

AGREEMENT

THE ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS

AND

THE UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA,
THE MID-AMERICA CARPENTERS REGIONAL COUNCIL

COVERING

HEAVY/HIGHWAY AND UTILITY CONSTRUCTION

IN THE COUNTIES LISTED IN ARTICLE 1,
SCOPE OF AGREEMENT, C. TERRITORIAL SCOPE

EFFECTIVE: MAY 1, 20216

EXPIRES: APRIL 30, 20295

TABLE OF CONTENTS

ARTICLE 1 SCOPE OF AGREEMENT	5
ARTICLE 2 RECOGNITION	9
ARTICLE 3 MANAGEMENT RIGHTS	9
ARTICLE 4 UNION SECURITY	9
ARTICLE 5 PROCURMENT OF LABOR.....	10
ARTICLE 6 FOREMAN/GENERAL FOREMAN.....	11
ARTICLE 7 APPRENTICES	11
ARTICLE 8 WORKDAY, WORKWEEK, OVERTIME SHIFT WORK AND HOLIDAYS.....	11
ARTICLE 9 REPORTING TIME.....	13
ARTICLE 10 RATES OF PAY, CONTRIBUTIONS AND DEDUCTIONS.....	13
ARTICLE 11 PREMIUM WORK.....	16
ARTICLE 12 PAYMENT OF WAGES	17
ARTICLE 13 GENERAL CONDITIONS.....	18
ARTICLE 14 UNION REPRESENTATIVES.....	19
ARTICLE 15 SETTLEMENT OF DISPUTES	19
ARTICLE 16 DRUG AND ALCOHOL POLICY.....	21
ARTICLE 17 SAFETY.....	23
ARTICLE 18 MARKET RECOVERY.....	24
ARTICLE 19 SAVINGS AND SEPARABILITY.....	24
ARTICLE 20 DURATION AND TERMINATION	26
APPENDIX 1.....	27
GRUNDY COUNTY.....	27
KANE, KENDALL & MCHENRY COUNTY.....	27
WILL COUNTY.....	28

1 ~~HIGHWAY AND HEAVY~~ HIGHWAY AND UTILITY AGREEMENT
2 PREAMBLE

3 These Articles of Agreement, entered into this 1st day of May 2024~~6~~, by and between the
4 Associated General Contractors of Illinois, engaged in ~~highway and h~~Heavy/Highway and Utility
5 ~~e~~Construction and/or any other employer hereinafter referred to as the Employer, who becomes
6 signatory to this Agreement, and the Mid-America Carpenters Regional Councils and Local Unions
7 affiliated with the United Brotherhood of Carpenters and Joiners of America, within the State of Illinois,
8 hereinafter referred to as the Union.

9
10 ~~The two Regional Councils party to this agreement with counties within the geographical~~
11 ~~jurisdiction of this agreement are: Chicago Regional Council of Carpenters and St. Louis – Kansas City~~
12 ~~Carpenters Regional Council.~~

13
14 Any Employer represented by the Association as referred to above may receive the benefits
15 and assume the obligations of this contract with the Union by signing an exact contract and by agreeing
16 to be bound by the terms and provisions thereof.

17
18 Where the term "Employee" or "Employees" is used in this contract, it shall mean only such
19 employees as are covered by this contract.

20
21 After recent reorganizations within the United Brotherhood of Carpenters and Joiners of
22 America, the current designation of "Regional Councils" has replaced "Regional/District Councils." In
23 the event that future reorganizations occur, this term may be further modified. If so, it will be clarified
24 in future collective bargaining agreements.

25
26 It is agreed that the liability of the Employers who accept, adopt and sign this contract, or a
27 facsimile thereof, shall be several and not joint, and the liability of the Carpenters Regional Councils
28 and Local Unions, parties of the second party, shall be several and not joint.

29
30 The purpose of this contract is to arrive at a mutual understanding between the signatory
31 Employers and the Union regarding hours of work, working conditions, minimum wage scale, overtime
32 pay; to stabilize employment and improve working conditions, promote safety and the welfare of the
33 employee, economy of operation, elimination of waste, quality of service and the protection of property;
34 to establish a procedure for the peaceful adjudication of disputes and grievances and to set up the
35 method by which these results are to be attained.

36
37 The masculine gender has been used in this Agreement to facilitate ease of writing and editing
38 and therefore the masculine gender shall include the feminine gender. Whenever any words are used
39 in this Agreement in the masculine gender, they shall be construed as though they were also used in
40 the feminine or neuter gender in all situations where they would so apply. Wherever any words are
41 used in this Agreement in the singular form, they shall be construed as though they were also used
42 in the plural form and wherever any words are used in the plural form, they shall be construed as
43 though they were also used in the singular form in all situations where they would so apply.

44 This Agreement constitutes the sole and complete agreement between both parties hereto,
45 there is no other.

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ARTICLE 1 SCOPE OF AGREEMENT

A. Work Covered

~~Highway and h~~Heavy/Highway and Utility ~~e~~Construction including all work involved in the construction of roads, streets, alleys, highways, railroad work, airport runways, bridges, underpasses, overpasses, sidewalks, curbs, gutters, fences, guard rails, signs, landscaping, slope walls, retaining walls, and water lines when done in conjunction with highway work; dams, locks and dikes, boat slips, and ramps, and diving. Also including renewable energy within the scope and jurisdiction of this agreement, pump stations for locks and flood control, underground electrical and telephone systems and overland high tension transmission towers.

This does not include any disposal or treatment plants, water filtration plants, pumping stations (except for locks and flood control) sewage lift stations, or any structure for shelter, protection, comfort or convenience.

Employees in the bargaining unit shall perform all tasks assigned by the Employer.

The Employer shall not subcontract any on-site construction work covered by this Agreement to any contractor not signatory to this Agreement unless the subcontractor agrees to become signatory prior to commencement of any work. However,

- a) It is understood that there may be instances when competent, competitive Union subcontractors may not be available for certain specialty subcontracts which is defined as work not traditionally performed by the contractor. In such instances, the Employer will notify the Union at least ten (10) days, excluding weekends and holidays, prior to the commencement of work, and the Union will endeavor to locate competent, competitive Union subcontractors. If the Employer and the Union are unable to locate competent, competitive, subcontractors, it is understood and agreed that the Employer will be relieved of the above provision for such specialty subcontractors.
- b) It is further understood, when the owner has a requirement to subcontract a certain percentage of the work to Disadvantaged Business Enterprises, DBE; including Female Business Enterprises, FBE; and Minority Business Enterprises, MBE; there may be instances when competent, competitive DBE subcontractors, signatory to this Agreement, may not be available. In such instances, the Employer will notify the Union at least ten (10) days, excluding weekends and holidays, prior to the commencement of work, and the Union will endeavor to locate competent, competitive, DBE Subcontractors signatory to this Agreement. If the Employer and the Union are unable to locate competent, competitive, DBE Subcontractors signatory to this Agreement, it is understood and agreed that the Employer will be relieved of the above provision for such DBE Subcontractors.

89 **B. Occupational Scope**

90
91 **Carpenters**

92
93 This Agreement shall cover all employees employed by the Employer engaged in work coming
94 under all classifications listed under the trade autonomy of the United Brotherhood of Carpenters and
95 Joiners of America.

96
97 The trade autonomy of the United Brotherhood of Carpenters and Joiners of America consists
98 of the erection, fastening or dismantling of all material of wood, plastic, metal, fiber, cork and
99 composition, and all other substitute materials. The handling, cleaning, erecting, installing and
100 dismantling of machinery, equipment and all materials used by members of the United Brotherhood.

101
102 Our claim of jurisdiction, therefore, extends over the following divisions and subdivisions of the
103 trade; Carpenters and Joiners; Millwrights; Pile Drivers; Bridge, Dock and Wharf Carpenters; Divers;
104 Underpinners; Timbermen and Core Drillers, the handling, erecting and installing material on any of
105 the above divisions or subdivisions; burning, welding, rigging and the use of any instrument or tool for
106 layout work incidental to the trade. When the term "Carpenter and Joiner" is used, it shall mean all
107 the subdivisions of the trade, and the setting of pre-cast and pre-stressed beams, girders and decks.

108
109 The installation of all piling for structures of all types whether of wood, metal, or concrete. The
110 installation of all sheet piling and bracing of same. The installation of all shoring, underpinning and
111 lagging. The installation of all caissons. The removal of all materials pertaining to Pile Drivers work.
112 The fabrication, erection, stripping, and dismantling of all concrete forms whether of wood, metal, or
113 composition materials for structures of all sorts. This includes, but is not limited to footing forms, wall
114 forms, foundation forms of all descriptions, forms for concrete floors, beams and columns including
115 shoring thereof, screeds, bulkheads, the setting of all anchor bolts, and any rigging thereof. The
116 fabrications, erecting and dismantling of all falsework. The rigging, setting, fastening, aligning, leveling
117 and bracing of all precast concrete members. The placement of wooden or concrete sound barriers.
118 The erection of all prefabricated components whether manufactured on the job site or in a
119 manufacturing plant. The handling and unloading of materials related to all divisions and subdivisions
120 of the trade.

121
122 The Union agrees that the above occupational scopes are claims for jurisdictional purposes
123 and are not intended to conflict with established practices.

124
125 **Millwrights**

126
127 Millwright occupational scope. This Agreement covers all millwright work including, but not
128 limited to the following: power rigging, and installation of all engine motors, dynamos, generators,
129 turbines, conveyors, dryers, air compressors, fans, blowers, pumps, extruders, ball mills, roller mills,
130 hammer mills, escalators, manlifts, or any other mechanical device and installation of flywheels,
131 sheaves, pulleys, or drivers on same. The reabbtting of all machinery, all cutting, burning, and
132 fabricating of all supports connected therewith. The repairing of all hand trucks, overhead chain
133 conveyors, and power driven conveyors. (Description of one type of conveyor; a conveyor is a
134 machine which, after assembled, will perform work the same as any other mechanical machine or
135 equipment.) All fabrication, installation, dismantling and maintaining of all conveyors, including screw,
136 belt, bucket, roller, and slate, spiral chutes, and all channel type free trolley, I-beams and all types of
137 monorails and tram rails, including conveyors built of wood, steel, pipe or fiber, riveted, bolted, welded,
138 and all supports and adjuncts connected therewith. All fabrication, installation, dismantling, and
139 maintaining of chain type, dragline, air-veyor, power-driven pipe-constructed conveyors including all

140 other supports and adjuncts necessary for their installation. All scales, drives, such as rope belt, chain,
141 friction, gears and rawhide. All driver screens, dodge belts and gears, extractors and expellers, all
142 agitators. Setting and maintaining of all portable mixers, the making, setting, drilling, and pouring of
143 all bolts for the installation of machinery and equipment. All coal handling machinery, drive crushers,
144 and conveyors of steel or wood, pile, or fiber. Framing and setting of all bridge trees of wood, all
145 foundation beams or timbers used for the reception of machinery. The handling of all hand and power
146 rigging. The erection of all derricks to be used by millwrights and the installation and dismantling of
147 machinery and any other work where millwright tools are used. The handling of all hand-power rigging
148 and cribbing required to unload, transfer, assemble, disassemble and set machinery, equipment, and
149 its adjuncts. The installation of all rigging beams whether they be temporary or permanent. The
150 installation of all air-veyors, cable draglines, and its guides, all hydraulic cylinders and linkage whether
151 they be operated by air, oil, or electricity. The fabrication, setting and dri-packing of all shims, sole
152 plates, and machine bases, whether they are steel, wood or fiber for the installation of machinery,
153 equipment, and its adjuncts. The installation of all precision setting of atomic reactor intervals. The
154 installation of all dam rollers in its entirety and its adjuncts, all machinery in regard to lock and dams,
155 all seals pertaining to tainter gates, all chain and chain guides pertaining to tainter gates will be
156 performed by millwrights. Installation and fabrication of machinery and conveyor bases, headers and
157 hangers. Installation, fabrication and welding of plastic materials. All gantry and overhead cranes
158 regardless of size or type; and installation of all materials handling conveyors whether they be
159 temporary or permanent; the handling of all optical tooling equipment, transits, laser, and precision
160 instruments for the setting of machinery; the installing of anchor bolts, cinch anchors, self tapping
161 anchors, and any device for the securing of machinery and its adjuncts; the forming, mixing of grout,
162 grouting, and dri-packing of all machinery; the installation of machinery foundations; the installation of
163 rotary valves, slide valves, (mechanical or hand operated) chutes and spouts regardless of gauge;
164 and the steam cleaning of all machinery; the handling, cleaning by any means, erecting, installing, and
165 dismantling of all machinery and equipment; the setting and machining of all sole plates regardless of
166 what they support; all drilling, tapping, and welding that may be required; lubrication of all equipment
167 and machinery is the work of millwrights; any exterior forms of the containment vessel; the complete
168 setting and leveling by any means of the ring girder or bases plus any necessary cleaning, scraping,
169 or machining; all apertures or openings; including access door frames, etc., in the containment vessel
170 will be rigged, placed, aligned, and secured by any means by millwrights; the placing, leveling, and
171 aligning of the reactor vessel, including the use of optical instruments, laser or laser beams; the
172 installation and securing of biological shield interior plates; exterior plates and/or forms for biological
173 shields where a void is poured with concrete shall be considered a form and shall be placed and
174 secured in its entirety by millwrights; the precision alignment and leveling, including bolting and
175 cleaning, scraping or machining and the measuring and torqueing of bolts; installation of the rod
176 pressure housing, push rods and drivers, shut- down rods and drives and guide sleeves; the field
177 welding in conjunction with the control rod drive housing will be performed by millwrights. The wiring
178 of core starters, core winders, or any similar work on machinery. The handling and installation of
179 vibratory conveyor. The set up and operation of all machine tools on the job site whether they be
180 portable or stationary, such as lathes, milling machines, shapers, saws, grinders, etc., used for the
181 setting and fitting of any equipment. The setting, welding, and installation of the supporting steel for
182 the control rod drives. The handling and installation of the supporting steels for the control rod drives.
183 The installation of lubricators and the lubrication of all machinery and equipment. The mixing, rodding,
184 and placing of all cement base materials, grout, por-rok, or any other material or substance used for
185 pumps, compressors, machinery, conveyors or any other equipment and related that is installed by
186 millwrights. The rigging and installation of all cylinders air or hydraulic regardless of their function. All
187 start up and run in crews for flushing of lubricating systems, filters and reservoirs. Lubricating systems
188 and filters, before and after initial starting of pumps, compressors, machinery and equipment to be
189 served shall be cleaned by millwrights. All cleaning of reservoirs and filling by any means of reservoirs.
190 Control of all equipment used for purpose of heating and/or cooling the oil flowing through lubricating
191 systems.

192
193 This contract shall apply to all subdivisions of the trade in its entirety and without limitation.
194 There are special provisions within this contract dealing with one subdivision of the trade or another
195 and such special provision when clearly identified as being limited to the specific subdivision shall be
196 so limited. Absent such limitation, this contract will apply in its entirety to all subdivision of the trade
197 and whenever the term "Carpenter" or "Joiner" is used, it shall mean all subdivisions of all trades.
198

199 The parties understand that it is an impossible task to spell out in complete detail the work of
200 the bargaining unit. Accordingly, even though specific work may not be specifically spelled out above
201 it will nevertheless be considered as and treated as part of bargaining unit work if it is traditional work
202 of the Carpenters.
203

204 The Union agrees that the above occupational scopes are claims for jurisdictional purposes,
205 and are not intended to conflict with established practices.

206 **Piledrivers**

207
208 The Employer recognizes that the jurisdiction of work performed on all pile driving operations
209 including but not limited to the following; the driving of wood pile and the cutting, heading and pointing
210 of same, the driving and removal of all steel piling, concrete pile, precast or cast in place, the cutting
211 of same and poured in-place piling. Where it is necessary for signals to be given the operator of the
212 drilling rig, in order to align, plumb and spot the drill, this part of the work shall be done by the Piledriver.
213 The handling and insertion of the steel casing including the welding, bolting, and pulling of casing shall
214 be the work of the Piledrivers; the installation and removal of all bracing and walers whether they be
215 steel or wood; the erection of all trestles, falsework and docks, the job site erecting and dismantling of
216 derricks, A-frames, cranes and gin poles when used in conjunction with piledriving work, the cribbing,
217 shoring and underpinning of buildings; the erection, dismantling and jacking of pile load tests, the
218 loading, unloading and distribution of all piling, waler, bracing and etc.; job site maintenance of all
219 piledriving equipment; all burning, welding and the splicing of piling, welding of all plates, prior to the
220 driving or after the installation of piling; the operation of all valves, including the pulling of rope or cable
221 to trip the hammer, used in conjunction with piledriving operations, except when installed in the cab
222 or a piledriving rig, the preparation of all barges and scrows, that are used for piledriving work,
223 signaling of all cranes, gin poles, machinery and/or equipment pertaining to piledriving work, pile
224 threader and all other work hereafter awarded to Piledrivers.

225 The Union agrees that the above occupational scopes are claims for jurisdictional purposes,
226 and are not intended to conflict with established practices.
227
228

229 **C. Territorial Scope**

230

231 The geographical scope of this Agreement includes all of the following counties: AGCI will work
232 together with the United Brotherhood of Carpenters and Joiners of America to establish boundaries
233 regarding each local union covered by this agreement. This agreement will no longer refer to IDOT
234 districts but will refer only to the counties covered by this agreement in both the collective bargaining
235 agreement and all wage addendums associated with this agreement. A map will be updated and made
236 part of this agreement.
237

Adams	Effingham	Lee	Putnam
Boone	Fayette	Livingston	Richland
Brown	Ford	Logan	Rock Island
Bureau	Fulton	Macon	Sangamon
Calhoun	Greene	Macoupin	Scott
Carroll	Grundy	Marion	Schuyler
Cass	Hamilton	Marshall	Shelby
Champaign	Hancock	Mason	Stark
Christian	Henderson	McDonough	Stephenson
Clark	Henry	McHenry	Tazewell
Clay	Iroquois	McLean	Vermilion
Clinton	Jasper	Menard	Wabash
Coles	Jefferson	Mercer	Warren
Crawford	JoDavies	Montgomery	Washington
Cumberland	Kane	Morgan	Wayne
DeKalb	Kankakee	Moultrie	White
DeWitt	Kendall	Ogle	Whiteside
Douglas	Knox	Peoria	Will
Edgar	LaSalle	Piatt	Winnebago
Edwards	Lawrence	Pike	Woodford

238

239 **ARTICLE 2 RECOGNITION**

240 The Employer agrees to recognize the Union as the sole and exclusive bargaining agent for all
241 of those employees engaged in performing work covered hereunder.
242

243 The Union agrees to recognize the Associated General Contractors of Illinois as the sole and
244 exclusive bargaining agent for all Employers engaged in work properly coming under the jurisdiction
245 of the Union and classified as ~~Highway and~~ Heavy/Highway and Utility Construction, who have so
246 authorized the Association.

247 **ARTICLE 3 MANAGEMENT RIGHTS**

248 It is understood and agreed that the direction of working forces and the right to employ,
249 terminate, suspend, transfer, lay off, promote, demote or relieve employees of their duty shall be
250 vested exclusively in the Employer, provided, however, that the Employer shall not use this right for
251 the purpose of discriminating against any employee because of ~~his~~their membership or legitimate
252 activities in the Union. It is understood that the Employer is to be the sole judge of the number of
253 employees needed on any particular job, consistent with acceptable safety practices.

254 **ARTICLE 4 UNION SECURITY**

255 All present employees who are not members of the Union and all employees who are hired
256 hereafter shall become and remain members in good standing in the Union as a condition of their

257 employment on the eighth (8th) day following the beginning of their employment or the effective date
258 of this contract whichever is the later as authorized in Section 8(a) (3) of the Labor Management
259 Relations Act of 1947 as amended by the Act of 1959. Upon written notice from the Union notifying
260 the Employer of the failure of any employee covered by the contract to complete or maintain ~~his~~their
261 membership because of non-payment of dues, the Employer shall, within twenty-four (24) hours of
262 such notice, discharge said employee. Provided further, that no employer or the Union shall
263 discriminate against an employee to whom membership was not available on the same terms and
264 conditions generally applicable to the members, or, if membership was denied the employee for
265 reasons other than the failure of the employee to tender the periodic dues and the initiation fees
266 uniformly required as a condition of acquiring membership. There shall be no discrimination with
267 respect to any term or condition of employment because of race, color, religion, sex, age, national
268 origin, disability, Vietnam-era veteran, disabled Veteran, or any other characteristic protected by law.

269

ARTICLE 5 PROCURMENT OF LABOR

270 The Union and the Employer recognize that the Union is in a position to aid the Employer in
271 recruiting needed employees who can meet the standards of the trade and who can promote the
272 efficiency and safety of the operations of the Employer. The Employer shall be at liberty to hire
273 employees in any manner under the National Labor Relations Act of 1947 as amended and the rules
274 and regulations of the National Labor Relations Board, and shall have the right to use the facilities of
275 the Union to recruit job applicants under certain conditions. The Employer agrees to notify the Union
276 when ~~he is~~they are in need of new employees and the Union, when requested agrees to assist in
277 securing qualified applicants.

278 The selection of applicants for recommendation by the Union shall be on a non- discriminatory
279 basis and shall not be based on or in any way affected by Union membership, by-laws, rules,
280 regulations, constitutional provisions or any other aspect of Union membership, policies or
281 requirements. The Employer agrees to give all applicants fair consideration consistent with the policies
282 of the National Labor Relations Act, as amended. The Employer retains the right to reject any job
283 applicant recommended by the Union. Nothing in this paragraph shall be construed to limit the
284 Employer from hiring from other sources. The Employer shall have the sole responsibility of hiring.
285 Employees referred by the Union shall present introductory cards to the Employer.

286
287 When the Employer requests the Union to recommend job applicants to the Employer, the
288 Employer shall specify the type and the nature of the work to be performed, and the Union shall
289 exercise due care in ascertaining ~~he~~their competence of the applicant or applicants to be
290 recommended.

291

Movement of Bargaining Unit Personnel:

292

293
294 The Employer shall have ~~free~~unlimited movement of bargaining unit personnel throughout
295 all Counties listed in the jurisdiction of this collective bargaining agreement under ARTICLE 1 SCOPE
296 OF AGREEMENT Section C Territorial Scope. ~~subject to the following requirements not including one~~
297 ~~(1) non-working Carpenter Supervisor,~~

298

~~Employer's discretion.~~

299

~~Steward by discretion of the Local Union or Regional Council where the work is being performed.~~

300

~~Employer's discretion of an employee from the two Regional Councils signatory to this Agreement.~~

301

~~Employee shall come from Local Union or Regional Council where the work is being performed.~~

302

~~All other Journeymen and apprentices are added by repeating steps (c) and (d).~~

303

Effective May 1, 2024⁶ - April 30, 2025⁹

307

ARTICLE 6 FOREMAN/GENERAL FOREMAN

308 When more than two (2) carpenters are employed, one (1) shall be assigned foremanship on
309 the job. A carpenter foreman shall not supervise more than twelve (12) carpenters. Where two (2) or
310 more foremen are employed on a project they shall not constitute more than fifty per cent (50%) of the
311 carpenter employees on the project.

312
313 When twenty-six (26) or more journeymen carpenters are employed by one (1) Employer on a
314 particular project, exclusive of piling work, one (1) shall be designated by the Employer as
315 General Foreman.

316
317 Foreman and General Foremen rates shall be included in Wage Addendums negotiated
318 between the Regional Councils and AGC of Illinois.

319

ARTICLE 7 APPRENTICES

320 It is mutually understood by the parties hereto that the use of apprentices shall be encouraged
321 on all jobs and they may be employed on the following basis: two (2) journeymen, one (1) apprentice;
322 four (4) journeymen, two (2) apprentices; six (6) journeymen, three (3) apprentices. Beyond that
323 number, they may be employed at the rate of one (1) additional apprentice to two (2) journeymen;
324 except with permission of the Joint Apprenticeship and Training Committee, where more apprentices
325 may be used.

326
327 An examination of apprentices shall be given by the Joint Apprenticeship Committee where
328 such Committee exists before each period of advancement or at other such times as may be
329 determined. In these examinations consideration shall be given to school attendance, progress, and
330 daily employment records of the apprentices.

331
332 The wage scale for apprentices shall conform to the standards of the Carpenters Joint
333 Apprenticeship Program in each individual area.

ARTICLE 8 WORKDAY, WORKWEEK, OVERTIME SHIFT WORK AND HOLIDAYS

334
335
336 Section 1. Eight (8) consecutive hours exclusive of lunch period shall constitute a day's work
337 between the hours of 6:00 a.m. and 6:00 p.m. The starting time shall be determined at the pre-job
338 conference. A lunch period shall be allowed each employee to be taken between the fourth and fifth
339 hours, but may be changed by mutual agreement. If a lunch period cannot be given at the regularly
340 scheduled time, the employee shall be paid one-half (½) hour overtime for lost lunch period, with the
341 allowance of sufficient paid break to eat their lunch during the eight (8) hour work day. The regular
342 work week shall consist of five (5) consecutive eight (8) hour days commencing Monday at 6:00 a.m.
343 and ending Friday at 6:00 p.m. All time worked in excess of eight (8) hours per day Monday through
344 Friday and all time worked on Saturday shall be paid for at the rate of time and one-half (1½) except
345 as specified in Section 2 of this Article 8.

346
347 Section 2. Where not prohibited by law and by prior notice to the Carpenters Regional Council
348 no later than the end of the last scheduled work day of the prior week, employers may schedule the
349 following work week on the basis of four-ten hour days, Monday through Thursday with Friday being
350 a make-up day if needed to complete the forty (40) hour week. Provided, overtime is paid at the rate
351 of one and one-half (1½) times the base wage rate for all hours worked over ten (10) in a day or over
352 forty (40) in a week and further provided however, that United Brotherhood of Carpenters members
353 shall receive overtime pay when any other craft working on the job at that time receives overtime pay.
354

355 The above paragraph on four-ten hour days does not apply to the counties of Grundy, Iroquois,
356 Kane, Kankakee, Kendall, McHenry and Will.

357
358 Section 3. All work performed on Sundays and the following legal holidays or days celebrated
359 as such, to wit: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, day
360 after Thanksgiving and Christmas, shall be paid for at the rate of double time. Employees may request
361 off on Veteran's Day without pay. No work will be performed on Labor Day, except in extreme
362 emergency. If a holiday falls on a Sunday, it will be celebrated on the following Monday.

363
364 Section 4. When ~~men~~Employees work overtime after 6:30 p.m., they shall be allowed an
365 additional half hour supper time with pay if the Employee continues to work. Every four (4) hours after
366 6:30 p.m. an additional half hour lunch period with pay shall be allowed except when the work is being
367 performed under the "special shift" provision in Section 7 below.

368
369 The above provisions of Article 8 shall apply to all work, except for work performed in Grundy,
370 Kane, Kendall, McHenry and Will Counties. The provisions of APPENDIX 1 shall apply only to work
371 performed in Grundy, Kane, Kendall, McHenry and Will Counties.

372
373 Section 5. A reasonable equal distribution of overtime shall be made by the contractor to all
374 employees on the project. The steward or ~~his~~their appointed substitute shall be offered all overtime
375 work providing ~~he is~~they are qualified to do the work.

376
377 Section 6. Shifts. When shifts are employed, the first shift shall be employed within the hours
378 specified in Article 8 as the regular workday. Shifts worked between any other hours shall be
379 considered as second or third shifts and shall be paid on the following basis. The second shift shall
380 receive eight (8) hours pay for seven and one-half (7½) hours work, and the third shift shall receive
381 eight (8) hours pay for seven (7) hours work.

382
383 When shift work is scheduled to commence, the Employer agrees to contact the ~~Business~~
384 Union Representative ~~of the Union~~, not less than forty-eight (48) hours before such shift work is
385 scheduled to start in order that ~~he~~they may have ample time to assist in securing ~~men~~Employees
386 necessary for such work. It is understood and agreed that shift work will not be scheduled where less
387 than three (3) consecutive day's work is involved except in case of continuous pour on bridge deck,
388 or slab, and in no case less than two (2) consecutive eight (8) hour shifts.

389
390 When shift work has been scheduled, the second and third shifts shall complete their work on
391 Friday nights or on any night preceding a holiday at the established minimum rate of pay. However,
392 should any shift be required to start prior to 6:00 a.m. Monday morning or 6:00 a.m. of any day
393 following a holiday or a day celebrated as such, the premium rate of eight (8) hours pay for seven
394 (7) or seven and one-half (7½) hours work shall not apply and the employees on such shift shall be
395 paid double time for actual hours worked.

396
397 When working shifts, the same employee shall not work on more than one (1) shift in any
398 twenty-four (24) hour period. The conditions outlined herein shall also apply to foremen.

399
400 Section 7. Special Shift. With prior notification by the Employer to the ~~Business Manager~~Union
401 Representative, if a special shift is required by an owner and/or if the Employer needs to perform work
402 which cannot be performed during regular working hours, employees may work a special shift and
403 receive ~~one two~~ dollars and fifty cents (~~\$1.50~~2.00) an hour over base rate for eight (8) hours work plus
404 thirty (30) minutes unpaid lunch after the fourth hour. No employee may work on a special shift if ~~he~~
405 has they have performed bargaining unit work that day during the regular working hours. The
406 Employer's request for this special shift must include the starting date, the approximate number of

407 employees involved and the estimated conclusion date. Other terms and conditions may be agreed to
408 between the ~~Business Manager~~Union Representative and the Employer.

409 **ARTICLE 9 REPORTING TIME**

410 Each employee shall give the contractor a telephone number where the employee may be
411 reached, which number the contractor shall call to notify the employee if there is to be no work.
412

413 Such notice shall be reasonably in advance of starting time considering the distance the
414 employee must travel to the job. When weather conditions are unfavorable, employees who have no
415 telephone shall ascertain for themselves whether there will be work by contacting a carpenter working
416 on the same project who has a telephone or by calling (collect) the contractor.
417

418 The contractor shall have no obligation to pay show-up time to those employees who the
419 contractor or ~~his~~their Union representative cannot by diligent effort contact to notify them there will be
420 no work because of inclement weather or conditions beyond the contractor's control. If an employee
421 is called to work after the regular starting time, then ~~his~~their day shall start at the regular starting time.
422

423 If an employee is not called off and reports for work, whether or not work starts, the employee
424 shall receive not less than two (2) hours pay and may be required to remain at the project for the entire
425 two (2) hours to receive the pay. If an employee starts work after the first two (2) hours, or if the
426 employee is asked to remain on the job after the first two (2) hours, the employee shall receive four
427 (4) hours pay. The employee may be required to remain at the job to receive this pay. After four (4)
428 hours, the employee shall be paid only for time worked.
429

430 The reporting time for Saturdays, Sundays and holidays shall be as stated above, however, in
431 the event inclement weather or equipment breakdown causes stoppage of work on those days,
432 employees will be paid for time actually worked, but in no event less than two (2) hours at the rate
433 applicable to that day.

434 **ARTICLE 10 RATES OF PAY, CONTRIBUTIONS AND DEDUCTIONS**

- 435 A. Rates of Pay. The minimum rates of pay for each county shall be as set forth in each of the
436 attached Wage Addendums.
437
- 438 B. Contributions. The Employer agrees that all Pension, Annuity and Health and Welfare
439 contributions are to be made in accordance with the applicable Wage Addendum on behalf of
440 and for all hours worked by persons covered by this Agreement. The Employer agrees to be
441 bound by the terms of such Trust Agreements as they now exist and as they may hereafter be
442 amended, as if the terms of such Agreements were fully set forth herein. The Employer
443 understands and acknowledges that the Trustees of those Funds have the right to make
444 reasonable rules relating to the payment of fringe benefit contributions and pertaining to their
445 rights and remedies as against employers who are delinquent in making payment of such
446 contributions to the Funds. The Employer agrees to be bound by such rules as currently exist or
447 may from time to time be established or amended. Copies of such Trust Agreements and rules
448 can be obtained by the Employer by request from the applicable Fund Administrator or Trustee
449 of the Fund.
450

451 Payment of Annuity, Pension, and/or Health and Welfare contributions for an employee's work
452 in each locality shall be made to such funds and in such amounts as are identified in the applicable
453 wage addendum for that locality where the work is performed, provided that the designated fund is
454 signatory to a UBCJA National Reciprocal Agreement. In the event such Annuity, Pension and/or
455 Health and Welfare Fund is not signatory to the appropriate National Reciprocal Agreement, the
456 equivalent contribution amounts of the area where the work is performed shall be paid to the relevant

457 fund identified in the Collective Bargaining Agreement of the UBCJA affiliate in the employee's home
458 area, or in the event such home area fund refuses to accept that contribution, to the Carpenters Labor-
459 Management Pension Trust.

460
461 Provided further, that the Company may, at its discretion, submit the contributions to the
462 employee's home-area Local Union or Regional Council funds even if the work-area Local Union or
463 Regional Council funds and the employee's home-area Local Union or Regional Council funds are
464 signatory to a UBCJA National Reciprocal Agreement. If the Company chooses this option, it shall
465 provide sufficient proof to the work-area Local Union or Regional Council funds that the appropriate
466 contribution amount has been paid to the employee's home-area Local Union or Regional Council
467 funds. This option shall not be available if the employee's home-area Local Union or Regional Council
468 funds refuse to accept such payment. Furthermore, it is expressly understood that the Employer will
469 only be required to submit contributions to the above referenced funds in the amounts listed in the
470 collective bargaining agreements and/or wage addendums where the work is actually performed. This
471 provision is strictly limited to the Company's payment of Annuity, Pension and/or Health and Welfare
472 contributions required under the applicable work-area collective bargaining agreement to the work-
473 area Local Union or Regional Council. All other contributions and check-offs shall be paid to the
474 respective funds where the work is being performed as per the applicable addendum.

475
476 SUPERVISORS. The bargaining unit shall also include, for purposes of Pension and Welfare
477 Fund contributions only, such persons in the employ of the Employer referred to herein as
478 "supervisors", as that term is defined in the Labor-Management Relations Act of 1947, as amended,
479 provided that such supervisors:

- 480 a. has heretofore been included as a member of the "bargaining unit" on any basis,
481 under the terms of this collective bargaining agreement, any predecessor
482 collective bargaining agreement, or any other collective bargaining agreement
483 entered into by this Regional Council, and,
484
485 b. was an employee on whose behalf within the five (5) year period prior to the
486 effective date of this Agreement contributions were required to be made or were in
487 fact made for at least 5,000 hours worked.

488
489 It is expressly understood that the purpose of this provision is limited solely to permitting
490 persons who have participated in the aforesaid Pension and Welfare Funds as members of the
491 bargaining unit to continue to do so upon their promotion to management positions, and is in no
492 respects intended to include such persons within the scope of the bargaining unit for purposes of union
493 membership, collective bargaining, or any other provisions of this Agreement other than provisions
494 governing the payment of pension and welfare contributions.

495
496 It is further understood and agreed that since such supervisors are not subject to the wage
497 provisions of this Agreement, and may be paid on a salaried basis, contributions on behalf of such
498 persons to the Pension and Welfare funds shall be on the basis of one hundred sixty (160) hours for
499 each and every month during which such supervisor receives any wages from the Employer.

500
501 It is expressly understood that in the event the Employer is an unincorporated partnership or
502 sole proprietorship, any persons who is a partner or sole proprietor of the Employer is ineligible to
503 receive benefits from the Pension and Welfare Funds, and no contributions are payable to those
504 Funds on behalf of such persons. If, on the other hand, the Employer is a corporation, persons who
505 happen to own all or a portion of the stock of said corporation are "employees" of the Employer and
506 will be considered as included within the bargaining unit for purposes of wages and fringe benefit
507 contributions to the extent that they would qualify as such if they were not shareholders.

508
509 The parties recognize that individuals employed by corporations which are employers under
510 this Agreement may perform some work which is covered under this Agreement and other work which
511 is not. Some of these employees receive compensation in such a manner that it is difficult or
512 impossible to determine for purposes of fringe benefit contributions the precise number of hours for
513 which contributions are payable on their behalf to the Funds, and this uncertainty has created a need
514 for uniform and consistent rules which would be fair to all concerned. It is therefore agreed that when
515 an employee who is employed by a corporation performs both work covered under the terms of this
516 Agreement and work which is not covered under the Agreement, and if such person is paid on any
517 basis other than at the hourly wage rate specified in this Agreement for all hours worked by such
518 employee in any capacity whatsoever, and provided further that such employee is:

- 519
520 (a) shareholder, officer, and/or director of the corporation, or
521
522 (b) a relative (father, mother, son, daughter, brother, sister) of a shareholder, officer,
523 and/or director of the corporation.
524

525 The Employer shall be required to make contributions on behalf of such employee on the basis
526 of one hundred sixty (160) hours for each month in which such employee received any compensation
527 from the corporation at the hourly contribution rates established elsewhere in this Agreement.

528 C. Within ten (10) days of a request by the Union for a particular project the Employer shall obtain
529 and furnish to the Union evidence of a surety bond in an amount as determined by the Union not
530 to exceed one hundred thousand dollars (\$100,000) guaranteeing payment of all fringe
531 contributions as set forth in the wage and fringe Addendums attached to this Agreement. The
532 Employer shall not cancel or terminate such bond without first providing thirty (30) days notice to
533 the Union. Provided, however, that Employers who have worked not less than three (3) years in
534 the State of Illinois and have made fringe benefit payments in accordance with the terms of this
535 contract for the preceding two years shall be exempted from said bonding obligation.
536

537 In the event the Union and/or Trustees are required to file suit by reason of an Employer's
538 failure to: (a) maintain ~~his~~their monthly Welfare, Pension, and Annuity contributions pursuant to the
539 attached Addendums, and a judgment is rendered in favor of the Union and/or Trustees, as part of
540 said judgment, a reasonable amount of the attorney's fees and court cost shall be awarded them by
541 the court. After the Union and/or Trustees are awarded said judgment, the Union shall have the right,
542 at its option, to require said Employer to furnish a suitable bond with a reputable Surety Company
543 guaranteeing his performance, as set forth in this section prior to any resumption of the instant
544 agreement with said employer.
545

546 It is agreed that on each anniversary day of any wage addendum to this Agreement the Union
547 will have the option of distributing any part of the negotiated increase into an existing Health and
548 Welfare and/or Pension Plan and/or Annuity or base wage rate, upon sixty (60) days from notice to
549 the Associated General Contractors of Illinois.
550

551 D. In addition to any contributions otherwise called for herein, the parties agree that the Employer
552 shall make a contribution as per the area wage schedule or area addendum for each employee
553 covered by this Agreement to the ~~United Brotherhood of Carpenters and Joiners of America~~
554 ~~National Apprenticeship & Carpenters International~~ Training Fund (the "Training Fund"). ~~The~~
555 ~~parties also agree that the Employer shall make a contribution as per the area wage schedule or~~
556 ~~area addendum for each employee covered by this Agreement to the United Brotherhood of~~
557 ~~Carpenters and Joiners of America National Health & Safety Fund (the "Health Fund") and the~~
558 ~~United Brotherhood of Carpenters and Joiners of American Labor Management Fund. Payment~~
559 shall be made to the Carpenters International Training Fund, ~~Health Fund, Labor Management~~

560 Fund, or to such collection agent as is designated by the Carpenters International Training Fund;
561 ~~Health Fund or Labor Management Fund~~ on or before the 15th day of the month following the
562 month of the work performed. The Employer hereby agrees to be bound by the Agreements and
563 Declarations of Trust for the Carpenters International Training Fund, ~~Health Fund and Labor~~
564 ~~Management Fund~~ as they exist and as they may be amended or restated, and to such rules,
565 regulations and other governing documents adopted pursuant to such Trusts. Upon request, the
566 Employer may receive the latest annual report prepared for any or all of the above referenced
567 Funds.

568
569 E. Industry Advancement Fund
570 1. The EMPLOYER agrees to pay the Associated General Contractors of Illinois Industry
571 Advancement Fund (IAF) the sum of twenty cents (\$0.20) per hour worked for all hours paid
572 at straight time or overtime to each employee working under this Agreement.

573 2. The contributions to the IAF shall be deposited each month, or at such other regular intervals
574 as may be determined by the Association, to the depository designated by the Association.
575 Such contributions shall be reported and sent to the depository designated by the Association
576 on a form that contains other contributions. Failure of an EMPLOYER to comply with this
577 Article shall be deemed a direct violation of the Agreement.

578 3. The activities of the IAF shall be determined by the Association and shall be financed from the
579 payments herein provided for the advancement of the Heavy/Highway and Utility
580 ~~e~~Construction in the state of Illinois.

581
582 4. Upon request, the EMPLOYER hereby agrees to provide the designated representative of the
583 Association its payroll records to determine compliance with this article.
584

585 5. The EMPLOYER and the Union agree that any action, including the filing of a law suit, by the
586 Association to enforce this Article is not subject to any of the grievance/arbitration provisions
587 of this Agreement. If the Association files a lawsuit against an EMPLOYER to collect
588 delinquent contributions under this Article, the EMPLOYER agrees that the Association shall
589 be entitled to recover interest of five per cent (5%) per annum on the unpaid or late-paid
590 contributions and to recover attorneys' fees and cost.

591 F. Notwithstanding any other provision of this Article, the parties agree that during the term of this
592 Agreement, with sixty (60) days prior written notice to the Associated General Contractors of
593 Illinois, the Union may redirect their contributions to another Health and Welfare, Pension or
594 Annuity plan or Apprenticeship Training Fund. Provided further, that any increase or decrease in
595 the contribution rate shall not take effect until the next wage anniversary date at which time a
596 new Wage Addendum shall list the changes, if any, in contributions. Because of the restrictions
597 in the Illinois Prevailing Wage Act, it is also agreed that the basic wage rate will not be reduced
598 to accommodate any changes in the fringe benefit contributions.

599 ARTICLE 11 PREMIUM WORK

600 The erection and dismantling of all towers and scaffolds when same is over forty (40) feet in
601 height from the base or other hazardous work where a free fall of forty (40) feet or more is possible
602 shall be paid for at the rate of ~~one~~two dollars ~~(\$12.00)~~ per hour above the minimum wage rate.

603
604 In order to promote skill advancement training for Carpenters and to further the professional
605 development of the craft, all carpenters will be encouraged to obtain a welding certification as required
606 by the project owner. As an incentive, the Employer agrees to pay an additional ~~one~~two dollars

607 (\$~~4~~2.00) per hour to carpenters, who are or become certified welders, when they perform certified
608 welding work and provide current documentation as to being a certified welder.
609

610 When driving pile, the wage scale shall be ~~one~~two dollars (\$~~4~~2.00) above the applicable wage
611 rate in the jurisdiction of which the work is being performed for employees who provide current
612 documentation as to being a certified welder.
613

614 Where any irritant treated lumber or material is used which is harmful to either body or clothing,
615 the wage scale shall be ~~one~~two dollars (\$~~4~~2.00) per hour above the minimum scale of wages as set
616 forth in this contract. This does not include oiled forms.
617

618 If an employee is assigned to the handling of irritant treated material for one (1) hour or more
619 during any one half shift, he shall receive not less than four (4) hours pay at the premium rate. This
620 provision shall apply to shift work as well as to the regular eight (8) hour day.
621

622 When employees are required to work fifteen (15) feet or more below the ground level in
623 sheathed holes or water level in cofferdams, they shall be paid at the rate of ~~one~~two dollars (\$~~4~~2.00)
624 per hour above the minimum hourly rate of wages for the various classifications.
625

626 There shall be no pyramiding of premiums for any items listed in Article 11.

627 **ARTICLE 12 PAYMENT OF WAGES**

628 A. Weekly Pay Day 629

630 Except as hereinafter provided, payment of wages shall be made once each week on the job
631 during working hours. The Employer agrees to furnish with each payroll check or currency payment,
632 a full statement of deductions and to make allowance for any charge made for cashing of checks
633 drawn on out-of-town banks. Whenever the regular pay day falls on a recognized holiday, the
634 employees shall receive their pay the day before such holiday. No more than three (3) working days
635 pay shall be held back unless an agreement is reached with the ~~business~~Union ~~r~~Representative.
636 Direct deposit payroll for company employees can be implemented if mutually agreed upon and with
637 written consent of the employee.
638

639 The Employer shall furnish Form W2, Statement of Withholding, to each employee on or before
640 January 31st of each calendar year to last known address.
641

642 If an Employee is made to wait beyond the time the wages are due, they shall be paid at the
643 straight time base rate for all the time they wait on the jobsite or four (4) hours at the straight time base
644 rate for each day the check is late whichever amount is greater.
645

646 B. Discharge and Lay-Off

647 If an Employer qualifies for the bond exemption in Article 10, and needs to layoff or discharge
648 an employee, the Employer may mail the employee's paycheck to the home address last provided by
649 the employee. The mailed check must be postmarked on the next business day following layoff or
650 discharge. If the check is not postmarked on the next business day, excluding Saturdays, Sundays
651 and holidays, the employee shall receive two (2) hours pay at the straight time rate for each day that
652 the check is late.
653

654 If the Employer is not exempt from posting bond as outlined in Article 10, Section 8, and lays
655 off an employee, the Employer shall pay employees all wages due at the time of layoff, and payment
656 shall be made on the job, regardless of whether such layoff is temporary or permanent.
657

658 In the event an employee covered by this contract is laid off or discharged, ~~he~~they shall be
659 notified one (1) hour in advance of such lay-off in order that ~~he~~they may have one hour in which to put
660 ~~his~~their tools in condition to report for work on another job. No employee covered by this Agreement
661 shall be required to sharpen tools on ~~his~~their own time or take them home to sharpen while employed,
662 but must have tools sharp when arriving on new job.
663

664 ARTICLE 13 GENERAL CONDITIONS

665 A suitable building, tool wagon or field box shall be furnished for the use of the carpenters only,
666 location to be determined by the Employer, to keep their tools and clothes in, and under no
667 circumstances will flammable materials be stored therein. In case of fire or major theft of the tools of
668 the carpenters placed within said building, tool wagon or field box for safe keeping resulting from a
669 break in after working hours, if suitable insurance covering such loss is not carried by the Employer,
670 the Employer shall be responsible for such loss which shall not exceed a total maximum of five hundred
671 dollars (\$500.00) in each individual case provided a list of tools was provided to the superintendent by
672 the employee when commencing work. The employee claiming a loss must substantiate the value of
673 ~~his~~their tools. Millwrights shall also be included in the above tool provision with the same listed
674 restrictions applying except the maximum amount of coverage shall be one thousand dollars (\$1,000)
675 in each individual case.
676

677 The Employer is to furnish conveyance for all carpenters tools being moved from one job to
678 another during working hours.
679

680 All Employees covered by this contract are to receive pay for moving from one job to another
681 during working hours. All Carpenters shall leave the employer's tool house, tool wagon or field box as
682 defined in paragraph 1 above, at the regular starting time. All Carpenters shall cease work at their
683 place of work at their regular quitting time. Time going from the aforementioned tool house, tool wagon
684 or field box and that part of the project where the work is in progress shall be considered as part of
685 the working day.
686

687 All power driven tools, special tools, such as mitre boxes, and necessary equipment for
688 keeping tools in proper condition such as emery wheels, files, etc., shall be furnished by the Employer.
689

690 No employee covered by this contract shall furnish, loan, lease, or rent to an Employer any
691 equipment or tools of any description. The Employer shall furnish boots and raincoats when needed.
692

693 Properly cooled drinking water, individual sanitary drinking cups, bottled water, and suitable
694 toilet facilities shall be furnished at all times.
695

696 There shall be at least one (1) journeyman carpenter available on the project while concrete is
697 being poured in forms other than footings and sidewalks, for checking the forms, anchor bolts, etc.
698

699 The Employer agrees to file a valid certificate of Worker's Compensation Insurance approved
700 by the State of Illinois and date of expiration of the policy with the Union, or its official representative,
701 which information shall be available to the public on demand. The Employer shall also have an
702 Employer's number and shall pay Social Security on any employee covered by this contract. ~~He~~They
703 shall further elect to come under the Illinois State Unemployment Insurance Act and pay
704 unemployment compensation insurance on all employees covered by this contract.

705
706 When Employers require employees to be moved to an area other than their respective
707 jurisdiction they shall be reimbursed for actual necessary expenses incurred.
708

709 The Employer shall furnish welding gloves, hoods and sleeve protectors for welders as
710 required for use on the job. Such equipment is to be returned to the Employer upon completion of the
711 project.

712 **ARTICLE 14 UNION REPRESENTATIVES**

713 Representatives of the Union shall not be denied access to the Employer's project office or to
714 any part of the Employer's project for the transaction of necessary business with the Employer of the
715 employees covered by this contract except for government or federal security reasons.

716 **Steward**

717
718 The Employer agrees to recognize the right of the ~~Business-Union~~ Representatives of the Union
719 to select or appoint a Steward, who shall be a member of the Local Union where the work is being
720 performed. The Union shall select or appoint a Steward from among the Employer's current
721 Employees as agreed to by the Employer, excluding Foreman, or from the Employer's Unit
722 Employees. Employer's Unit Employees shall be defined as Employees who have two hundred fifty
723 (250) hours previous work experience with the Employer within the preceding twelve (12) months. The
724 Steward's duties shall be to see that all employees covered by this contract are in compliance with
725 Article 4 (Union Security) in accordance with the requirements of this contract, to hear and attempt to
726 adjust disputes and grievances, and in the case of accident, to see that the employees covered by
727 this contract and their personal belongings are cared for. Loss of time in caring for sick or injured
728 employees shall be paid for by the Employer in an amount not to exceed eight (8) hours at straight
729 time.
730

731
732 A steward, after having satisfactorily completed five (5) working days of employment after the
733 Employer has been notified in writing of an employee being named steward for an Employer, shall not
734 be laid off or discharged without just cause so long as other employees covered by this contract,
735 except a foreman, are employed on the project. In no case shall the Steward be discharged, laid off
736 or fired until the Union Representative has been notified to the effect that ~~his~~their work or conduct is
737 unsatisfactory. When such charges are made against the Steward, the Employer, or ~~his~~their Union
738 ~~r~~Representative, shall meet with the ~~Business-Union~~ Representative ~~of the Union~~ and attempt to settle
739 the dispute. In the event the respective representatives cannot reach an agreement the dispute shall
740 be processed under the terms as provided for in the arbitration section of this contract.
741

742 The Steward shall work as any other carpenter employee.

743 **ARTICLE 15 SETTLEMENT OF DISPUTES**

744 The parties agree that during the term of this Agreement, including any renewal period, or
745 during any pending arbitration proceedings or during any negotiations between the parties hereto as
746 to desired changes in this contract as herein provided, there shall be no strikes, lockouts, boycotts,
747 picketing, stoppage of work or slowdown of work.
748

749 With the exception of jurisdictional disputes, all differences of any kind (hereinafter referred to
750 as grievances) between the Employer and the Union which arise under this Agreement shall be
751 resolved in the following manner:
752

753 Step 1: Should any employee covered by this contract believe that he has been unjustly dealt
754 with or that any provision of this contract has been or is being violated, said employee or his

755 representative shall attempt to resolve the matter orally with the job superintendent or other authorized
756 representative of the Employer on the job site. If the grievance is not satisfactorily resolved the
757 grievance shall be handled as provided below.
758

759 Step 2: The grievance shall be reduced to writing and transmitted to the Employer. The
760 Employer must receive the written grievance within five (5) working days of the date when the
761 employee knew or should have known of the incident giving rise to the grievance. Failure to meet this
762 time limit shall automatically resolve the grievance in the Employer's favor.
763

764 Step 3: If the grievance referred to in Step 1 has not been satisfactorily resolved within five
765 (5) working days after the Employer has received the written grievance, the Employer or the
766 Union may request in writing to the other party within five (5) working days that a Joint Grievance
767 Committee be convened for the purpose of hearing and resolving the grievance. The written
768 correspondence at this step must state the question or issue involved. The Committee shall meet as
769 expeditiously as possible after notification and the Committee shall be composed of an equal number
770 of representatives appointed by the Executive Officer of the Regional Council of Carpenters involved
771 and the Associated General Contractors of Illinois, but in no event shall the Committee be composed
772 of less than two representatives from each party.
773

774 The Committee's decision shall be final and binding on the parties. However, if the Committee
775 deadlocks the matter, either the Regional Council of Carpenters involved or the Associated General
776 Contractors of Illinois may request arbitration.
777

778 Step 4: In the event the Committee deadlocks and arbitration is requested, the matter shall be
779 submitted to an impartial arbitrator for decision. The impartial arbitrator shall be selected as follows:
780 one (1) person appointed by the Executive Officer of the Regional Council of Carpenters involved and
781 one (1) person selected from the AGC of Illinois shall be responsible for selecting the arbitrator. The
782 party requesting arbitration shall request a list of arbitrators from the Federal Mediation and
783 Conciliation Service, and the representative of the Union and the representative of the AGC of Illinois
784 shall alternately strike the names provided by the FMCS until there is one remaining. The party
785 requesting arbitration shall strike first. The list must contain an odd number of arbitrators. The
786 remaining name shall be selected as the impartial arbitrator. The arbitration shall be held as
787 expeditiously as possible and the decision of the arbitrator shall be final and binding on both parties.
788

789 If the grievance is brought by a Local or by an Employer covered by this Agreement, the
790 grievance shall be handled in the following manner.
791

792 Step 1: The aggrieved party shall reduce the grievance to writing and present it to an
793 authorized representative of the other party within ten (10) working days of the date the aggrieved
794 party knew or should have known of the incident giving rise to the grievance. Failure to observe this
795 time limit shall automatically resolve the grievance in favor of the other party. If the Employer or his
796 authorized representative and the business representative of the Union cannot satisfactorily resolve
797 the grievance within ten (10) working days of its presentation, either the Employer or the Local Union
798 may request in writing within ten (10) working days that a Joint Grievance Committee be convened for
799 the purpose of hearing and resolving the grievance. The written correspondence at this step must
800 state the question or issue involved. The Committee shall meet as expeditiously as possible after
801 notification and the Committee shall be composed of an equal number of representatives appointed
802 by the Executive Officer of the Regional Council of Carpenters involved and the AGC of Illinois but in
803 no event shall the Committee be composed of less than two (2) representatives from each party. The
804 Committee's decision shall be final and binding on the parties. However, if the Committee deadlocks
805 the matter, either the Regional Council of Carpenters involved or the Associated General Contractors
806 of Illinois may request arbitration.

807

808 Step 2: In the event the Committee deadlocks and arbitration is requested, the matter shall
809 be submitted to an impartial arbitrator for decision. The impartial arbitrator shall be selected as
810 follows: one (1) person appointed by the Executive Officer of the Regional Council of Carpenters
811 involved and one (1) person selected by the AGC of Illinois shall be responsible for selecting the
812 arbitrator. The party requesting arbitration shall request a list of arbitrators from the Federal
813 Mediation and Conciliation Service, and the representative of the Union and the representative of
814 the AGC of Illinois shall alternately strike the names provided by the FMCS until there is one
815 remaining. The party requesting arbitration shall strike first. The list must contain an odd number of
816 arbitrators. The remaining name shall be selected as the impartial arbitrator. The arbitration shall be
817 held as expeditiously as possible and the decision of the arbitrator shall be final and binding on both
818 parties.

819

ARTICLE 16 DRUG AND ALCOHOL POLICY

820 Section 1. Possession, sale or use of alcohol or non-prescription drugs on the Employer's
821 property, site of construction or during the working hours regardless of the location shall be grounds
822 for termination. Any Employee who reports to work under the influence of alcohol or non-prescription
823 drugs shall be subject to termination. "Non-prescription drugs" shall be defined as drugs which cannot
824 be legally dispensed without a prescription and are not covered by a current valid prescription
825 endorsed by a qualified physician for use by named Employee in question. Employees working under
826 this Agreement shall be subject to all necessary diagnostic medical testing for purpose of verifying
827 compliance with this provision, when required by the Employer at the expense of the Employer.
828

829 Section 2. Provisions for employee drug or alcohol testing will be outlined in Employer policy
830 and procedures or as required in documentation by Project Owner. Drug and alcohol testing shall
831 consist of, but not limited to, pre-employment, random and reasonable cause. Reasonable cause shall
832 include for example but is not limited to, visible impairment, possession, reports of on duty use, prior
833 detection and rehabilitation, or involvement in an accident, injury or unsafe act.
834

835 Section 3. All drug and/or alcohol testing shall follow the procedures or future revisions outlined
836 by the Substance Abuse and Mental Health Services Administration (SAMHSA) and shall be in
837 compliance with all applicable state and federal laws regarding alcohol/drug testing.
838

839 Section 4. Personnel utilized for testing will be certified as qualified to collect samples and
840 adequately trained in collection procedures. The laboratory selected to conduct the analysis shall be
841 certified by the Department of Health and Human Services and/or Substance Abuse and Mental
842 Health Services Administration (SAMHSA) approved.
843

844 Section 5. All drug screening tests shall be capable of identifying marijuana, cocaine, opiates,
845 (morphine & codeine), phencyclidine (PCP), and amphetamines (amphetamines, methamphetamine)
846 or other drugs that may be specified by future Substance Abuse and Mental Health Services
847 Administration (SAMHSA) direction.
848

849 Section 6. Testing and test results. The collection of urine specimens, the chain-of-custody of
850 the specimen and the laboratory testing shall be in accordance with the guidelines established by
851 SAMHSA.

852 Random Tests

853 All employees covered by the random drug test policy will be included as part of the group from
854 which the Medical Review Officer (MRO) will randomly select employees by using a computer

855 generated selection of social security numbers for testing per the requirements of the Employer's
856 Policy.

857
858 On a periodic basis the MRO will select randomly a number for random testing during that
859 month.

860
861 Names selected will be forwarded to each Employer who will notify their employees selected
862 to be tested. The Employer will be given a date before which the individual must be tested. The persons
863 to be tested shall not be informed before the actual test is to be performed.

864
865 Failure of the Employer to accomplish the above requirements in the time allotted will cause
866 them to be out of compliance with the random testing requirements.

867
868 All tests shall be conducted using only urine specimens in accordance with current SAMHSA
869 guidelines. Sufficient amounts (a minimum of 60 cc) of the sample shall be taken to allow for an initial
870 test and confirmatory tests. All specimens shall be collected and handled according to strict chain-of-
871 custody procedures as established by SAMHSA. The sample collection will not be observed directly.
872 The testing procedure is designed to respect employee's rights to privacy.

873
874 The initial test will be Enzyme Multiplied Immunoassay Technique (EMIT). In the event a
875 question or a positive result arises from the initial test; a confirmation test must be utilized before action
876 can be taken against the employee. The confirmatory test will be by Gas Chromatography - Mass
877 Spectrometry (GC/MS). Any other confirmatory tests and/or testing shall be at employee's time and
878 expense. Confirmed positive samples will be retained by the testing laboratory in secured long term
879 frozen storage for a minimum of one year. Handling and transportation of each sample must be
880 documented through strict chain-of- custody procedures; specimen containers shall be labeled with a
881 number, and the donor's signature, and shall be closed with a tamperproof seal initialed by the donor
882 and collecting agent. The labeling shall be done in the employee's presence. Every effort shall be
883 made to assure the validity and accuracy of all tests.

884
885 MRO Interview. When an employee receives a confirmed positive test, the Medical Review
886 Officer (MRO) will interview the employee via telephone and give the employee an opportunity to
887 explain any positive test results such as those that could be caused by prescription medication
888 endorsed by a physician. After the interview, if the MRO confirms that the test results are positive, the
889 Employer will be notified of the results. Results of the test will be held in the strictest confidence and
890 only people with an absolute "need to know" can request such results unless released to do so by the
891 employee.

892
893 It is the intent of this program to comply with all laws and regulations promoting non-
894 discrimination in employment.

895
896 Except as set forth herein, no employee shall be required to sign any waiver of ~~his~~their rights.

897
898 Test Results: Concentrations of a drug at or above the following levels shall be considered a
899 positive test result when using the initial immunoassay drug screening test:

900 INITIAL TEST

901 Level-Nanogram/Milliliter (hereinafter referred to as ng/ml)

Marijuana metabolite	50
Cocaine metabolite	300
Opiate metabolite	2,000

Phencyclidine	25
Amphetamines	1,000

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Concentration of a drug at or above the following levels shall be considered a positive test result when performing a confirmatory Gas Chromatography/Mass Spectrophotometry test on a urine specimen that tested positive using a technologically different initial screening method:

CONFIRMATORY TEST	LEVEL ng/ml)
Marijuana metabolite	15*
Cocaine metabolite	150*
Opiates: Morphine	2,000
Codeine	2,000
Phencyclidine	25
Amphetamines/Methamphetamine	500***

907

Phencyclidine	25
Amphetamines/Methamphetamine	500***

- * Delta-9-tetrahydrocannabinol-9-carboxylic acid
- ** Bezolyecgonine
- *** If methamphetamine, there must be >200 ng/ml of Amphetamines

908 Alcohol test levels at or above .02 shall be considered a positive test for safety-sensitive
909 equipment.

910
911 Section 7. Employees taking prescription medication which according to their physician has
912 physical or mental side effects which could cause impairment on the job site, may report the medication
913 to site supervision. Employees who report use of lawful medication as described above shall not be
914 disciplined for use of same.

915
916 Section 8. Any Employee with test results of negative shall be compensated for all hours lost.
917 If an Employee has a confirmed positive test, ~~(s)he~~they will be (a) suspended without pay up to thirty
918 (30) days, or as determined by established company policy, (b) mandatory enrollment in a certified
919 rehabilitation program, at employee's own expense, and successful completion, (c) and agree to
920 periodic follow-up drug testing for up to two (2) years after successful completion of rehabilitation
921 program. A second positive or refusal to participate in a certified rehabilitation program after the first
922 positive test shall result in termination of employment.

923
924 Section 9. Termination under this provision, including the circumstances surrounding the
925 conduct of the drug or alcohol test, shall be fully subject to the grievance and arbitration provision of
926 this contract.

927 **ARTICLE 17 SAFETY**

928 Section 1. It is recognized there are important roles to be performed by the employees, Union
929 officials and management in the prevention of accidents and ensuring a safe and healthy working
930 environment. The worksite should be maintained in a clean and orderly state, so as to encourage
931 efficient and safe operations.

932
933 Section 2. It is important to succeed in this cooperative effort because it is also recognized that
934 failure can mean hardship to the employee and a threat to the security of ~~his~~their family.

935

936 Section 3. It is because of these mutual benefits that the employees, Union officials and
937 management pledge to cooperate and do all that is possible to maintain a safe, hazard-free working
938 environment.

939
940 Section 4. In regards to piling crews, the parties recognize the Employers' right to
941 determine the size of the crew to safely do the job, provided however, all members of the crew shall
942 be from the bargaining unit.

943
944 Section 5. The Carpenters agree to use their training facilities to provide skill advancement
945 training in OSHA construction standards such as; Accident Prevention Responsibility, Asbestos,
946 Hearing Protection, Welding and Cutting, Scaffolding, Fall Protection, Excavations and Trenching,
947 Ladders, etc. to improve journeyman skills. The Carpenters shall use their training facilities to insure
948 that all Carpenters shall be required to successfully complete the ~~Ten~~Thirty-Hour OSHA (Occupational
949 Safety and Health Administration) Construction Safety Course. Thereafter, each Carpenter shall be
950 required to successfully complete the ~~Ten~~Thirty-Hour OSHA Construction Safety and Health Course
951 every two (2) years to maintain their safety awareness and competence. Employers may request
952 referral of Carpenters who have completed the ~~Ten~~Thirty-Hour OSHA course and refuse Carpenters
953 who have not completed the course without penalty.

954
955 Section 6. All Carpenters shall be responsible for wearing appropriate safety gear such as
956 boots, ear, eye, and head protection. The employer and all employees agree to abide by all federal,
957 state, local and company safety policies.

958
959 Section 7. Failure on the part of an employee to comply with safety rules established by the
960 Employer may be grounds for dismissal.

961
962 Section 8. CELL PHONES AND OTHER COMMUNICATION DEVICES. The use of
963 personal communication devices such as cellular phones ~~and audible pagers is~~are prohibited during
964 work hours and in work areas, unless the company has provided such devices to the employee for
965 business use only, except in case of emergency or use by the steward for union business.

966 **ARTICLE 18 MARKET RECOVERY**

967 ~~Notwithstanding any other provisions of this Agreement and with mutual agreement of the~~
968 ~~Contractor and Regional Council having jurisdiction, the following terms shall automatically apply to~~
969 ~~any prevailing wage job where the Contractor is bidding against non-signatory or bonafide non-union~~
970 ~~contractors.~~

971
972 ~~All wages and fringe benefits shall be paid as set forth in the prevailing wage project contract~~
973 ~~document for the duration of the project.~~

974 ~~All overtime shall be paid in accordance with applicable state or federal law.~~

975 ~~Show up pay shall be one (1) hour.~~

976 ~~All other terms and conditions of employment shall be as mutually agreed to between~~
977 ~~the Employer and the Union. Refer to Addendum I.~~

978 **ARTICLE 19 SAVINGS AND SEPARABILITY**

979 In the event that any article, paragraph or section of this contract and any amendments thereto
980 shall be invalid, then neither of the parties hereto shall be bound thereby, but the said article,
981 paragraph and section shall be deemed to be separable and the invalidity of any portion thereof shall
982 not affect the validity of the remainder of the contract.

983
984 It is the intention of the parties hereto to comply with all applicable provisions of State or
985 Federal law, and they believe that each and every part of this contract is lawful. All provisions of this

986 contract shall be complied with unless any of such provisions shall be declared invalid or inoperative
987 by final order of any court of competent jurisdiction. In such event, the Union or the Employer may, at
988 its option, require renegotiations of such individual provisions for the purpose of adequate legal
989 replacement thereof, each reserving the right of economic recourse in the event agreement cannot
990 be reached in such negotiations and such action shall not constitute a violation of this contract.

991 In the event of the invalidation of any section, sentence or article of this contract by any court
992 or board of competent jurisdiction, all remaining provisions of this contract shall remain in full force
993 and effect.

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ARTICLE 20 MILLWRIGHTS

~~The formation of the Millwrights Local in the Regional Councils covered by this agreement will not now or at any later date alter the existing cent per hour differential in any local between the Carpenters and the Millwrights. As wage addendums expire, increases negotiated by the Carpenters will be added in like amount to Millwrights wages.~~

~~It is understood that contractors working in a Regional Council with a Millwright jurisdiction shall have the right to use members under their employ as Millwrights, but when additional help is required and it is under the Millwright jurisdiction they will call the Millwright local for referral.~~

ARTICLE 20 DURATION AND TERMINATION

This contract shall be effective May 1, 202~~16~~¹⁶ expiring April 30, 202~~59~~⁵⁹. Effective May 1, 202~~16~~¹⁶, all wage addendums will take effect May 1st of each year and shall be in effect through April 30th, of the following year.

Should either party hereto desire to terminate this contract, they may do so by serving notice of a desire to terminate by U.S. Certified Mail not more than ninety (90) nor less than sixty (60) days prior to its termination date. In default of such notice, this contract shall continue upon the same terms and conditions as herein contained for a further period of one (1) year and so on from year to year until it is terminated by either party hereto giving such notice as herein provided.

IN WITNESS WHEREOF, The Associated General Contractors of Illinois has caused this contract to be executed by its duly authorized representatives and the Regional Councils

MID-AMERICA CARPENTERS REGIONAL COUNCIL

(please print or type firm name below)
THE ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS
3219 EXECUTIVE PARK DR
SPRINGFIELD, IL 62703

Authorized Signature
Kevin McLaughlin
Executive Secretary-Treasurer

Authorized Signature
Frank Kazenske
Director of Labor Relations

Authorized Signature
Joel Pogose
President

1020

APPENDIX 1

It is agreed that this APPENDIX 1 shall be attached to and become part of the Agreement negotiated between AGC of Illinois and the United Brotherhood of Carpenters and Joiners of America, covering ~~Highway and~~ Heavy/Highway and Utility Construction in Illinois, effective May 1, 2024~~6~~9 through April 30, 2025~~9~~.

This APPENDIX 1 shall apply only to work performed in Grundy, Kane, Kendall, McHenry, and Will Counties as follows:

GRUNDY COUNTY

Hours of Labor - Holiday - Overtime Pay. Eight (8) hours shall constitute a day's work and forty (40) hours shall constitute a week's work. Regular daily working hours shall be between the hours of 8:00 a.m. and 4:30 p.m., Monday through Friday. All overtime will be double time except the two (2) hours after the regular or adjusted workday, and the first 8 hours of work performed on Saturday, which will be compensated for at time and one half (1½). Over eight (8) hours on Saturday will be paid at double time. No employee shall work after the regular established payday without receiving ~~his~~their wages in full each week. Authorized Union Representatives will have the right to inspect members' check/checks to see that proper wages and overtime are being paid. If mutually agreed, the hour of starting may be changed. No overtime work will be performed including Saturday, Sunday or holidays unless permission is granted by the ~~Business~~-Representative of the Local Union in the area where the work is to be performed.

All work performed on Sunday and the following holidays (or days celebrated as such) New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, shall be compensated for at double time.

The lunch period may be adjusted at the Employer's option during the placement of concrete to begin any time between 12:00 noon and 1:00 p.m. This is a deviation from the regular lunch of 12:00 noon to 12:30 p.m.

No overtime will be performed including Saturday, Sunday or holidays, unless permission is granted by the ~~Business~~-Representative of the Local Union in the area where the work is to be performed. On unscheduled overtime in excess of two (2) hours, Employer shall pay for Employee's dinner, which shall be a hot, full meal and paid one-half (½) hour's time to eat. When Employer and Employee agree, the above may be waived for one (1) hour, double time, above hours worked. The above shall repeat every four (4) hours.

KANE, KENDALL & MCHENRY COUNTY

Hours of Labor - Holiday - Overtime Pay. Eight (8) hours shall constitute a day's work and forty (40) hours shall constitute a week's work. Regular daily working hours shall be between the hours of 8:00 a.m. and 4:30 p.m. Monday through Friday. All overtime will be double time except the two (2) hours after the regular or adjusted workday, and the first eight (8) hours of work performed on Saturday, which will be compensated for at time and one half (1½). Over eight (8) hours on Saturday will be paid at double time. No Employee shall work after the regular established payday without receiving ~~his~~their wages in full each week. Authorized Union Representatives will have the right to inspect members' check/checks to see that proper wages and overtime are being paid. If mutually agreed, the hour of starting may be changed. No overtime work will be performed including Saturday, Sunday or holidays unless permission is granted by the ~~Business~~-Representative of the Local Union in the area where the work is to be performed.

1070 All work performed on Sunday and the following holidays (or days celebrated as such) New
1071 Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day,
1072 shall be compensated for at double time.

1073
1074 The lunch period may be adjusted at the Employer's option during the placement of
1075 concrete to begin any time between 12:00 noon and 12:30 p.m.
1076

1077 WILL COUNTY

1078 Hours of Labor - Holiday - Overtime Pay. Eight (8) consecutive hours shall constitute a day's
1079 work between the hours of 8:00 a.m. - 12:00 Noon, and 12:30 p.m. - 4:30 p.m. The regular work
1080 week shall consist of five (5) consecutive eight (8) hour days, commencing on Monday at 8:00 a.m.
1081 and ending Friday at 4:30 p.m., time worked by an Employee in excess of the regular eight (8) hours
1082 per day shall be paid at the rate of double time.
1083

1084 All work performed on Sunday and the following holidays: New Year's Day, Memorial Day,
1085 Fourth of July, Labor Day, Thanksgiving, the day after Thanksgiving and Christmas - or any day
1086 celebrated as such - shall be paid for at the rate of double time. This double time shall commence at
1087 4:30 p.m. Friday or on any day preceding a holiday and shall end at 8:00 a.m. of the day following the
1088 holiday or the day recognized as a holiday.
1089

1090 The regular work day as described above may be adjusted for cause. In such event, the
1091 Employer must receive approval of the ~~Business~~ Representative of the Local Union with jurisdiction
1092 prior to affecting the adjusted work day schedule and in no case should the job begin before 6:00 a.m.
1093

1094 No work shall be performed on Labor Day except to save life or property. Permission must be
1095 secured from the ~~Business~~ Representative of the Local Union with jurisdiction for any work performed
1096 on any aforementioned holiday or days celebrated as such.
1097

1098 Any Holiday falling on a Sunday will be celebrated on the following Monday.
1099

1100 Any regular Employee of an Employer covered by this contract who reports for work on
1101 December 24 and/or December 31 shall receive eight (8) hours pay for four (4) hours work.
1102

1103 Labor Day shall be a paid holiday. Employees shall receive eight (8) hours pay.
1104

1105 With respect to the last Friday prior to Christmas and the last Friday prior to New Year's Day,
1106 during the term of this Agreement, Employees who were (or are in the future) told not to report for
1107 work shall receive, for each of said days, four (4) hours straight time pay or Employees who worked
1108 (or work) four (4) hours shall receive eight (8) hours of pay and Employees who worked (or work) eight
1109 (8) hours shall receive twelve (12) hours of pay. Whether to work a portion of a day, a whole day or
1110 not to work at all shall be at the option of the Employer.
1111

1112

1113 **ADDENDUM I – MARKET RECOVERY/SPECIAL PROJECTS AGREEMENT**

1114 The Union Representative with the approval of the Mid-America Carpenters Regional Council
1115 shall have the authority to make contract adjustments during the term of this Agreement. Any such
1116 adjustments or modifications shall be granted on a project by project basis only. When adjustments
1117 are approved by the Mid-America Carpenters Regional Council, the following procedure shall be
1118 strictly adhered to:

1119 Step 1. Any individual Employer signatory to this Agreement may request in writing contract
1120 adjustments for a specific project. Such requests shall be directed to the appropriate Representative
1121 who shall forward the request to the Regional Council for final approval of all adjustments and
1122 modifications necessary to assure continuous work opportunities for employees.

1123 Step 2. Once the Regional Council agrees to contract adjustments in writing the individual
1124 Employer(s) requesting the adjustment and The Associated General Contractors of Illinois shall be
1125 immediately notified. Any adjustments which are granted must be transmitted to the appropriate
1126 individual Employer(s) no later than two (2) working days prior to bid opening. However as noted
1127 above, they must be confirmed in writing as soon as possible.

1128 Step 3. Any adjustments or modifications granted for a specific project shall be available to all
1129 signatory Employers bidding work on the project. It shall, however, be the responsibility of the
1130 individual Employers to request information regarding any possible adjustments.

1131 The modification made through the use of Special Projects Addendum I shall only apply to a
1132 specific project and for a stated duration and clearly delineate the specific adjustments and
1133 modifications. The modification made through the use of the Special Projects Addendum I shall only
1134 apply to that specific project.

1135 This Special Project Agreement shall be valid for the duration of the project.

1136 This Addendum is an attachment to the Agreement between The Associated General
1137 Contractors of Illinois and Mid-America Carpenters Regional Council and becomes effective May 1,
1138 2026, and remains in effect until the expiration of the Agreement.

1139 DATED THIS FIRST DAY OF MAY, 2026.

1140
1141

MID-AMERICA CARPENTERS REGIONAL
COUNCIL

~~(please print or type firm name below)~~
THE ASSOCIATED GENERAL
CONTRACTORS OF ILLINOIS
3219 EXECUTIVE PARK DR
SPRINGFIELD, IL 62703

Authorized Signature
Kevin McLaughlin

Executive Secretary-Treasurer

Authorized Signature
Frank Kazenske

~~Director of Labor Relations~~(please print name
above)

Director of Labor Relations
(please print title above)

Authorized Signature
Joel Pogose

President