

**ADDENDUM A
(BLOOMINGTON AREA)**

This ADDENDUM A is effective May 1, 2009, between the Central Illinois Builders of AGC and the Operative Plasterers' & Cement Masons' International Association - Local 18 Area 152 Bloomington, of the County of McLean and portions of Woodford, parts of DeWitt and Livingston Counties in the State of Illinois.

	<u>05/01/2009</u>	<u>Future Increases</u>
Journeyman	\$27.89	2010 - \$1.80
Foreman	\$28.89	2011 - \$1.85
General Foreman	\$29.14	
Pension	5.30	
Health & Welfare	5.05	
Annuity	4.50	
Apprentice and Training Fund	.50	
MRFFC	.05	
Industry Advancement Fund	.14	
Substance Abuse Fund	<u>.06</u>	
Total Package	\$43.49	
Deduction:		
Dues Check-Off (5% of Total Package)	\$2.17	
Market Recovery	<u>.10</u>	
Total Check-Off	\$2.27	
Building Trades Check-off	.04	

Apprentices - 70% of Journeyman's wages to start, with a 5% increase every six (6) months until Journeyman Scale is reached.

Apprentice Wage Rates		Base	Dues Check-Off
1 st 6 months	70%	\$19.52	\$1.76 + \$.10 = \$1.86
2 nd 6 months	75%	\$20.92	\$1.83 + \$.10 = \$1.93
3 rd 6 months	80%	\$22.31	\$1.90 + \$.10 = \$2.00
4 th 6 months	85%	\$23.71	\$1.97 + \$.10 = \$2.07
5 th 6 months	90%	\$25.10	\$2.04 + \$.10 = \$2.14
6 th 6 months	95%	\$26.50	\$2.11 + \$.10 = \$2.21

Annuity Fund: Effective May 1, 2009 each Employer shall contribute monthly a sum equal to **\$4.50** for each hour worked by an employee covered by this Agreement to the Central Laborers' Annuity fund. Such contributions shall be made on the dates and in the manner and form required by the trustees of said Fund. Overtime hours to be paid at applicable overtime rate. Please make check payable to: Central Laborers' Fringe Benefit Account. Attach contribution check to copy of the form and mail to: Central Laborers' Fringe Benefit Funds, P.O. Box 1267, Jacksonville, IL 62651.

Health and Welfare and Dental Fund: The Employer agrees to make payments to and be bound by the Central Laborers' Welfare & Dental Fund, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall remit contributions to the Central Laborers' Welfare & Dental Fund as set forth below for each hour or portion thereof, including overtime hours worked by an employee covered by this Agreement for work performed in the individual Local Union's jurisdiction. Health and Welfare and Dental contributions for overtime hours worked to be paid at the applicable overtime rate.

Each Employer shall contribute monthly a sum equal to \$5.05 for each hour worked by an employee covered by this Agreement to the Central Laborers' Welfare Fund. Such contributions shall be made on the dates and in the manner and form required by the trustees of said Fund. The liability of contributing Employers shall be limited to making contributions required herein. Make one check payable to the Central Laborers' Fringe Benefit Account of the Annuity, Dental, and Health & Welfare and mail it to the Central Laborers' address listed above.

Pension Fund: Effective May 1, 2009 the Employer agrees to contribute \$5.30 per hour for each hour or portion thereof worked by an employee under this Agreement to the Central Laborers' Pension Fund, P. O. Box 1267, Jacksonville, IL 62651. Overtime hours to be paid at straight time rate.

MRFFC: It is hereby agreed that the Employer will contribute five \$.05 cents per hour for each hour or portion thereof worked by an employee under this Agreement to the Midwest Region Foundation for Fair Contracting (MRFFC). The five (\$.05) cents per hour per employee shall be paid to the Central Laborers' Pension Fund Office, Jacksonville, IL, along with Pension and Annuity contributions.

Working Dues Check-Off: Each Employer agrees to deduct from the above wages and pay to the Operative Plasterers' & Cement Masons' International Association, Local 18 of Central Illinois General fund, a sum equal to 5% of the total wage package per hour for all hours worked by an employee covered by this Agreement, provided that the Employer has received proper and lawful assignment by the employee. The sums deducted should be in the fund account by the fifteenth (15) day of the month following the month in which the deductions were made. Make check payable to Local 18 General Fund. Attach the check to the copy of the form and mail to:

Operative Plasterers' & Cement Masons
Local 18
400 NE Jefferson, Suite 300
Peoria, IL 61603

Said failure to make the required payment by the Employer at the time specified shall be deemed a gross breach of the Agreement by the Employer and the Union shall be free to take any economic action, including refusal of employees to work and picketing to obtain Employer compliance with this Agreement, notwithstanding any other provisions of this Agreement. Said noncompliance with this penalty of not less than ten percent (10%) of the amount due for failure of such Employer to make prompt payment of any contribution required under the terms of the Collective Bargaining Agreement with the Union.

Building Trades Check-off: Each Employer agrees to deduct from the above wages and pay to the McLean and Livingston County building Trades Council, a sum equal to \$.04 per hour for all hours worked by an employee covered by this Agreement, provided that the Employer has received proper

and lawful assignment by the employee. The sums deducted should be in the fund account by the fifteenth. Make checks payable and send to:

McLean and Livingston County Building Trades Council
PO Box 3248
Bloomington, IL 61701

Apprentice and Training Fund: The Employer shall contribute the amount of \$.50 per hour for all hours worked to the Local 18 Area 152 Cement Masons' Apprenticeship Fund. The contributions are to be made by the fifteenth (15th) day following the month in which the work is performed. Please attach the check to the same white copy of the form you use for the working dues check-off. Check and copy of the white form are to be mailed to:

Local 18 Area 152 JATC Fund
C/O Quorum
3101 Greenhead Drive, Suite A
Springfield, IL 62707

The Affirmative Action Plan for the Bloomington-Normal, Illinois area to provide Equal Employment Opportunity, attached to this Agreement, is considered part of the Contract and is incorporated herein full for all purposes by this reference.

We agree, that should the State or Federal Government set forth a National Health and Welfare (or Pension) Plan which the Local wishes to become a member of, the cost of same will be deducted from the fringe benefits outlined in the Agreement and the remainder, if any, will be added to the wages.

Substance Abuse Fund: Effective May 1, 2007, the Union and the Employer agree to establish and adequately fund a substance abuse consortium. Funding for this consortium will be provided through a three cents (\$.03) per hour Employer contribution and a three (\$.03) Employee contribution. Said monies shall be paid to Quorum Consulting Group, 3101 Greenhead Drive, Suite A, Springfield, IL 62711.

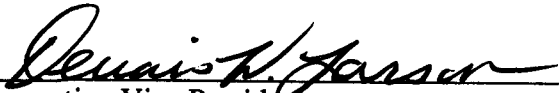
Industry Advancement Fund: It is mutually agreed that the contractors signatory to this Agreement hereby agree to contribute fourteen cents (\$.14) per hour for each hour or portion thereof worked by an employee under this Agreement to the Central Illinois Laborers' Pension Fund Office, Jacksonville, IL for the Cement Masons' International Association, Local No. 152 and it shall be disbursed into the Industry Advancement Fund Account of Central Illinois Builders of AGC.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date set forth above.

CENTRAL ILLINOIS BUILDERS OF AGC
CEMENT

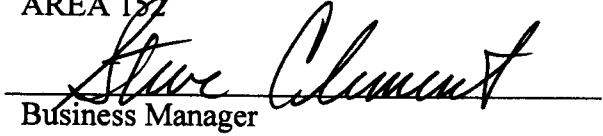
OPERATIVE PLASTERERS' AND

MASONS' INTERNATIONAL LOCAL 18
AREA 152

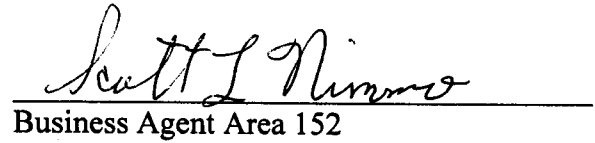


Executive Vice President

Having authority to sign on behalf of
those firms who have signed their
bargaining rights to the Association



Business Manager



Business Agent Area 152

Accepted By:

Company

Address

City

State Zip

Phone Fax

Signed

Title

Date