This Wage Addendum is recognized as part of the Heavy and Highway Agreement between the Associated General Contractors of Illinois engaged in Heavy and Highway Construction and Millwright Local Union #1693 (formerly #1051) of the Chicago Regional Council, United Brotherhood of Carpenters and Joiners of America having jurisdiction in the following counties: Adams, Brown, Cass, Champaign, Christian, Clark, Coles, Cumberland, Douglas, Edgar, Greene, Hancock, Logan, Macon, Macoupin, Mason, Menard, Montgomery, Morgan, Moultrie, Piatt, Pike, Sangamon, Schuyler, Scott, Shelby, and Vermilion.

Wage Rates, Contributions, and Deductions effective May 1, 2020.

Minimum hourly wages to be paid by the Employer to the Employees from May 1, 2020 through April 30, 2021.

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-01-2020</td>
<td>$36.40</td>
</tr>
</tbody>
</table>

Millwright
Foreman $1.75 above Journeyman Scale.

General Foreman $2.50 above Journeyman Scale.

In addition to the above wages, the Employer shall pay for each hour worked by Employees covered by this Agreement the following:

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>5-01-2020</td>
<td>$8.90</td>
</tr>
</tbody>
</table>

Health & Welfare
Pension
Annuity
AGCL Industry Advancement
Apprenticeship & Training
International Apprentice, Safety, Labor/Management Fund

Total Wage Package: $66.69

The Employer shall deduct from the Employees wages for each hour worked by the Employees covered by this Agreement the following:

Regional Council Checkoff:
Journeyman $1.46
1st & 2nd Yr. Apprentices .87
3rd & 4th Yr. Apprentices 1.24
Promotional Fund .15
UBCJ of A Checkoff .05

Minimum hourly wages to be paid to Apprentices:
01 thru 04 months.....50% 13 thru 18 months.....70% 31 thru 36 months.....85%
05 thru 06 months.....60% 19 thru 24 months.....75% 37 thru 42 months.....90%
07 thru 12 months.....65% 25 thru 30 months.....80% 43 thru 48 months.....95%

Pension will be paid to Carpenters Pension Fund of Illinois, PO Box 94416, Chicago, IL, 60690.
All other Contributions and Dues Checkoffs will be paid to the CIC Health and Welfare Trust Fund, 200 S. Madigan Drive, Lincoln, IL, 62656.

Fringe Benefits are due and payable by the 15th of the month for work performed in the preceding month.

This Wage Addendum for Millwright Local #1693 (formerly #1051) shall expire at midnight on April 30, 2021.

By: ___________________________ Date: ___________________________
Gary Fennar
Executive Secretary Treasurer

By: ___________________________ Date: ___________________________
Frank Kazenske
Director of Labor Relations

By: ___________________________ Date: ___________________________
Jeffrey Isaacson
President

Having authority to sign on behalf of those firms who have assigned their bargaining rights to the Association.
This Wage Addendum is recognized as part of the Heavy and Highway Agreement between the Associated General Contractors of Illinois engaged in Heavy and Highway Construction and Millwright Local Union #1693 (formerly #1051) of the Chicago Regional Council, United Brotherhood of Carpenters and Joiners of America having jurisdiction in the following counties:  Dewitt, Ford, Fulton, Knox, Livingston, McDonough, McLean, Peoria, Tazewell, Warren, and Woodford.

Wage Rates, Contributions, and Deductions effective May 1, 2020.

Minimum hourly wages to be paid by the Employer to the Employees from May 1, 2020 through April 30, 2021.

5-01-2020
Millwright
$ 36.40
Foreman $2.25 above Journeyman Scale.
General Foreman $3.50 above Journeyman Scale.

In addition to the above wages, the Employer shall pay for each hour worked by Employees covered by this Agreement the following:

5-01-2020
Health & Welfare
$ 8.90
Pension
15.05
Annuity
5.80
AGCI Industry Advancement
.20
Apprenticeship & Training
.57
International Apprentice, Safety, Labor/Management Fund
.10

Total Wage Package:

$ 67.02

The Employer shall deduct from the Employees wages for each hour worked by the Employees covered by this Agreement the following:

5-01-2020
Regional Council Checkoff:
Journeyman
$ 1.46
1st & 2nd Yr. Apprentices
.87
3rd & 4th Yr. Apprentices
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Chicago Regional Council of United Brotherhood of Carpenters and Joiners of America

By: Gary Permar
Executive Secretary Treasurer
Date

By: Jeffrey Isaacson
President
Date

Associated General Contractors of Illinois

By: Frank Kazenske
Director of Labor Relations
Date

Having authority to sign on behalf of those firms who have assigned their bargaining rights to the Association.
This Wage Addendum is recognized as part of the Heavy and Highway Agreement between the Associated General Contractors of Illinois engaged in Heavy and Highway Construction and Millwright Local Union #1693 (formerly #1051) of the Chicago Regional Council, United Brotherhood of Carpenters and Joiners of America having jurisdiction in the following counties: Crawford, Effingham, and Jasper.

Wage Rates, Contributions, and Deductions effective May 1, 2020.

Minimum hourly wages to be paid by the Employer to the Employees from May 1, 2020 through April 30, 2021.

**Millwright**

<table>
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<tbody>
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<td>$36.40</td>
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**5-01-2020**

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<td>.20</td>
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<tr>
<td>Apprenticeship &amp; Training</td>
<td>.57</td>
</tr>
<tr>
<td>International Apprentice, Safety, Labor/Management Fund</td>
<td>.10</td>
</tr>
</tbody>
</table>

Total Wage Package: $66.87

The Employer shall deduct from the Employees wages for each hour worked by the Employees covered by this Agreement the following:

**Regional Council Checkoff**

<table>
<thead>
<tr>
<th>Date</th>
<th>Deduction</th>
</tr>
</thead>
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<tr>
<td>5-01-2020</td>
<td>$1.46</td>
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Fringe Benefits are due and payable by the 15th of the month for work performed in the preceding month.

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Chicago Regional Council of United Brotherhood of Carpenters and Joiners of America

By: [Signature]
Gary Pernar
Executive Secretary Treasurer

By: [Signature]
Jeffrey Isaacson
President

Associated General Contractors of Illinois

By: [Signature]
Frank Kazenske
Director of Labor Relations
Having authority to sign on behalf of those firms who have assigned their bargaining rights to the Association.

Date: 4/17/2020