

SCHEDULE A

This Schedule A is recognized as part of the Heavy and Highway Agreement between the Associated General Contractors of Illinois and the Regional Councils and Local Unions affiliated with the United Brotherhood of Carpenters and Joiners of America, having jurisdiction in the following counties: Kankakee and Iroquois.

A. Schedule of Wage Rates, Contributions and Deductions effective August 1, 2016 through April 30, 2017.

Kankakee, Local #496 (Kankakee and Iroquois Counties)

AUGUST 1st, 2016

Wage	\$36.75
Hospital Trust Fund (1)	\$11.79
Pension Fund (2)	\$15.40
Retirement Savings (3)	\$ 3.00
Apprenticeship Fund (4)	\$ 0.63
Carpenters Int'l Apprenticeship and Training Fund (5)	\$ 0.06
Carpenters Int'l Health and Safety Fund (6)	\$ 0.02
Carpenters Int'l Labor Management Fund (7)	\$ 0.02
Carpenters Labor Management Promotion Fund (8)	\$ 0.25
AGCI Industry Advancement Fund (9)	\$ 0.03

Total Package **\$67.95**

<u>Future increases</u>	<u>Inc. (%)</u>	<u>Inc. (\$)</u>	<u>Journeyman Total package</u>
Effective May 1, 2017	3.00%	\$2.04	\$69.99
Effective May 1, 2018	3.00%	\$2.10	\$72.09
Effective May 1, 2019	3.00%	\$2.16	\$74.25
Effective May 1, 2020	3.00%	\$2.23	\$76.48

Deductions

Regional Council Dues Check-Off (10) 4%

Foreman shall be paid \$2.00 above the Carpenters rate.

General Foreman shall be paid \$2.75 above the Carpenters rate.

For all counties covered by Schedule A, an employee will be paid a premium of one dollar (\$1.00) per hour over the applicable wage rate for the various classifications (journeyman, apprentice, etc.) when performing the following:

- Erecting/dismantling towers and scaffolds over forty (40) feet in height.
- Pile driving when an employee provides current documentation as to being a certified welder.
- Handling irritant treated lumber or material which is harmful to either body or clothing. This does not include oiled forms.
- Working fifteen (15) feet or more below ground level in sheeted holes or water levels in cofferdams.

See Article 11 Premium Work for more details.

There shall be no pyramiding of premiums, that is, not more than one (\$1.00) per hour will be paid for any combination of above activities.

B. Contributions and Deductions

(1), (2), (3), (4), (5), (6), (7) (8) (9) One check made payable to Carpenters Local 496 Fringe Benefits for Hospital, Pension, Retirement Savings, Apprenticeship, International Training Fund, Carpenters Int'l Health and Safety Fund, Labor Management/Education/Development Fund, Carpenters Labor Management Promotion Fund and AGCI Industry Advancement Fund combined and mailed to P.O. Box 94460, Chicago, IL 60690-4460.

(10) The 4% District Council Check-Off shall be remitted on a separate form provided by the Chicago Regional Council of Carpenters, 12 East Erie Street, Chicago, IL 60611.

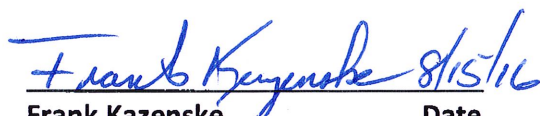
C. Distributions

The Local Union may distribute any part of the future negotiated total package increases into the existing negotiated funds, provided, such increase is requested and AGC of Illinois is notified at least (60) days prior to its effective date on each anniversary of this Agreement. Changes in contribution amounts to any of the Funds listed in this Schedule A shall only be made annually on the Agreement's anniversary dates and under no circumstances can monies be deducted from the basic labor rate, as such is prohibited by the Illinois Department of Labor. When the Union notifies AGC of Illinois of its request, whereupon an Addendum in writing describing such change(s) shall be incorporated into this Agreement.

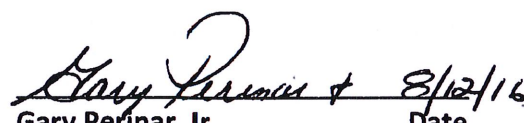
D. Expiration

Schedule A for Local #496 shall expire on **April 30, 2017**.

**FOR THE ASSOCIATED GENERAL
CONTRACTORS OF ILLINOIS:**


Frank Kazenske Date
Director of Labor Relations

**FOR THE CHICAGO REGIONAL COUNCIL
OF UNITED BROTHERHOOD OF
CARPENTERS AND JOINERS OF AMERICA:**


Gary Perinar, Jr. Date
Vice-President
Chicago Regional Council