ADDENDUM A
IRON WORKERS LOCAL #46

This ADDENDUM A lists the wages, fringe benefit contributions and deductions pursuant to Article 7, Article 8 and Article 9 in the Agreement by and between the Associated General Contractors of Illinois and Local Union #46 of the International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers, Machinery Movers and Riggers covering all construction, except Building Construction, effective May 1, 2019 through April 30, 2022.

Effective: May 1, 2019 August 1, 2019

$1.60 increase to be distributed as follows:

<table>
<thead>
<tr>
<th>Item</th>
<th>May 1, 2019</th>
<th>August 1, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman Wages</td>
<td>$33.64</td>
<td>$33.64</td>
</tr>
<tr>
<td>Health &amp; Welfare</td>
<td>$10.30</td>
<td>$10.57</td>
</tr>
<tr>
<td>Pension</td>
<td>$9.40</td>
<td>$9.65</td>
</tr>
<tr>
<td>Annuity</td>
<td>$7.26</td>
<td>$6.74</td>
</tr>
<tr>
<td>Joint Apprentice Training Fund (JATC)</td>
<td>$0.70</td>
<td>$0.70</td>
</tr>
<tr>
<td>IMPACT</td>
<td>$0.21</td>
<td>$0.21</td>
</tr>
<tr>
<td>AGCI Industry Advancement Fund (IAF)</td>
<td>$0.20</td>
<td>$0.20</td>
</tr>
<tr>
<td>UNION total package [less IAF]</td>
<td>$61.51</td>
<td>$61.51</td>
</tr>
<tr>
<td>EMPLOYER total package [includes IAF]</td>
<td>$61.71</td>
<td>$61.71</td>
</tr>
</tbody>
</table>

Deductions:

1. Dues check-off: 3.5% of union total package [less IAF]
   Ex. $61.51 x 3.5% = $2.15 (example based on journeyman scale) per hour worked

2. International Organizing Assessment $0.08 per hour worked
   Journeyman Wages $33.64 x 0.25% per hour worked

3. Iron Worker Local 46 Target Program $0.20 per hour worked.

4. Iron Workers Local 46 Vacation Fund $0.85 per hour worked.
   Effective August 1, 2019: Iron Workers Local 46 Vacation Fund $1.00 per hour worked.

Foreman not less than $1.75 per hour above journeyman scale
General Foreman not less than $0.75 per hour above regular foreman scale

Future increases:

Effective May 1, 2020: $1.60 to be distributed for a union total package [less IAF] of $63.11
Effective May 1, 2021: $1.65 to be distributed for a union total package [less IAF] of $64.76

FOR THE ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS:

[Signature]
Date 4/2/2019
Frank Kazenske
Director of Labor Relations

FOR LOCAL UNION #46 OF THE INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL, AND REINFORCING IRON WORKERS, MACHINERY MOVERS AND RIGGERS:

[Signature]
Date 4/2/2019
Shane Austin
Business Manager