
392 as later restated or amended applicable to each of the two respective UBC trust funds
393 described above. On request, each Employer and/or Union shall receive a copy of the funds'
394 annual reports.

395 **ARTICLE VI, SECTION 5 FAILURE TO REPORT OR CONTRIBUTE**

396 Such Pension, Welfare, Industrial Advancement, Labor/Management, and Apprentice
397 and Journeyman Training Funds contributions shall accrue with respect to all hours worked
398 by any Journeyman, Foreman, Apprentice or any person employed by the Employer, doing
399 work covered by this Agreement within the jurisdiction of the Local Union. Every Employer
400 shall be required to file a properly executed report, on forms furnished by the office of the
401 Administrator to the Pension and Welfare and Industrial Advancement Funds as reflected by
402 such report.

403 Said reports shall be filed on or before the fifteenth (15th) day of the month following
404 the month for which the report is due. Failure to file said report and make payment of the
405 contribution due and owing, as reflected by said report within the time prescribed herein, or
406 the willful filing of false report shall impose upon the Employer an administrative
407 assessment of one and one-half percent (1.5%) per month, compounded.

408 It is specifically agreed that acceptance of any delinquent or false reports and the
409 contributions as reflected thereby, by the administrator of said Funds shall not constitute
410 waiver of an Administrative assessment which may be due and owing thereon as herein
411 above set forth.

412 A properly authorized Representative of said Funds shall have the right to examine
413 the Employers payroll records for the purpose of determining if properly executed reports are
414 being made to said Funds. The Representative authorized to make aforesaid examination of
415 payroll records will be furnished proper credentials by the Trustees of said Funds.

416 To protect the participating members in the Funds from loss of eligibility for benefits
417 caused by failure of an Employer to make proper contributions, his Employees may be
418 removed from the job for the above stated reason, the Employer shall compensate them for
419 all time lost as a result of same.

420 A General Contractor, Broker or Sub-Contractor who fails to pay wages and fringe
421 benefits, Apprentice Training, Industrial Advancement Funds and Labor/Management as
422 provide d for in this Agreement, shall within five (5) days after notice by the Union meet
423 these obligations. Failure to do so shall entitle the Union to withdraw its members from
424 employment with the defaulting party. A copy of any such notice shall be sent to the
425 Contractors Association, who will assist in settling this problem.

426 **ARTICLE VI, SECTION 6 BONDING, DEFAULT & ATTORNEY'S FEES**

427 The Union may, at its discretion require any Employer to furnish a Surety Bond in the
428 amount of:

429 \$10,000.00 for 1 - 5 Employees

430 \$20,000.00 for 6 - 10 Employees

431 \$30,000.00 for 11 - 15 Employees

432 \$ 2,000.00 per person for 16 or more Employees

433 or a Certified Check to guarantee the payment of wages and fringe benefits.

434 This Bond or Certified Check, payable to the Carpenters Local Union, shall be held in
435 escrow until the completion of work and shall be returned to the Contractor after all wages
436 and fringe benefits have been made.

437

Or, in the event the Employer's failure to:

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1) Maintain his monthly Welfare, Pension, Apprentice, and Journeyman Training, Industrial Advancement Fund, Labor/ Management, Regional Council Dues and/or payroll deductions pursuant to Article V, herein, or,

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2) Meet his weekly payroll, or,

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3) Maintain his Workmen's Compensation and Unemployment Compensation coverage as set forth in Article IX herein.

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And the Union and/or the Trustees are required to engage the services of an Attorney to insure Employer's compliance thereof, the Employer shall pay to the Union and/or Trustees such Attorney's fees as may be incurred by them for such services.

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In the event the Union and/or Trustees are required to file suit to insure compliance thereof and a judgment is rendered in favor of the Union and/or Trustees, as part of said judgment, a reasonable amount of Attorney's fees and court costs shall be awarded them by the court.

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Employers that have made fringe benefit contributions timely for the previous twelve (12) months will not be required to post a bond, providing they continue to make payments timely.

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ARTICLE VI, SECTION 7 TRUST AGREEMENTS & COMPLIANCE WITH LAW

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The Funds established hereunder, except as otherwise specified, shall be jointly administered by an equal number of Trustees representing each party to this Agreement, which administration and the various documents establishing the various Funds shall be in accordance with the laws pertaining to the subject matter relative to each individual Fund. All payments required to be made shall be made and transmitted in accordance with the rules and regulations established by the Trustees of the particular Fund and all forms required to be completed shall be so completed. Concerning the enforcement of collections and payments of the required amounts into the Funds, the parties shall be bound by the determinations of the Trustees of each particular Fund. The failure of an individual Employer to comply with the provisions of this Agreement and any Declaration of Trust establishing any of the Funds for which contributions or payments are made under this Article shall constitute a breach of this Agreement and individual Employers who fail to remit regularly in accordance with the requirements of Declaration of Trust establishing any of the Funds shall be subject to having this Agreement terminated by the Union, by giving seventy-two (72) hours notice in writing to such Employer. The remedy provided for herein shall not be exclusive of any other remedy by way of suit in law or in equity, or otherwise for the collection of the amount due either by the Union or by the Trustees or Administrators of any of the individual Funds.

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ARTICLE VII - GENERAL WORKING CONDITIONS

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ARTICLE VII, SECTION 1 PRE-JOB CONFERENCE

There shall be a Pre-Job Conference whenever the Union Representative or the Contractors deems it necessary. The Pre-Job Conference shall be held at least forty-eight (48) hours prior to the starting of a job.

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ARTICLE VII, SECTION 2 ACCESS TO PROJECT OFFICE

The duly authorized Representative of the Union shall be allowed access to any building or job at any time where Employees in the Bargaining Unit are employed. For this

481 purpose it shall be the duty of the Employer to make every effort to secure adequate passes
482 so the Union Representative can check the work going on with Employees on the job.

483 **ARTICLE VII, SECTION 3 STEWARDS**

484 The Employer agrees to recognize the right of the Union or the Union's Representative
485 to appoint a Steward whose duty shall be to see that all Employees covered by this
486 Agreement are members of the Union in good standing in accordance with the requirements
487 of this Agreement, to hear and attempt to adjust disputes and grievances, and in case of
488 accidents, to see that the Employee covered by this Agreement and their personal belongings
489 are cared for.

490 It shall be the duty of the Steward and the Employer's Representative on the job to
491 decide when a job should be called on account of weather conditions. The Steward shall also
492 be notified one (1) hour before quitting time as to the number of Employees needed for
493 overtime work. He shall be given the names of Employees to work on any Saturday, Sunday,
494 or Holiday so permission in writing can be issued for these Employees.

495 When an Employee works on any job, the Steward shall also work. The Steward shall
496 also be notified one hour prior to when Employees are to be laid off.

497 The Steward shall at all times use tact and discretion in the performance of his duties
498 and should he, because of the performance of such duties, be discharged or have reason to
499 believe he was discharged, he shall notify the Business Representative who shall investigate
500 the complaint and if unable to satisfactorily adjust same, the matter will be taken up as
501 provided for under Settlement of Grievances.

502 The duly authorized Representative of the Union shall not be denied access to the
503 Employer's office or any part of the project for the transaction of necessary business with the
504 Employer or Employees covered by this Agreement.

505 The Employers shall comply with the Health and Safety Rules of the State of Illinois.
506 The Steward on the job shall be provided with a copy of the rules and shall be allowed
507 whatever time is necessary to police the job each day.

508 A Steward, after having satisfactorily completed two (2) weeks of employment for the
509 Employer, shall not be laid off or discharged without a just cause so long as other Employees
510 covered by this Agreement, except a Foreman, are employed on the project. In no case shall
511 the Steward be discharged, laid off or fired until the Union Representative has been notified
512 to the effect that his work or conduct is unsatisfactory. When such charges are made against
513 the Steward, the Employer, or his Representative, shall meet with the Business
514 Representative of the Union and attempt to settle the dispute. In the event the respective
515 Representatives cannot reach an agreement the dispute shall be processed under the terms
516 as provided for in the Arbitration Section of this Agreement. The Union reserves the right to
517 remove the Steward for cause.

518 Adequate safety measures will be observed at all times when burning or welding is in
519 process.

520 It shall be the duty of the Steward to report to the Employer any time proper Safety
521 precautions are not being observed. If immediate steps are not taken to correct the unsafe
522 conditions, the Steward shall instruct the Employees not to continue any work that will
523 endanger their lives and report his actions to the Employer and the Business Representative.

524 **ARTICLE VII, SECTION 4 SHOW-UP PAY & MINIMUM TIMES**

525 The Contractor shall maintain a phone that Employees may call one and one-half (1-
526 1/2) hours before starting time to find out if they should report for work if there is doubt as to

527 conditions of work due to weather. The carpenter reporting to work shall be paid two (2)
528 hours pay at the regular straight-time rate, provided the Employee remains on the job site
529 two (2) hours, when requested to do so by the Employer or the Employer representative on
530 the job.

531 Any Employee working over the two (2) hours from the start of the day will be paid for
532 four (4) hours. Any Employee working more than four (4) hours and less than six (6) hours
533 will be paid for six (6) hours; and that the Employee working more than six (6) hours but less
534 than eight (8) hours, will be paid for eight (8) hours.

535 These provisions shall not apply when inclement weather or conditions beyond
536 reasonable control of the Employer makes it impractical for work to proceed unless the
537 Employee called in one and one-half (1-1/2) hours previous to the starting of work and was
538 directed to report for work.

539 If the contractor does not maintain a telephone and employees report to work, they
540 will be paid two (2) hours show-up time.

541 **ARTICLE VII, SECTION 5 CONCRETE FORMS**

542 The Employer retains the right to designate the number of Carpenters needed on
543 concrete pours. No concrete to be poured in area where men are building forms. Employees
544 covered by this Agreement shall do all necessary burning and welding in connection with the
545 setting of all forms for concrete.

546 **ARTICLE VII, SECTION 6 TOOLS, TOOL STORAGE & SHEDS**

547 Employees working on job shall be allowed to sharpen tools when necessary. On
548 Carpenter work the Employer will furnish facilities and equipment for sharpening of tools on
549 the job site or at a shop.

550 All expendable tools such as drill bits, taps, files, hacksaw blades, die nuts, that are
551 worn out or broken on the job shall be replaced by the Employer.

552 There shall be no restrictions as to the use of power tools providing, however, that
553 qualified mechanics run same. All power tools, mitreboxes and any special tools must be
554 furnished by the Employer.

555 No Carpenters tools other than the standard hand tools found in the average
556 Carpenters box shall be furnished on the job by the Employee. In the handling of power
557 tools to where they are to be used, each craft shall carry their own tools. Carpenters will
558 check out and return all Company special power tools to tool shed or to place where specified
559 by the Employer.

560 On any job where the Employee cannot drive his car to the place of work and take his
561 tools home daily, the Employer shall furnish a locked tool shed or crib on the job site for the
562 storing of workmen's tools. (The Employer shall be held responsible for tools lost by fire or
563 water or stolen from the locked tool shed or crib and shall replace same providing there is an
564 actual break-in. The Employee must furnish the Employer with a list of tools in his box at
565 the time he starts to work on the job and the Employer or his Representative shall have the
566 privilege of checking the tools in the Employee's box)

567 **ARTICLE VII, SECTION 7 WORKDAY, WORKWEEK**

568 Forty (40) hours of work shall constitute a week's work, eight (8) hours shall constitute
569 a day's work between the hours of 7:00 A.M. and 5:30 P.M., Monday through Friday.

570 A one-half (1/2) hour lunch period at 12:00 P.M. shall be allowed.

571 Starting time may be readjusted at the Pre-Job or by mutual consent at any time.

572 **ARTICLE VII, SECTION 8 HOLIDAYS**

573 Holidays to be recognized and observed shall be New Year's Day, Memorial Day,
574 Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day and
575 Christmas Day or the days celebrated as such.

576 When the Holiday falls on Sunday, it shall be celebrated on Monday unless previously
577 designated as another day.

578 **ARTICLE VII, SECTION 9 LABOR DAY**

579 There shall be no work whatsoever done on Labor Day, except if it be necessary to
580 preserve life or prevent damage to property.

581 **ARTICLE VII, SECTION 10 OVERTIME**

582 All time worked before and after the established work day of eight (8) hours, Monday
583 through Friday, and all time worked on Saturday, shall be paid at the rate of time and one-
584 half (1-1/2). All time worked on Sundays and Holidays shall be paid for at the rate of two (2)
585 times the hourly rate. If overtime is to be worked, making the work day more than ten (10)
586 hours, there shall be an additional lunch period on company time.

587 When an Employer upon reasonable cause, considers it necessary to shut down a job to
588 avoid the possible loss of human life, or because of an emergency situation that could
589 endanger the life or safety of an Employee, Employees will be compensated only for the
590 actual time worked. In such an event, if the Employer requests the Employee to stand by,
591 Employees will be compensated for the stand by time at the applicable rate.

592 **ARTICLE VII, SECTION 11 COFFEE BREAKS**

593 There shall not be any organized coffee breaks established during working hours.
594 Employees may take an individual thermos of coffee, or non-alcoholic refreshments, to their
595 assigned place of work and consume same as time and work schedule allow.

596 **ARTICLE VII, SECTION 12 SHIFT WORK**

597 Shift work may not be established without first advising the Business Representative
598 of the Union, of the need to perform shift work.

599 **FIRST SHIFT** - The starting time for the first or day shift shall be no later than 8:00
600 a.m., and shall consist of eight (8) hours work for eight (8) hours pay at the basic rate.

601 **SECOND SHIFT** - The second shift shall consist of seven and one-half (7-1/2) hours
602 work for which the Employee shall receive eight (8) hours pay.

603 **THIRD SHIFT** - The third shift shall consist of seven (7) hours work for which the
604 Employee shall receive eight (8) hours pay.

605 **SHIFT DIFFERENTIAL** - In addition, such Employee working on the second and/or
606 third shift shall receive for hours worked, in addition to the regular rate of pay, a premium
607 pay of five percent (5%) of the regular hourly rate.

608 All overtime worked over eight (8) hours per day, forty (40) hours per week shall be
609 paid for at the rate of time and one-half (1-1/2) of the regular hourly rate. All shift work
610 performed on Sunday and holidays shall be paid for at double the regular hourly rate of pay.

611 **ARTICLE VII, SECTION 13 PREMIUM PAY**

612 The rate per hour on all work in coffer dams, trenches, ditches, mines or tunnels shall
613 be TWENTY-FIVE CENTS (\$.25) per hour above the regular rate of wages providing same is
614 ten (10) feet or more below ground or water level, or any other hazardous work. If a trench

615 or ditch is as wide as it is deep at eight (8) feet or more below ground, premium pay will not
616 apply.

617 When working on scaffolds for steeples, smoke stacks, tower, piers or on swinging
618 scaffolds or boatswains chairs or on scaffolds on tanks, elevators or buildings where there is
619 a free fall of over thirty (30) feet, the hourly rate shall be regular rate for the first thirty (30)
620 feet, then the rate shall increase TWELVE AND ONE-HALF CENTS (\$.125) per hour for
621 each twenty (20) feet until one hundred (100) feet is reached, then it shall increase
622 TWENTY-FIVE CENTS (\$.25) per hour for every additional twenty (20) feet. Any Employee
623 working on any work set forth in the above paragraphs shall be paid the premium rate for
624 not less than four (4) hours. The Union will not refer men incapable of performing hazardous
625 work.

626 **ARTICLE VII, SECTION 14 UNION REPRESENTATION**

627 It is agreed that only those so authorized by the Union shall be recognized to act for, or
628 in behalf of the Union and the actions, declaration or conduct of any other person (except
629 those so designated) shall not be considered the acts of the Union or its Agent, nor shall they
630 form the cause for any liability whatsoever on the part of the Union.

631 **ARTICLE VII, SECTION 15 PICK-UP TIME**

632 Employees shall start from the tool shed at the scheduled starting time. Employees
633 shall be allowed ten (10) minutes pick-up time at the end of each days work to pick up and
634 put away company and personal tools and shall remain on the job site until quitting time.
635 Where job conditions require time in excess of ten (10) minutes, then additional time as may
636 be required will be allowed upon prior arrangements between the Union Steward and the
637 Employer or his Representative. Where job conditions require a washroom, it shall be
638 supplied by the Employer.

639 **ARTICLE VII, SECTION 16 PROCUREMENT OF LABOR**

640 The Union and the Employer recognize that the Union is in a position to aid the
641 Employer in recruiting needed Employees who can meet the standards of the Trade and who
642 can promote the efficiency and safety of the operations of the Employer. The Employer shall
643 be at liberty to hire Employees in any manner under the National Labor Relations Act of
644 1947 as amended and the rules and regulations of the National Labor Relations Board and
645 shall have the right to use the facilities of the Union to recruit job applications under certain
646 conditions. The Employer agrees to notify the Union when he is in need of new Employees
647 and the Union, when requested agrees to assist in securing qualified applicants. The
648 selection of applicants for recommendation by the Union shall be on a non-discriminatory
649 basis and shall not be based on or in any way affected by Union membership, by-laws, rules,
650 regulations, constitutional provisions or any other aspect or obligation of Union membership,
651 policies or requirements. The Employer agrees to give all applicants fair consideration
652 consistent with the policies of the National Labor Relations Act, as amended. The Employer
653 retains the right to reject any job applicant recommended by the Union. Nothing in this
654 paragraph shall be construed to limit the Employer from hiring from other sources. The
655 Employer shall have the sole responsibility of hiring. Employees referred by the Union shall
656 present introductory cards to the Employer.

657 When the Employer requests the Union to recommend job applicants to the Employer,
658 the Employer shall specify the type and nature of the work to be performed and the Union

659 shall exercise due care in ascertaining the competence of the applicant or applicants to be
660 recommended.

661 Employers may request former Employees for referral to a job or project in writing and
662 the Union Referral Office shall refer said former Employees to the job or project, provided
663 they are properly registered applicants in the Referral Office, are available for work at the
664 time of the request and have been employed by the requesting Employer under the terms of
665 this or previous Agreements in the geographical area of the Referral Office prior to the
666 request, and provided further that no Employees shall be laid off or discharged to make room
667 for such former Employees.

668 **ARTICLE VII, SECTION 17 SAFETY**

669 The Employer will provide a FIRST AID KIT on all projects.

670 The Employer and Employees will abide by all State and Federal health and safety
671 laws. Contractors shall furnish all hard hats, liners, respirators, safety glasses, or other
672 safety equipment required by such laws. The Employees will return safety equipment when
673 job is completed or pay for them at the actual cost to the Contractor. Failure of Employees to
674 comply with State and Federal Safety Codes after being once warned in writing and copy
675 given to the job Steward by the Employer Representative, Employee shall be subject to
676 discharge.

677 It is agreed that when Employees covered by this Agreement are engaged in any
678 welding or burning that adequate safety precautions will be used and that an Employee
679 covered by this Agreement will be available if needed in the judgment of the Steward and
680 Employer to assist in eliminating fire hazards.

681 No Employee will be allowed to work in any ditch, trench, or hole where there is
682 danger of caving unless adequate shoring is provided.

683 Any ladders, scaffold planks or any other scaffolding material that is in an unsafe
684 condition will not be allowed to remain on the job for scaffold purposes, and shall not be used
685 as such.

686 **ARTICLE VII, SECTION 18 SANITATION**

687 The General Contractor or Broker of the job shall provide a clean and sanitary toilet
688 on all jobs. When sewer and water are available on the job site and the owner or architect
689 will allow, a temporary flush toilet shall be set up and made available to workmen on the job.
690 Proper drinking water (iced when requested) and sanitary drinking cups shall be furnished
691 at all times.

692 **ARTICLE VII, SECTION 19 RAIN GEAR**

693 Employers shall furnish water-proof wearing apparel when necessary and the
694 Employee shall return same at the end of the each days work or when the need for same is
695 over. Employees will not be required to work in foul weather except in case of emergency.
696 The Employer is to furnish knee or hip boots when necessary.

697 **ARTICLE VII, SECTION 20 EMPLOYER QUALIFICATIONS**

698 Certain qualifications, knowledge, experience and financial responsibility are required
699 of everyone desiring to be an Employer. In order to be recognized as a Union Contractor, a
700 person, company, or corporation shall sign and abide by all the conditions contained in this
701 document and shall employ at least one (1) member not a part of the firm. This paragraph
702 also applies to contracting members of the Union. Any individual working at the Carpenter

703 trade, as a Contract or individually or employing Carpenters etc., shall be obligated to pay
704 Welfare, Pension Benefits, Apprentices and Journeyman Training, Industrial Advancement,
705 Labor/Management and Working Dues. If a contracting member is not eligible to contribute
706 to the Welfare and Pension due to not being a corporation, he will be required to make
707 contributions to Apprentices and Journeyman Training and Industrial Advancement and
708 Labor/Management.

709 **ARTICLE VII, SECTION 21 WORKING EMPLOYER**

710 Only one (1) member of a Contracting Firm or construction company allowed to work
711 with his tools on any job providing he is a member of the Union.

712 **ARTICLE VII, SECTION 22 EMPLOYER'S RESPONSIBILITY**

713 Employer will furnish a dry and locked tool shed or a safe place on each job to store
714 tools and will take all precautions against fire and theft and where the size and length of the
715 job will justify same, the tool shed will be separate from other crafts and the Employer will
716 furnish suitable facilities, heated when necessary for eating and changing clothes.

717 **ARTICLE VIII - SAVING CLAUSE**

718 It is understood and agreed that any provision contained herein that is contrary to or
719 held to be in violation of the Labor Management Relations Act of 1947, as amended, or any
720 other Federal or State Law now in force or hereinafter enacted, or hereafter becoming
721 effective shall be void and no force or effect and this Agreement shall be construed as if said
722 void provisions herein were not a part thereof, it being intended however, that the other
723 provisions of this Agreement shall not be affected thereby. It is further agreed that should
724 compliance with any Federal or State law or amendment thereof or any order or regulation
725 issued thereunder now or hereafter in force and effect, prohibit the carrying out of any
726 provisions of this Agreement, then to the extent of such deviation or prohibition, this
727 Agreement shall be deemed to have been automatically amended, effective on the effective
728 date of such law, order or regulation. Such amendment of this Agreement shall remain in
729 effect only so long as said law, amendment, order or regulations continue in force or until the
730 expiration of this Agreement, whichever event shall first occur.

731 Time off for Employees to vote at elections shall be according to the laws provided for
732 in the State of Illinois.

733 **ARTICLE IX - WORKMAN'S & UNEMPLOYMENT COMPENSATION**

734 The Employer agrees to file a Certificate of Workman's Compensation Insurance with
735 ten (10) day cancellation notice, from a reliable Insurance Company authorized to do
736 business in the State of Illinois, with the date of expiration of the policy with the Union,
737 which information shall be available to the public on demand.

738 The Employer shall pay Social Security and Federal Withholding Tax on all
739 Employees. He shall voluntarily elect to pay the tax necessary to secure for all Employees
740 the benefits of the Illinois Unemployment Compensation Insurance Act, irrespective of the
741 number of Employees employed. Employers shall furnish satisfactory evidence that they are
742 complying with this by filing with the Union their Federal Identification Number and Illinois
743 Division of Unemployment Compensation Number on forms furnished by the Union.

744 **ARTICLE X - APPRENTICES**

745 **ARTICLE X, SECTION 1 APPRENTICE WAGE RATES**

746 Please refer to the attached Commercial Apprentice Wage and Fringe Benefits
747 Addendum for the current percentage of journeyman wage and fringe benefit rates and their
748 effective dates.

749 **ARTICLE X, SECTION 2 JOINT APPRENTICESHIP & TRAINING COMMITTEE**

750 The Employer and the Union hereby agree that they will establish a Northwest
751 Illinois & Eastern Iowa District Council of Carpenters Joint Apprenticeship and Training
752 Committee. This Committee shall consist of an equal number of Representatives from the
753 Employer and the Union. The Committee shall set up a Training Program for Apprentices, a
754 Journeyman Training Program, shall promote and govern the operation of such programs
755 and shall endeavor to keep Apprentices working among the various Employers in the area.

756 **ARTICLE X, SECTION 3 RATIO OF APPRENTICES TO JOURNEYMEN**

757 The Employer and the Union agree to promote the Apprenticeship Program by having
758 Apprentices employed on all jobs where there are a sufficient number of journeymen
759 employed. The recommended ratio of Apprentices to Journeymen is one (1) Apprentice for
760 each four (4) Journeymen.

761 **ARTICLE X, SECTION 4 DISCHARGE OF AN APPRENTICE**

762 Any Apprentice who fails to comply with the Apprenticeship Standards, the rules and
763 regulations of the Joint Apprenticeship and Training Committee or who fails to attend school
764 as required, shall be discharged by the Employer immediately upon receipt of notification to
765 such effect from the Joint Apprenticeship and Training Committee or from the Business
766 Manager of the Union. It shall be understood that he shall be acting on behalf of the Joint
767 Apprenticeship and Training Committee. An individual so discharged, if he believes that the
768 facts upon which his discharge was based are untrue, may challenge such facts by filing a
769 written statement with the Union and the Employer within three (3) working days from the
770 date of discharge and five (5) working days thereafter a hearing shall be held before an equal
771 number of Employer and Union Representatives for the purpose of passing upon the claim of
772 such individual. In the event of a disagreement between the Union and the Employer, the
773 matter shall be deemed in dispute and submitted to arbitration in accordance with the
774 arbitration provision of this Agreement.

775 The Union shall be notified of discharge of any Apprentice.

776 **ARTICLE XI - CONTINUING EDUCATION**

777 The Union and Contractors agree that an educated work force is of great importance
778 to the Construction Industry. Working together through the Apprenticeship trust both
779 parties shall be committed to developing, promoting, and implementing a full curriculum of
780 continuing education classes for Journeyman Carpenters.

781 **ARTICLE XII - GRIEVANCE & ARBITRATION**

782 **ARTICLE XII, SECTION 1 GRIEVANCE PROCEDURE**

783 Whenever any difference or dispute shall arise as to interpretation or application of
784 the terms of this Agreement, such dispute or difference shall be resolved in the following
785 manner within ten (10) days:

- 786 a) In conference between the Business Agent and the designated Representative of
- 787 the Employer, and if not satisfactorily adjusted within forty-eight (48) hours, step two
- 788 shall immediately be initiated.
- 789 b) The Association and the Union agree to submit to each other the names of three (3)
- 790 persons to be known as the Joint Committee whose duties will be to meet and
- 791 determine clarification of items that may from time to time come into dispute.

792 **ARTICLE XII, SECTION 2 ARBITRATION**

793 In the event the Joint Committee is unable to resolve the dispute, then the Union may

794 refer the matter to arbitration by so notifying the Association and the Employer. The Union

795 shall submit the names of five (5) Arbitrators and the Employer shall have the right to select

796 one of the Arbitrators listed in the notice or similarly to submit an alternate list of five (5)

797 Arbitrators to the Union. If no name is selected from the second list, the parties shall jointly

798 request the Federal Mediation & Conciliation Service to submit a list of seven (7) recognized

799 Arbitrators. From the list submitted, the parties shall within five (5) working days after

800 receipt thereof, select the Arbitrator by alternate rejection of a suggested name until one

801 remains; the person whose name so remains shall act as Arbitrator. The parties shall draw

802 straws to determine who shall reject the first name. The parties recognize that time is of

803 essence and both agree that the decision so rendered shall be final and binding on both the

804 Union and the Employer.

805 **ARTICLE XIII - STRIKES & LOCKOUTS**

806 There shall be no strike or lockout during the attempt to resolve a Jurisdictional

807 Dispute as set forth in this Article. However, in the event that the National Joint Board for

808 the settlement of Jurisdictional Disputes shall be reconstituted and the Carpenters

809 International shall become an actively participating party then the parties hereto mutually

810 agree to submit jurisdictional disputes according to the rules and procedures of such

811 National Joint Board and further agrees to be bound by its decisions.

812 **ARTICLE XIV - DRUG POLICY**

813 The Union and the Employer agree that they will strive to complete a uniform drug

814 policy. During the interim the Union agrees to participate in individual company wide

815 programs not exceeding state and federal guidelines. The Illinois Valley Construction

816 Industry Labor-Management Committee will establish a Drug Policy, which once

817 established, will become part of this Agreement.

818 **ARTICLE XV - EXPIRATION**

819 The terms of this Agreement shall be effective June 1, 2003, and shall expire May 31,

820 2006. The parties to this Agreement agree that one hundred twenty (120) days prior to

821 expiration date, they shall start negotiations for a new Agreement.

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IN WITNESS WHEREOF, the parties have executed this AGREEMENT.

DATED THIS **FIRST** DAY OF **JUNE**, 2003.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL

(please print name above)
EXECUTIVE SECRETARY-TREASURER

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

Authorized Signature
GARY GRABOWSKI

(please print name above)
BUSINESS REPRESENTATIVE

(please print title above)

Authorized Signature
JOHN WARD

(please print name above)
PRESIDENT

(please print title above)

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833 **ADDENDUM I**
834 **RESIDENTIAL AGREEMENT**

835 **ARTICLE XV, SECTION 1 AGREEMENT**

836 This Addendum shall become part of the Carpenters & Piledrivers Agreement for
837 Building Construction made and entered into between the Illinois Valley Contractors
838 Association and the Heartland Regional Council of Carpenters Local Union No.195, Ottawa,
839 Illinois. All language contained in the Carpenters & Piledrivers Agreement will apply to
840 Residential Construction, with the exception of the language contained in this Addendum.

841 The conditions of employment set forth shall prevail from June 1, 2003, through May
842 31, 2006, and shall continue in effect from year to year thereafter unless either party to this
843 Agreement gives sixty (60) days or more written notice prior to the expiration date of this
844 Agreement, by registered or certified mail, expressing the desire to make amendments to the
845 Agreement, upon the expiration of same. The Union may serve notice to reopen this
846 Agreement for the purpose of negotiating wage rates in the second year of this Agreement.

847 **ARTICLE XV, SECTION 2 RESIDENTIAL CONSTRUCTION DEFINED**

848 Residential Construction is herein defined as all work in connection with:
849 construction, alteration and/or repair of all residential units such as single dwelling,
850 duplexes, row houses, town houses, and walk up apartments. For the purpose of this
851 Agreement, residential construction does not include those housing units constructed of
852 reinforced concrete and/or steel framed units normally referred to as "High Rises", which are
853 normally in excess of three stories in height.

854 **ARTICLE XV, SECTION 3 MAKE- UP DAY**

855 If the Employees are unable to work forty (40) hours per week, Monday through
856 Friday, due to inclement weather, they shall be permitted to work on Saturday at the
857 prevailing straight time hourly rate.

858 **ARTICLE XV, SECTION 4 WAGES**

859 Please refer to the attached Residential Wage and Fringe Benefits Addendum for the
860 current wage and fringe benefit rates, and payroll deductions. The Employer shall pay into
861 the Welfare, Pension, Apprentice and Journeyman Training, Industrial Advancement, and
862 Labor/Management Funds as provided for in the Carpenters Commercial Agreement. (Refer
863 to Article VI).

864 ONE DOLLAR FIFTY ONE CENT (\$1.51) increase effective June 1, 2003, One dollar
865 and fifty cents (\$1.50) to be allocated by the Union and one cent (\$.01) increase to the Illinois
866 Valley Contractors Industry Advancement Fund, FIFTY CENT (\$.50) increase effective
867 December 1, 2003, ONE DOLLAR ONE CENT (\$1.01) increase effective June 1, 2004, One
868 dollar (\$1.00) to be allocated by the Union and one cent (\$.01) increase to the Illinois Valley
869 Contractors Industry Advancement Fund, ONE DOLLAR ONE CENT (\$1.01) increase
870 effective June 1, 2005, One dollar (\$1.00) to be allocated by the Union and one cent (\$.01)
871 increase to the Illinois Valley Contractors Industry Advancement Fund.

Effective Date	Total Package
June 1, 2003 through November 30, 2003	\$30.46
December 1, 2003 through May 31, 2004	\$30.96
June 1, 2004 through May 31, 2005	\$31.97
June 1, 2005 through May 31, 2006	\$32.98

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873 **ARTICLE XV, SECTION 5 JOINT APPRENTICESHIP & TRAINING COMMITTEE**

874 The Employer and the Union hereby agree that they will establish a Northwest
875 Illinois & Eastern Iowa District Council of Carpenters Joint Apprenticeship and Training
876 Committee. This Committee shall consist of an equal number of Representatives from the
877 Employer and the Union. The Committee shall set up a Training Program for Apprentices, a
878 Journeyman Training Program shall promote and govern the operation of such programs and
879 shall endeavor to keep Apprentices working among the various Employers in the area.

880 Hiring of Apprentices - Employers shall only hire Employees in the classification of
881 Apprentice who are registered and indentured with the Northwest Illinois & Eastern Iowa
882 District Council of Carpenters Joint Apprenticeship and Training Committee. Any
883 Apprentice who fails to comply with the Apprenticeship Standards, the rules and regulations
884 of the Joint Apprenticeship Committee, or who fails to attend school as required, shall be
885 discharged by the Employer immediately upon receipt of notification to such effect. An
886 individual so discharged, if he believes that the facts upon which his discharge was based are
887 untrue, may challenge such facts by filing a written statement with the Union and the
888 Employer within three (3) working days. Thereafter a hearing shall be held before an equal
889 number of Employer and Union Representatives for the purpose of passing upon the claim of
890 such individual. In the event of a disagreement between the Union and the Employer, the
891 matter shall be deemed in dispute and submitted to Arbitration in accordance with the
892 Arbitration provisions of this Agreement. The Union shall be notified of discharge of any
893 Apprentice.

894 Ratio of Apprentices to Journeymen - The Employer and the Union agree to promote
895 the Apprenticeship Program by having Apprentices employed on all jobs where there are a
896 sufficient number of Journeymen employed. The recommended ratio of Apprentices to
897 Journeymen is one (1) Apprentice for each four (4) Journeymen.

898 Apprentice Wages - Please refer to the attached Residential Apprentice Wage and
899 Fringe Benefits Addendum for the current percentage of journeyman wage and fringe benefit
900 rates and their effective dates.

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901 IN WITNESS WHEREOF, the parties have affixed their signatures which officially
902 bind said parties under the provisions of this AGREEMENT.
903 DATED THIS **FIRST DAY OF JUNE, 2003.**

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE, OTTAWA, IL
61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST ST, LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL

(please print name above)
EXECUTIVE SECRETARY-TREASURER

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

Authorized Signature
GARY GRABOWSKI

(please print name above)
BUSINESS REPRESENTATIVE

(please print title above)

Authorized Signature
JOHN WARD

(please print name above)
PRESIDENT

(please print title above)

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ADDENDUM II - SPECIAL PROJECTS AGREEMENT

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The Business Representative with the approval of the Regional Council Business Manager shall have the authority to make contract adjustments during the term of this Agreement. Any such adjustments or modifications shall be granted on a project by project basis only. When adjustments are granted by the Business Representative with the approval of the Regional Council Business Manager, the following procedure shall be strictly adhered to:

Step 1. Any individual Employer of Employers signatory to this Agreement may request contract adjustments for a specific project. Such a request shall be directed to the appropriate Business Representative who shall as appropriate grant adjustments and modifications necessary to assure continuous work opportunities for employees.

Step 2. Once a Business Representative (s) agrees to contract adjustments the individual Employer(s) requesting the adjustment shall be immediately notified. Any adjustments which are granted must be transmitted to the appropriate individual Employer(s) no later than two (2) working days prior to bid opening. However as noted above, they must be confirmed in writing as soon as possible.

Step 3. Any adjustments or modifications granted for a specific project shall be available to all signatory Employers interested in the project. It shall, however, be the responsibility of the individual Employers to request information regarding any possible adjustments.

Upon mutual agreement the workday may be ten (10) hours per day, Monday through Thursday. Written notification of this option shall be presented to the business representative of the union prior to the beginning of the project. In the event of the utilization of the four 10-hour days, Friday may be used as a makeup day if a work day is lost due to inclement weather.

Any wage adjustments granted as part of adjustments for specific project shall be established on a percentage of the base wage rate. Fringes, contributions, shall continue to be paid as provided in the respective Collective Bargaining Agreement.

This Addendum is an attachment to the Agreement between the Illinois Valley Contractors Association and Heartland Regional Council of Carpenters Local Union #195 and becomes effective June 1, 2003, and remains in effect until the expiration of the Agreement.

DATED THIS FIRST DAY OF JUNE, 2003.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL

EXECUTIVE SECRETARY-TREASURER

Authorized Signature
DENNIS DOUGHERTY

EXECUTIVE DIRECTOR

Authorized Signature
GARY GRABOWSKI

(please print name above)
BUSINESS REPRESENTATIVE

Authorized Signature
JOHN WARD

(please print name above)
PRESIDENT

938

938 **ADDENDUM I - COMMERCIAL WAGE & FRINGE BENEFITS SCHEDULE**

939 To be attached to and become a part of the agreement between Heartland Regional Council of
 940 Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle,
 941 Marshall, Putnam and Stark counties in Illinois.

942 The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the
 943 following effective June 1, 2003 to November 30, 2003:

944 **Effective 6/1/2003-11/30/2003**

Minimum Hourly Rates For Journeyman Carpenters		Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions	
Journeyman Rate	\$23.85	Base Wage Rate	\$25.35
Health & Welfare	6.10	Health & Welfare	6.10
Pension	4.70	Pension	4.70
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.01	Retirement Savings	.01
Apprenticeship	.51	Apprenticeship	.51
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.13	Industry Advancement Fund	.13
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$35.46	TOTAL PACKAGE	\$36.96

Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions		Premium Hourly Rates For Journeyman Carpenters Performing Creosote and Piledriving (top man) work (\$.25 Above Journeyman) Refer to Article III for definitions	
Base Wage Rate	\$25.85	Base Wage Rate	\$24.10
Health & Welfare	6.10	Health & Welfare	6.10
Pension	4.70	Pension	4.70
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.01	Retirement Savings	.01
Apprenticeship	.51	Apprenticeship	.51
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.13	Industry Advancement Fund	.13
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$37.46	TOTAL PACKAGE	\$35.71

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946 **WAGE DEDUCTIONS:**
 947 Working Assessment is ninety-five cents (\$.95) per hour for all journeyman, foreman,
 948 general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF CARPENTERS LOCAL UNION NO. 195 1001 BOYCE MEMORIAL DRIVE OTTAWA, IL 61350-2500	(please print or type firm name below) ILLINOIS VALLEY CONTRACTORS ASSOCIATION, INC. 1120 FIRST STREET LA SALLE IL 61301
--	---

Authorized Signature DAN O'CONNELL (please print name above) EXECUTIVE SECRETARY-TREASURER (please print title above)	Authorized Signature DENNIS DOUGHERTY (please print name above) EXECUTIVE DIRECTOR (please print title above)
---	---

949 DATED _____, _____

950 **ADDENDUM II - RESIDENTIAL WAGE & FRINGE BENEFITS SCHEDULE**

951 To be attached to and become a part of the agreement between Heartland Regional Council of
952 Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle,
953 Marshall, Putnam and Stark counties in Illinois.

954 The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the
955 following effective June 1, 2003 to November 30, 2003:

956 **Effective 6/1/2003-11/30/2003**

<u>Minimum Hourly Rates For Journeyman Carpenters</u>		<u>Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions</u>	
Journeyman Rate	\$18.85	Base Wage Rate	\$20.35
Health & Welfare	6.10	Health & Welfare	6.10
Pension	4.70	Pension	4.70
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.01	Retirement Savings	.01
Apprenticeship	.51	Apprenticeship	.51
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.13	Industry Advancement Fund	.13
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$30.46	TOTAL PACKAGE	\$31.96

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Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions

Base Wage Rate	\$20.85
Health & Welfare	6.10
Pension	4.70
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$32.46

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WAGE DEDUCTIONS:

960 Working Assessment is seventy-five cents (\$.75) per hour for all journeyman, foreman,
961 general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL

(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

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DATED _____, _____

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ADDENDUM III - COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 6/1/2003-11/30/2003

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprentice & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$9.54
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$16.70

2 nd 6 Months (50%) Wage Rate	\$11.93
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$19.09

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Second Year, 1 st 6 Months (60%) Wage Rate	\$14.31
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$21.47

Second Year, 2 nd 6 Months (70%) Wage Rate	\$16.70
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$23.86

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Third Year (80%) Wage Rate	\$19.08
Health & Welfare	6.10
Pension	4.70
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$30.69

Fourth Year (90%) Wage Rate	\$21.47
Health & Welfare	6.10
Pension	4.70
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$33.08

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WAGE DEDUCTIONS

Working Assessment is seventy-two cents (\$.72) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL

(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

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DATED _____, _____

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ADDENDUM IV - RESIDENTIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 6/1/2003-11/30/2003

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprenticeship & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$7.54
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$14.70

2 nd 6 Months (50%) Wage Rate	\$9.43
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$16.59

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Second Year, 1 st 6 Months (60%) Wage Rate	\$11.31
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$18.47

Second Year, 2 nd 6 Months (70%) Wage Rate	\$13.20
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$20.36

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Third Year (80%) Wage Rate	\$15.08
Health & Welfare	6.10
Pension	3.85
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$25.84

Fourth Year (90%) Wage Rate	\$16.97
Health & Welfare	6.10
Pension	3.85
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$27.73

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WAGE DEDUCTIONS

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Working Assessment is fifty-seven cents (\$.57) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL
(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY
(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

984

DATED _____, _____

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985 **ADDENDUM V - COMMERCIAL WAGE & FRINGE BENEFITS SCHEDULE**

986 To be attached to and become a part of the agreement between Heartland Regional Council of
 987 Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle,
 988 Marshall, Putnam and Stark counties in Illinois.

989 The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the
 990 following effective December 1, 2003 to May 31, 2004:

991 **Effective 12/1/2003-5/31/2004**

<u>Minimum Hourly Rates For Journeyman Carpenters</u>		<u>Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions</u>	
Journeyman Rate	\$23.85	Base Wage Rate	\$25.35
Health & Welfare	6.10	Health & Welfare	6.10
Pension	5.20	Pension	5.20
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.01	Retirement Savings	.01
Apprenticeship	.51	Apprenticeship	.51
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.13	Industry Advancement Fund	.13
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$35.96	TOTAL PACKAGE	\$37.46

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<u>Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions</u>		<u>Premium Hourly Rates For Journeyman Carpenters Performing Creosote and Piledriving (top man) work (\$.25 Above Journeyman) Refer to Article III for definitions</u>	
Base Wage Rate	\$25.85	Base Wage Rate	\$24.10
Health & Welfare	6.10	Health & Welfare	6.10
Pension	5.20	Pension	5.20
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.01	Retirement Savings	.01
Apprenticeship	.51	Apprenticeship	.51
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.13	Industry Advancement Fund	.13
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$37.96	TOTAL PACKAGE	\$36.21

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WAGE DEDUCTIONS:

Working Assessment is ninety-five cents (\$.95) per hour for all journeyman, foreman, general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF
 CARPENTERS LOCAL UNION NO. 195
 1001 BOYCE MEMORIAL DRIVE
 OTTAWA, IL 61350-2500

(please print or type firm name below)
 ILLINOIS VALLEY CONTRACTORS
 ASSOCIATION, INC.
 1120 FIRST STREET
 LA SALLE IL 61301

 Authorized Signature
 DAN O'CONNELL

 (please print name above)
 EXECUTIVE SECRETARY-TREASURER

 (please print title above)

 Authorized Signature
 DENNIS DOUGHERTY

 (please print name above)
 EXECUTIVE DIRECTOR

 (please print title above)

996 DATED _____, _____

997 **ADDENDUM VI - RESIDENTIAL WAGE & FRINGE BENEFITS SCHEDULE**

998 To be attached to and become a part of the agreement between Heartland Regional Council of
 999 Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle,
 1000 Marshall, Putnam and Stark counties in Illinois.

1001 The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the
 1002 following effective December 1, 2003 to May 31, 2004:

1003 **Effective 12/1/2003-5/31/2004**

<u>Minimum Hourly Rates For Journeyman Carpenters</u>		<u>Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions</u>	
Journeyman Rate	\$18.85	Base Wage Rate	\$20.35
Health & Welfare	6.10	Health & Welfare	6.10
Pension	5.20	Pension	5.20
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.01	Retirement Savings	.01
Apprenticeship	.51	Apprenticeship	.51
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.13	Industry Advancement Fund	.13
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$30.96	TOTAL PACKAGE	\$32.46

1004 Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions

Base Wage Rate	\$20.85
Health & Welfare	6.10
Pension	5.20
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$32.96

1005 **WAGE DEDUCTIONS:**

1006 Working Assessment is seventy-five cents (\$.75) per hour for all journeyman, foreman,
 1007 general foreman and superintendents.
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HEARTLAND REGIONAL COUNCIL OF
 CARPENTERS LOCAL UNION NO. 195
 1001 BOYCE MEMORIAL DRIVE
 OTTAWA, IL 61350-2500

(please print or type firm name below)
 ILLINOIS VALLEY CONTRACTORS
 ASSOCIATION, INC.
 1120 FIRST STREET
 LA SALLE IL 61301

Authorized Signature
 DAN O'CONNELL

(please print name above)
 EXECUTIVE SECRETARY-TREASURER
 (please print title above)

Authorized Signature
 DENNIS DOUGHERTY

(please print name above)
 EXECUTIVE DIRECTOR
 (please print title above)

1009 **DATED** _____, _____
 1010

ADDENDUM VII - COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 12/1/2003-5/31/2004

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprentice & Training Program shall be the following percentages of the rate paid to journeymen.

1st 6 Months (40%) Wage Rate	\$9.54
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$16.70

2nd 6 Months (50%) Wage Rate	\$11.93
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$19.09

Second Year, 1st 6 Months (60%) Wage Rate	\$14.31
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$21.47

Second Year, 2nd 6 Months (70%) Wage Rate	\$16.70
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$23.86

Third Year (80%) Wage Rate	\$19.08
Health & Welfare	6.10
Pension	5.20
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$31.19

Fourth Year (90%) Wage Rate	\$21.47
Health & Welfare	6.10
Pension	5.20
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$33.58

WAGE DEDUCTIONS

Working Assessment is seventy-two cents (\$.72) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL

(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

DATED _____, _____

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ADDENDUM VIII - RESIDENTIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 12/1/2003-5/31/2004

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprentice & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$7.54
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$14.70

2 nd 6 Months (50%) Wage Rate	\$9.43
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$16.59

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Second Year, 1 st 6 Months (60%) Wage Rate	\$11.31
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$18.47

Second Year, 2 nd 6 Months (70%) Wage Rate	\$13.20
Health & Welfare	6.10
Pension	.25
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$20.36

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Third Year (80%) Wage Rate	\$15.08
Health & Welfare	6.10
Pension	4.20
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$26.19

Fourth Year (90%) Wage Rate	\$16.97
Health & Welfare	6.10
Pension	4.20
Supplemental Pension	.10
Retirement Savings	.01
Apprenticeship	.51
UBC National Funds	.04
Industry Advancement Fund	.13
Labor Management	.02
TOTAL PACKAGE	\$28.08

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WAGE DEDUCTIONS

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Working Assessment is fifty-seven cents (\$.57) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
DAN O'CONNELL

(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

1031

DATED _____, _____

1032

ADDENDUM IX - COMMERCIAL WAGE & FRINGE BENEFITS SCHEDULE

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the following effective June 1, 2004 to November 30, 2004:

Effective 6/1/2004-11/30/2004

Minimum Hourly Rates For Journeyman Carpenters

Journeyman Rate	\$24.47
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$37.47

Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions

Base Wage Rate	\$25.97
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$38.97

Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions

Base Wage Rate	\$26.47
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$39.47

Premium Hourly Rates For Journeyman Carpenters Performing Creosote and Piledriving (top man) work (\$.25 Above Journeyman) Refer to Article III for definitions

Base Wage Rate	\$24.72
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$37.72

WAGE DEDUCTIONS:

Working Assessment is ninety-eight cents (\$.98) per hour for all journeyman, foreman, general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER

(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

(please print title above)

DATED _____, _____

ADDENDUM X - RESIDENTIAL WAGE & FRINGE BENEFITS SCHEDULE

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the following effective June 1, 2004 to May 31, 2005

Effective 6/1/2004-5/31/2005

<u>Minimum Hourly Rates For Journeyman Carpenters</u>		<u>Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions</u>	
Journeyman Rate	\$18.99	Base Wage Rate	\$20.49
Health & Welfare	6.53	Health & Welfare	6.53
Pension	5.45	Pension	5.45
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.15	Retirement Savings	.15
Apprenticeship	.55	Apprenticeship	.55
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.14	Industry Advancement Fund	.14
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$31.97	TOTAL PACKAGE	\$33.47

Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions

Base Wage Rate	\$20.99
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$33.97

WAGE DEDUCTIONS:

Working Assessment is seventy-six cents (\$.76) per hour for all journeyman, foreman, general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF
 CARPENTERS LOCAL UNION NO. 195
 1001 BOYCE MEMORIAL DRIVE
 OTTAWA, IL 61350-2500

(please print or type firm name below)
 ILLINOIS VALLEY CONTRACTORS
 ASSOCIATION, INC.
 1120 FIRST STREET
 LA SALLE IL 61301

 Authorized Signature
 Bruce Werning

 (please print name above)
 EXECUTIVE SECRETARY-TREASURER

 (please print title above)

 Authorized Signature
 DENNIS DOUGHERTY

 (please print name above)
 EXECUTIVE DIRECTOR

 (please print title above)

DATED _____, _____

ADDENDUM XI - COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 6/1/2004-11/30/2004

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprentice & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$9.79
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$17.59

2 nd 6 Months (50%) Wage Rate	\$12.24
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$20.04

Second Year, 1 st 6 Months (60%) Wage Rate	\$14.68
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$22.48

Second Year, 2 nd 6 Months (70%) Wage Rate	\$17.13
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$24.93

Third Year (80%) Wage Rate	\$19.58
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$32.58

Fourth Year (90%) Wage Rate	\$22.02
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$35.02

WAGE DEDUCTIONS

Working Assessment is seventy-three cents (\$.73) per hour for all apprentices.

(please print or type firm name below)

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER

(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

(please print title above)

DATED _____, _____

ADDENDUM XII - RESIDENTIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 6/1/2004-5/31/2005

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprentice & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$7.60
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$15.38

2 nd 6 Months (50%) Wage Rate	\$9.50
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$17.28

Second Year, 1 st 6 Months (60%) Wage Rate	\$11.39
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$19.17

Second Year, 2 nd 6 Months (70%) Wage Rate	\$13.29
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$21.07

Third Year (80%) Wage Rate	\$15.19
Health & Welfare	6.53
Pension	4.10
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$26.82

Fourth Year (90%) Wage Rate	\$17.09
Health & Welfare	6.53
Pension	4.10
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$28.72

WAGE DEDUCTIONS

Working Assessment is fifty-seven cents (\$.57) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning
(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY
(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

DATED _____, _____

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ADDENDUM XIII - COMMERCIAL WAGE & FRINGE BENEFITS SCHEDULE

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the following effective December 1, 2004 to May 31, 2005:

Effective 12/1/2004-5/31/2005

<u>Minimum Hourly Rates For Journeyman Carpenters</u>		<u>Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions</u>	
Journeyman Rate	\$24.97	Base Wage Rate	\$26.47
Health & Welfare	6.53	Health & Welfare	6.53
Pension	5.45	Pension	5.45
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.15	Retirement Savings	.15
Apprenticeship	.57	Apprenticeship	.57
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.14	Industry Advancement Fund	.14
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$37.97	TOTAL PACKAGE	\$39.47

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<u>Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions</u>		<u>Premium Hourly Rates For Journeyman Carpenters Performing Creosote and Piledriving (top man) work (\$.25 Above Journeyman) Refer to Article III for definitions</u>	
Base Wage Rate	\$26.97	Base Wage Rate	\$25.22
Health & Welfare	6.53	Health & Welfare	6.53
Pension	5.45	Pension	5.45
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	.15	Retirement Savings	.15
Apprenticeship	.57	Apprenticeship	.57
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.14	Industry Advancement Fund	.14
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$39.97	TOTAL PACKAGE	\$38.22

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WAGE DEDUCTIONS:

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Working Assessment is one dollar (\$1.00) per hour for all journeyman, foreman, general foreman and superintendents.

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HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER

(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

(please print title above)

1091

DATED _____, _____

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ADDENDUM XIV - COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 12/1/2004-5/31/2005

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprentice & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$9.99
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$17.79

2 nd 6 Months (50%) Wage Rate	\$12.49
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$20.29

1098

Second Year, 1 st 6 Months (60%) Wage Rate	\$14.98
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$22.78

Second Year, 2 nd 6 Months (70%) Wage Rate	\$17.48
Health & Welfare	6.53
Pension	.25
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$25.28

1099

Third Year (80%) Wage Rate	\$19.98
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$32.98

Fourth Year (90%) Wage Rate	\$22.47
Health & Welfare	6.53
Pension	5.45
Supplemental Pension	.10
Retirement Savings	.15
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$35.47

1100

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WAGE DEDUCTIONS

Working Assessment is seventy-five cents (\$.75) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

1102

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DATED _____, _____

ADDENDUM XV – ADJUSTMENT TO ARTICLE V, SECTION 2 WAGES

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

Please refer to the attached Wage and Fringe Benefits Addendum for the current wage and fringe benefit rates and their effective dates. There will a ONE DOLLAR ONE DOLLAR FIFTY ONE CENT (\$1.51) increase effective June 1, 2003, One dollar and fifty cents (\$1.50) to be allocated by the Union and one cent (\$.01) increase to the Illinois Valley Contractors Industry Advancement Fund, FIFTY CENT (\$.50) increase effective December 1, 2003, ONE DOLLAR FIFTY ONE CENT (\$1.51) increase effective June 1, 2004, One dollar and fifty cents (\$1.50) to be allocated by the Union and one cent (\$.01) increase to the Illinois Valley Contractors Industry Advancement Fund, FIFTY CENT (\$.50) increase December 1, 2004, ONE DOLLAR FIFTY ONE CENT (\$1.51) increase effective June 1, 2005, One dollar and fifty cents (\$1.50) to be allocated by the Union and one cent (\$.01) increase to the Illinois Valley Contractors Industry Advancement Fund, FIFTY CENT (\$.50) increase December 1, 2005.

Effective Date	Total Package
June 1, 2003 through November 30, 2003	\$35.46
December 1, 2003 through May 31, 2004	\$35.96
June 1, 2004 through November 30, 2004	\$37.47
December 1, 2004 through May 31, 2005	\$37.97
June 1, 2005 through November 30, 2005	\$39.48
December 1, 2005 through May 31, 2006	\$39.98

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER

(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

(please print title above)

DATED _____, _____

ADDENDUM XVI - COMMERCIAL WAGE & FRINGE BENEFITS SCHEDULE

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the following effective September 1, 2004 to November 30, 2004:

Effective 9/1/2004-11/30/2004

<u>Minimum Hourly Rates For Journeyman Carpenters</u>		<u>Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions</u>	
Journeyman Rate	\$24.47	Base Wage Rate	\$25.97
Health & Welfare	5.56	Health & Welfare	5.56
Pension	5.45	Pension	5.45
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	1.12	Retirement Savings	1.12
Apprenticeship	.57	Apprenticeship	.57
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.14	Industry Advancement Fund	.14
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$37.47	TOTAL PACKAGE	\$38.47

<u>Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions</u>		<u>Premium Hourly Rates For Journeyman Carpenters Performing Creosote and Piledriving (top man) work (\$.25 Above Journeyman) Refer to Article III for definitions</u>	
Base Wage Rate	\$26.47	Base Wage Rate	\$24.72
Health & Welfare	5.56	Health & Welfare	5.56
Pension	5.45	Pension	5.45
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	1.12	Retirement Savings	1.12
Apprenticeship	.57	Apprenticeship	.57
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.14	Industry Advancement Fund	.14
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$39.47	TOTAL PACKAGE	\$37.72

WAGE DEDUCTIONS:

Working Assessment is ninety-eight cents (\$.98) per hour for all journeyman, foreman, general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF
 CARPENTERS LOCAL UNION NO. 195
 1001 BOYCE MEMORIAL DRIVE
 OTTAWA, IL 61350-2500

(please print or type firm name below)
 ILLINOIS VALLEY CONTRACTORS
 ASSOCIATION, INC.
 1120 FIRST STREET
 LA SALLE IL 61301

 Authorized Signature
 Bruce Werning

 (please print name above)
 EXECUTIVE SECRETARY-TREASURER

 (please print title above)

 Authorized Signature
 DENNIS DOUGHERTY

 (please print name above)
 EXECUTIVE DIRECTOR

 (please print title above)

DATED _____, _____

ADDENDUM XVII - RESIDENTIAL WAGE & FRINGE BENEFITS SCHEDULE

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the following effective September 1, 2004 to May 31, 2005

Effective 9/1/2004-5/31/2005

Minimum Hourly Rates For Journeyman Carpenters

Journeyman Rate	\$18.99
Health & Welfare	5.56
Pension	5.45
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$31.97

Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions

Base Wage Rate	\$20.49
Health & Welfare	5.56
Pension	5.45
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$33.47

Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions

Base Wage Rate	\$20.99
Health & Welfare	5.56
Pension	5.45
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$33.97

WAGE DEDUCTIONS:

Working Assessment is seventy-six cents (\$.76) per hour for all journeyman, foreman, general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF CARPENTERS LOCAL UNION NO. 195 1001 BOYCE MEMORIAL DRIVE OTTAWA, IL 61350-2500	(<i>please print or type firm name below</i>) ILLINOIS VALLEY CONTRACTORS ASSOCIATION, INC. 1120 FIRST STREET LA SALLE IL 61301
--	--

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER

(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

(please print title above)

DATED _____, _____

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ADDENDUM XVIII - COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 9/1/2004-11/30/2004

The minimum wage to be paid to APPRENTICES under the Standards of the Heartland Regional Council Joint Apprentice & Training Committee (Local Unions 195,678, 790, 792) Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$9.79
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$17.59

2 nd 6 Months (50%) Wage Rate	\$12.24
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$20.04

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Second Year, 1 st 6 Months (60%) Wage Rate	\$14.68
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$22.48

Second Year, 2 nd 6 Months (70%) Wage Rate	\$17.13
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$24.93

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Third Year (80%) Wage Rate	\$19.58
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$32.58

Fourth Year (90%) Wage Rate	\$22.02
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$35.02

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WAGE DEDUCTIONS

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Working Assessment is seventy-three cents (\$.73) per hour for all apprentices.

(please print or type firm name below)

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature

Bruce Werning

(please print name above)

EXECUTIVE SECRETARY-TREASURER

(please print title above)

Authorized Signature

DENNIS DOUGHERTY

(please print name above)

EXECUTIVE DIRECTOR

(please print title above)

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DATED _____, _____

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ADDENDUM XIX - RESIDENTIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 9/1/2004-5/31/2005

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprenticeship & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$7.60
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$15.38

2 nd 6 Months (50%) Wage Rate	\$9.50
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$17.28

Second Year, 1 st 6 Months (60%) Wage Rate	\$11.39
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$19.17

Second Year, 2 nd 6 Months (70%) Wage Rate	\$13.29
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$21.07

Third Year (80%) Wage Rate	\$15.19
Health & Welfare	5.56
Pension	4.10
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$26.82

Fourth Year (90%) Wage Rate	\$17.09
Health & Welfare	5.56
Pension	4.10
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.55
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$28.72

WAGE DEDUCTIONS

Working Assessment is fifty-seven cents (\$.57) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER

(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR

(please print title above)

DATED _____, _____

1169 **ADDENDUM XX - COMMERCIAL WAGE & FRINGE BENEFITS SCHEDULE**
1170 To be attached to and become a part of the agreement between Heartland Regional Council of
1171 Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle,
1172 Marshall, Putnam and Stark counties in Illinois.

1173 The minimum hourly rate of wages of all JOURNEYMAN CARPENTERS shall be no less than the
1174 following effective December 1, 2004 to May 31, 2005:

1175 **Effective 12/1/2004-5/31/2005**

<u>Minimum Hourly Rates For Journeyman Carpenters</u>		<u>Premium Hourly Rates For Carpenter Foreman (\$1.50 Above Journeyman) Refer to Article V for definitions</u>	
Journeyman Rate	\$24.97	Base Wage Rate	\$26.47
Health & Welfare	5.56	Health & Welfare	5.56
Pension	5.45	Pension	5.45
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	1.12	Retirement Savings	1.12
Apprenticeship	.57	Apprenticeship	.57
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.14	Industry Advancement Fund	.14
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$37.97	TOTAL PACKAGE	\$39.47

<u>Premium Hourly Rates For Carpenter General Foreman (\$2.00 Above Journeyman) Refer to Article V for definitions</u>		<u>Premium Hourly Rates For Journeyman Carpenters Performing Creosote and Piledriving (top man) work (\$.25 Above Journeyman) Refer to Article III for definitions</u>	
Base Wage Rate	\$26.97	Base Wage Rate	\$25.22
Health & Welfare	5.56	Health & Welfare	5.56
Pension	5.45	Pension	5.45
Supplemental Pension	.10	Supplemental Pension	.10
Retirement Savings	1.12	Retirement Savings	1.12
Apprenticeship	.57	Apprenticeship	.57
UBC National Funds	.04	UBC National Funds	.04
Industry Advancement Fund	.14	Industry Advancement Fund	.14
Labor Management	.02	Labor Management	.02
TOTAL PACKAGE	\$39.97	TOTAL PACKAGE	\$38.22

1177 **WAGE DEDUCTIONS:**

1178 Working Assessment is one dollar (\$1.00) per hour for all journeyman, foreman,
1179 general foreman and superintendents.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning
(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY
(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

1180 DATED _____, _____
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ADDENDUM XXI - COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFITS

To be attached to and become a part of the agreement between Heartland Regional Council of Carpenters Local UNION No. 195 and Illinois Valley Contractors Association, Inc. covering Bureau, LaSalle, Marshall, Putnam and Stark counties in Illinois.

MINIMUM HOURLY RATES FOR APPRENTICE CARPENTERS - Effective 12/1/2004-5/31/2005

The minimum wage to be paid to APPRENTICES under the Standards of the Northwest Illinois & Eastern Iowa District Council of Carpenters Joint Apprentice & Training Program shall be the following percentages of the rate paid to journeymen.

1 st 6 Months (40%) Wage Rate	\$9.99
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$17.79

2 nd 6 Months (50%) Wage Rate	\$12.49
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$20.29

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Second Year, 1 st 6 Months (60%) Wage Rate	\$14.98
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$22.78

Second Year, 2 nd 6 Months (70%) Wage Rate	\$17.48
Health & Welfare	5.56
Pension	.25
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$25.28

1188

Third Year (80%) Wage Rate	\$19.98
Health & Welfare	5.56
Pension	5.45
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$32.98

Fourth Year (90%) Wage Rate	\$22.47
Health & Welfare	5.56
Pension	5.45
Supplemental Pension	.10
Retirement Savings	1.12
Apprenticeship	.57
UBC National Funds	.04
Industry Advancement Fund	.14
Labor Management	.02
TOTAL PACKAGE	\$35.47

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WAGE DEDUCTIONS

Working Assessment is seventy-five cents (\$.75) per hour for all apprentices.

HEARTLAND REGIONAL COUNCIL OF
CARPENTERS LOCAL UNION NO. 195
1001 BOYCE MEMORIAL DRIVE
OTTAWA, IL 61350-2500

(please print or type firm name below)
ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.
1120 FIRST STREET
LA SALLE IL 61301

Authorized Signature
Bruce Werning

(please print name above)
EXECUTIVE SECRETARY-TREASURER
(please print title above)

Authorized Signature
DENNIS DOUGHERTY

(please print name above)
EXECUTIVE DIRECTOR
(please print title above)

1191

1192

DATED _____, _____