ADDENDUM A  
LABORERS’ LOCAL 477  
HEAVY & HIGHWAY AGREEMENT  
WAGES, FRINGE BENEFITS & DEDUCTIONS  
EFFECTIVE MAY 1ST, 2018 through APRIL 30TH, 2019

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, 2018 through April 30, 2019.

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

<table>
<thead>
<tr>
<th>Wage Rate</th>
<th>$29.38</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; Welfare</td>
<td>$06.30</td>
</tr>
<tr>
<td>Pension</td>
<td>$13.58</td>
</tr>
<tr>
<td>Annuity</td>
<td>$03.38</td>
</tr>
<tr>
<td>Training</td>
<td>$ 0.80</td>
</tr>
<tr>
<td>LECET</td>
<td>$ 0.31</td>
</tr>
<tr>
<td>AGC – IAF</td>
<td>$ 0.03</td>
</tr>
</tbody>
</table>

Total Package $53.78

Deductions:  Working Dues: 3.5% of gross wage + $1.05 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.

Total package increases:  
Effective May 1, 2019 3% increase for a total package of $55.39  
Effective May 1, 2020 3% increase for a total package of $57.05

For the Association:  
Associated General Contractors of Illinois  
Frank Kazenske Date  
Director of Labor Relations

For the Union:  
Laborers’ Local 477  
Brad Schaible Date  
Business Manager

Southern & Central Illinois Laborers’ District Council  
Clint Taylor Date  
Business Manager