ADDENDUM A
LABORERS’ LOCAL 477
HEAVY & HIGHWAY AGREEMENT
WAGES, FRINGE BENIFETS & DEDUCTIONS
EFFECTIVE MAY 1ST, 2020 through APRIL 30TH, 2021

This Addendum A is attached and made a part of the agreement by and between the Associated General Contractors of Illinois and Laborers’ Local 477 (Springfield, Illinois) of the Southern and Central Illinois Laborers’ District Council covering heavy/highway and utility construction in the Illinois counties of Cass, Christian, Logan, Menard, Morgan, Sangamon and Scott effective May 1, 2016 through April 30, 2021.

Wages for the Counties of:
Cass, Christian, Logan, Menard,
Morgan, Sangamon and Scott

<table>
<thead>
<tr>
<th>Wage Rate</th>
<th>$29.78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; Welfare</td>
<td>$07.25</td>
</tr>
<tr>
<td>Pension</td>
<td>$14.96</td>
</tr>
<tr>
<td>Annuity</td>
<td>$03.92</td>
</tr>
<tr>
<td>Training</td>
<td>$ 0.80</td>
</tr>
<tr>
<td>LECET</td>
<td>$ 0.33</td>
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<tr>
<td>AGC – IAF</td>
<td>$ 0.20</td>
</tr>
</tbody>
</table>

Union Total Package $57.04
[Less AGC-IAF]
Employer Total Package $57.24
[Including AGC-IAF]

Deductions: Working Dues: 3.5% of gross wage + $1.20 per hour worked
Vacation Fund: $3.00 per hour worked

Environmental work: within the boundaries of Cass, Christian, Logan, Menard, Morgan, Sangamon and Scott Counties, an additional ten cents ($0.10) per hour training contribution shall be paid by contractors for each hour worked by Laborers that are performing asbestos abatement and removal, hazardous and toxic waste cleanup and removal, and lead-based paint abatement and removal on jobs identified in the bid documents as environmental projects.

For the Association:
Associated General Contractors of Illinois

Frank Kazenske
Director of Labor Relations
2/31/2020

For the Union:
Laborers’ Local 477

Brad Schave
Business Manager
2/25/2020

Southern & Central Illinois Laborers’ District Council

Clint Taylor
Business Manager
2/25/2020