

THE ST. LOUIS-KANSAS CITY CARPENTERS REGIONAL COUNCIL

REGIONAL COLLECTIVE BARGAINING AGREEMENT

AGC of MISSOURI AREA ADDENDUM

This Addendum, when executed by an Employer who is party to the Agreement entitled "General Terms and Work Rules" effective between the Associated General Contractors of Missouri (AGC) and the St. Louis-Kansas City Carpenters Regional Council for the period August 1, 2017 through April 30, 2023 (the "Regional Agreement"), shall become incorporated in and part of such Employer's Regional Agreement as fully as though set forth therein.

Terms used in this Addendum shall have the same meaning as in the Regional Agreement unless the context clearly requires another meaning. In the event of a direct conflict between the provisions of this Addendum and the provisions of the Regional Agreement, the provisions of this Addendum shall prevail. In the event of a direct conflict between the provisions of this Addendum and the provisions of a Specialty Industry Addendum executed by the Employer, the provisions of the Specialty Industry Addendum shall prevail.

Unless otherwise noted, by the signatory Employer, this Addendum shall apply to work performed in Franklin, Jefferson, Lincoln, St. Louis, St. Charles, Warren, Iron, St. Francois, Washington, Madison, and Reynolds Counties; and St. Louis City in Missouri.

With respect to Employers who sign this Agreement only for work in St. Louis City and County, as shown on the individual signature sheets executed by such Employers, this Agreement shall apply to all employment of employees covered hereunder on building, heavy and highway construction job sites located in St. Louis City and County, and not elsewhere.

With respect to Employers who sign this Agreement for work in some or all of the Missouri counties of St. Charles, Jefferson, Franklin, Lincoln, Warren, Iron, Madison, Reynolds, St. Francois and Washington, as shown on the individual signature sheets executed by such Employers, this Agreement shall apply to all employment of employees covered hereunder on building construction job sites located in the counties so designated on the Employer's signature sheet.

DEFINITIONS OF COMMERCIAL AND RESIDENTIAL CONSTRUCTION

This section defines when commercial wage rates apply and when residential wage rates apply. Residential wage rates are those applicable to a Residential project (as defined herein) under the collective bargaining agreement between the Union and the Home Builders Association of Greater St. Louis. In no event shall the wage rates paid for work covered by the Davis-Bacon Act or the prevailing wage law of any state or municipality be less than the prevailing wage established under such law.

Residential Projects: Residential projects shall be defined as all carpenter construction work, repair and alterations of single-family dwellings (i.e., a unit of family living quarters) that are wood frame structures of no more than five (5) stories, including apartments and condominiums. Living quarters located in basements or attics shall not be construed as a story.

Commercial Projects: On family dwellings that are wood frame structures over five (5) stories, carpenters shall receive the current Commercial negotiated wage rate as set forth below. On dwellings of five (5) stories or under, in cases of mixed occupancy (e.g., retail stores, restaurants, barber or beauty shops, etc.), the tenant or interior finish work shall be paid at the applicable Commercial negotiated wage rate. Carpentry work on all student housing and dormitories, both on and off campus, will be compensated at the current applicable Commercial negotiated wage rate.

Nursing Homes: It has been determined that living quarters/units in both Apartments for the elderly and Independent Living facilities that have kitchens, in an apartment style, are to be compensated at the Residential rate; providing they are wood frame structures and five (5) stories and under. Living units without kitchens are to be compensated at the Commercial rate. Assisted Living & Skilled nursing facilities where medication and professional care is required are to be compensated at the Commercial rate. In cases of mixed occupancy refer to the second paragraph of this section.

Club Houses: It has been determined that Apartment and Condominium complexes that have Club Houses on their premises that are available for use to tenants only, are to be compensated at the Residential rate, provided that the facility is not being used as retail space. Club houses that provide retail space are to be compensated at the Commercial rate of pay.

FUNDS AND ASSOCIATIONS

VACATION AND HOLIDAY FUND - The Employer shall withhold from wages and submit employee contributions at the appropriate hourly rate as indicated below for each hour worked by each employee covered by this Agreement to the CARPENTERS' VACATION TRUST FUND OF ST. LOUIS.

The reporting, payment and administration of such vacation and holiday payment shall be governed by the terms of the trust agreement creating the CARPENTERS' VACATION TRUST FUND OF ST. LOUIS and the Employer agrees to be bound by that trust agreement.

The purchase of Estamps for contributions to the vacation and holiday fund shall be made pursuant to the procedure established in the section titled "ESTAMP PROGRAM."

Upon thirty (30) days' prior written notice by the Union to the Employer, the Union may increase the amount of the hourly Vacation and Holiday pay not more than once in each calendar year.

HEALTH AND WELFARE TRUST FUND - In addition to the per hour wage rate, the Employer shall contribute at the appropriate hourly rate as indicated below for each hour worked by each employee covered by this Agreement to the CARPENTERS' HEALTH AND WELFARE TRUST FUND OF ST. LOUIS.

The reporting, payment and administration of such contributions shall be governed by the trust agreement creating the CARPENTERS' HEALTH AND WELFARE TRUST FUND OF ST. LOUIS, and the Employer agrees to be bound by that trust agreement.

The purchase of Estamps for contributions to the health and welfare trust fund shall be made pursuant to the procedure established in the section titled "ESTAMP PROGRAM."

PENSION FUND - In addition to the per hour wage rate, the Employer shall contribute at the appropriate hourly rate as indicated below for each hour worked by each employee covered by this Agreement to the CARPENTERS' PENSION TRUST FUND OF ST. LOUIS.

The reporting, payment and administration of such contributions shall be governed by the trust agreement creating the CARPENTERS' PENSION TRUST FUND OF ST. LOUIS.

The purchase of Estamps for contributions to the pension fund shall be made pursuant to the procedure established in the section titled "ESTAMP PROGRAM."

In the event that the CARPENTERS' PENSION TRUST FUND OF ST. LOUIS should lose its status as a qualified pension plan under the Internal Revenue Code, or in the event that the Employer's required contributions to the affected Trust Fund otherwise become nondeductible by the Employer for income tax purposes, then except as provided below, the Employer's obligation for further contributions to such Trust Fund shall cease and the Employer in lieu thereof shall pay the equivalent of such pension contributions directly to the employee as wages during the remaining term of this Agreement. If a notice of disqualification of the Trust Fund is issued, the Trust Fund's Trustees shall have an opportunity and reasonable time, not to exceed one hundred twenty (120) days, in which to remove the disqualification and obtain either a temporary or permanent reinstatement of the qualified status of the Trust Fund, and during such interim period between notice of disqualification and reinstatement of qualified status or failure to achieve reinstatement within one hundred twenty (120) days, the Employer shall continue making contributions, in the same amount and time as the pension contributions specified in this Agreement, into an escrow account to be maintained by Commerce Bank. If the Trust Fund's disqualification is removed within one hundred twenty (120) days, the escrowed funds, less any fees and expenses for maintaining the escrow account, shall be released and paid over to the Trust Fund and the Employer shall thereafter resume paying pension contributions to the Trust Fund as required by this Agreement. If the disqualification is not removed within one hundred twenty (120) days, the escrowed funds, less any fees and expenses for maintaining the escrow account, shall be paid as wages to the employees for whom the contributions were made, and the Employer shall thereafter continue to pay the equivalent of pension contributions directly to employees as wages and shall have no obligation for further pension contributions to the Trust Fund. If the obligation of the Employer to make pension contributions (or escrow contributions) has ceased in accordance with the foregoing, and if thereafter the affected Trust Fund shall again become a qualified pension plan under the Internal Revenue Code, or another qualified pension plan to which Employer contributions are income tax deductible has been negotiated between the parties to this Agreement and put into effect, then in either such case the Employer's obligation to pay the equivalent of pension contributions as wages shall cease and in lieu thereof the Employer's obligation to make pension contributions as provided in this Agreement, to such reinstated or substituted Trust Fund, shall again become effective.

ST. LOUIS CONSTRUCTION TRAINING AND ADVANCEMENT FOUNDATION (CTAF) - In addition to the per hour wage rate, the Employer shall contribute at the appropriate hourly rate as indicated below for each actual hour worked by each employee covered by this Agreement to the ST. LOUIS CONSTRUCTION TRAINING AND ADVANCEMENT FOUNDATION (CTAF). The Employer shall pay these contributions with Estamps.

The reporting, payment and administration of such contribution shall be governed by the terms of the Trust Agreement creating the Foundation, and the Employer agrees to be bound by that Trust Agreement.

Primary purposes of the Foundation, as set forth in the Trust Agreement, shall include advanced training and education, safety education and other educational and informational programs for employee and industry betterment.

The foregoing Advancement Fund provisions for contributions shall remain in effective until May 1, 2024, and are not subject to renegotiation except by mutual consent.

CARPENTERS' JOINT TRAINING FUND OF ST. LOUIS - In addition to the per hour wage rate, the Employer shall contribute at the appropriate hourly rate as indicated below for each actual hour worked by each employee covered by this Agreement to the CARPENTERS' JOINT TRAINING FUND OF ST. LOUIS (JTF). The Employer shall pay the JTF contribution with Estamps.

The reporting, payment and administration of such contributions shall be governed by the terms of the trust agreement under which the JTF is established and administered and the Employer agrees to be bound by that trust agreement.

CARPENTERS' INTERNATIONAL TRAINING FUND - In addition to the per hour wage rate, the Employer shall contribute at the appropriate hourly rate as indicated below for each actual hour worked by each employee covered by this Agreement to the CARPENTERS' INTERNATIONAL TRAINING FUND (CITF). The Employer shall pay the CITF contribution when fringe benefit stamps are purchased. The Employer hereby also agrees to be bound by the trust indenture agreement as now stated or as later restated or amended applicable to each of the UBC trust funds described above. On request, each Employer and/or Union shall receive a copy of the Fund's annual report.

ESTAMP PROGRAM

Pension, health & welfare, and vacation contributions, plus any related training/apprenticeship fund contributions and association fees required to be paid for work performed in these areas, shall be remitted by the Employer pursuant to the Estamp Program established by the Carpenters' Vacation Trust Fund of St. Louis. The Employer shall furnish, at the time of purchase, such remittance reports and other information as are needed by the Estamp Program to enable contributions to be credited electronically to employees' accounts, and the Employer shall abide by all such rules and regulations as may now or hereafter be established for the operation of the Estamp Program.

Payment of pension, health & welfare, training/apprenticeship, and vacation contributions, plus any related association fees set forth in this Agreement, shall be made by the Employer via electronic purchase of fringe benefit Estamp hours through the Estamp Program. The price of each Estamp hour shall be equal to the sum of the hourly contribution rates established in this Agreement for pension, health & welfare, training/apprenticeship, and vacation contributions, plus any related association fees set forth in this Agreement.

An employee shall be entitled to one (1) Estamp hour, or fraction thereof, for each full straight time hour, or fraction thereof, worked by a covered employee.

With respect to all contributions and fees payable under this Agreement other than vacation, pension and health & welfare contributions, an employee shall receive one (1) Estamp for each overtime hour worked during the pay period for both time and one-half and double time wage rates.

With respect to vacation, pension and health & welfare contributions: (a) during the period ending on April 30, 2018, an employee shall receive two (2) Estamp hours for each full overtime hour worked during the pay period for both time and one-half and double time wage rates; and (b) on or after May 1, 2018, an employee shall receive one and one-half (1.5) Estamp for each overtime hour worked

Monday through Saturday; and (c) on or after May 1, 2018, for overtime hours worked on Sundays or holidays, an employee shall receive two (2) Estamp hours for each overtime hour worked during the pay period.

Upon completion of Estamp purchases, a record of the Estamp Receipt will be posted both on the Employer's Internet Estamp Account and the Employee's Internet Estamp Account for verification and tracking. Estamp hours will be downloaded by the Carpenters' Benefit Fund office electronically and posted to the appropriate fringe benefit funds. Contributions and association fees will be processed electronically by Commerce Bank and distributed to the appropriate fringe benefit fund or association at the direction of the Carpenters' Benefit Fund office.

All contributions and fees due on account of hours worked during a pay week shall be purchased in the Estamp Program and the related remittance reports submitted, not later than the Employer's payday for that pay week.

SURETY BOND

The Employer shall secure and maintain a surety bond or irrevocable letter of credit from a reputable financial institution in the amount of \$25,000 to guarantee payment of all wages, fringe benefit contributions, and dues provided for herein and shall furnish to the Union evidence of the procurement and maintenance of bond in such amount.

The foregoing requirement may be waived or the penal sum reduced by the Union on a case-by-case basis upon evidence of mitigating circumstances.

To help with the collection of fringe benefits and to avoid disruption of the work of delinquent employers, an Employer may request a letter from the Union on behalf of any of the Employer's subcontractors that are obligated to contribute to the Pension, Health and Welfare or Vacation Funds described in this Addendum. Upon receipt of such request, the Union will provide the requesting Employer with a letter stating the most recent date to which the subcontractor has both reported its contributions due and paid all such contributions.

COMPOSITE CREW

When a Carpenter or Millwright works in a composite crew with any of the four other basic trades which has a collective bargaining agreement with the Associated General Contractors of St. Louis or Southern Illinois Builders Association, his rate of pay, including fringes, for work in the composite crew shall not be less than any of the other basic trades in the composite crew doing similar work. When requested by the Employer, the Union will meet and confer with other trades on composite crew work.

SUBCONTRACTING CLAUSE

Nothing contained in this agreement shall be construed to prevent the right of the Employer to subcontract all or any part of work awarded to it. If however, the Employer elects to subcontract out all or any part of its on-site work covered by this agreement, then in that event, the Employer shall make

adequate provisions in the contract, agreement or understanding with the subcontractor to observe the working rules set forth in this agreement and to pay to, and provide for, its employees so engaged wages and fringe benefits no less than those specified in this agreement, in the performance of the subcontract.

No Employer signatory to this Agreement shall loan out general foremen, foremen, journeymen carpenters, or apprentices to an out of town employer performing work in the jurisdictional area covered by this Agreement, without prior mutual agreement between the Regional Council and the signatory Employer involved.

The Employer shall make available to the Regional Council upon written request and at Council cost, plans and specifications.

Nothing in this Article shall be construed to limit or restrict, in any way, the Employer's right to determine which portion of the work, if any, the Employer may perform with his or her own employees or may subcontract to others.

EMERGENCY CALL-IN

When employees are called to work outside their regular workday for emergency work, they shall be paid a minimum of four (4) hours pay at the applicable overtime rate.

Emergency work is defined as non-scheduled work requiring urgent response.

Work started on Saturday overtime stays at that rate until complete (or crew change).

Work started on Sunday overtime stays at that rate until complete (or crew change).

STEWARDS

The Steward shall not be laid off or discharged until the completion of carpenter work on the job or completion temporarily of any phase of carpenter work on the job except with the approval of the Union, provided that proven incompetence in workmanship shall be a valid ground for discharge. However, if the Employer's work force is reduced to the Foreman and the Steward, the Employer may layoff the Steward prior to laying off his Foreman. When working shifts and shift work ceases, the Steward first appointed shall remain on the job until the same is complete.

FAVORED NATIONS

If the Union enters into any more favorable agreement referred to in Section 5.02 of the Regional Agreement, the Union will notify the Associated General Contractors of St. Louis and post such notice on the Union's public website, and will respond to an Employer's inquiry concerning such agreement.

SAFETY EQUIPMENT

Employees will furnish white carpenter or millwright overalls or pile driver overalls and items of safety apparel such as hard hats, suitable substantial shoes and goggles, and will use such safety items as required by the Employer at all times and shall be subject to immediate discharge for failure to do so.

The Employer shall initially furnish a respirator to his employee but if an additional respirator is needed, it shall be furnished by the employee.

Any special color or material of hard hat, if required by the Employer, shall be furnished by the Employer.

Listed below is the schedule for wages and fringe benefits effective May 7, 2017 for **Millwrights** in all counties covered by this addendum and for Carpenters working in St. Louis City, St. Louis County and St. Charles County in Missouri. These rates also apply to the counties of Jefferson, Franklin, Lincoln, and Warren in Missouri on projects OVER \$1,000,000.00.

COMMERCIAL

WAGE	HEALTH & WELFARE	PENSION	CTAF	CJTF	CITF	Total Pkg
\$37.35*	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$54.40

*Includes two dollars and sixty-eight cents (\$2.68) Estamp in lieu of cash. Total net deduction is two dollars and sixty-nine cents (\$2.69) per hour.

FOREMAN: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$38.85
 GEN. FOREMAN: Two dollars (\$2.00) per hour above journey level rate - \$39.35

HOLIDAYS AND OVERTIME

Time and one-half rate shall be paid for all time worked beyond the regular work day, Monday through Friday and on Saturday. Double time shall be paid for all time worked on Sundays and Holidays.

Journey Level time and one-half rate:	\$57.37**	Double time rate:	\$74.70**
Foreman time and one-half rate:	\$59.622**	Double time rate:	\$77.70
Gen. Foreman time and one-half rate:	\$60.37**	Double time rate:	\$78.70**

**Includes \$5.38 per hour Vacation Stamp in lieu of cash

**ALL FRINGE BENEFITS ARE DOUBLE ON ALL OVERTIME HOURS
 INCLUDING TIME AND ONE-HALF RATE THROUGH APRIL 30, 2018.**

Listed below is the schedule for wages and fringe benefits effective May 7, 2017 for Carpenters working in the counties of Jefferson, Franklin, Lincoln, and Warren in Missouri on projects UNDER \$1,000,000.00.

COMMERCIAL

WAGE	HEALTH & WELFARE	PENSION	CTAF	CJTF	CITF	Total Pkg
\$32.26*	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$49.31

*Includes two dollars and sixty-nine cents (\$2.69) per hour vacation Estamp in lieu of cash.

FOREMAN: One dollar and fifty cents (\$1.50) per hour above journey level rate (\$33.76)

GEN. FOREMAN: Two dollars (\$2.00) per hour above journey level rate (\$34.26)

Listed below is the schedule for wages and fringe benefits effective May 7, 2017 for Carpenters working in Iron, Reynolds, St. Francois, Washington and Madison Counties Missouri on projects OVER \$1,000,000.0

COMMERCIAL

WAGE	HEALTH & WELFARE	PENSION	CTAF	CJTF	CITF	Total Pkg
\$33.78*	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$50.83

*Includes two dollars and sixty-nine cents (\$2.69) per hour vacation Estamp in lieu of cash.

FOREMAN: One dollar and fifty cents (\$1.50) per hour above journey level rate (\$35.28)

GEN. FOREMAN: Two dollars (\$2.00) per hour above journey level rate (\$35.78)

Listed below is the schedule for wages and fringe benefits effective May 7, 2017 for Carpenters working in Iron, Reynolds, St. Francois, Washington and Madison Counties Missouri on projects UNDER \$1,000,000.00

COMMERCIAL

WAGE	HEALTH & WELFARE	PENSION	CTAF	CJTF	CITF	Total Pkg
\$32.01*	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$49.06

*Includes two dollars and sixty-nine cents (\$2.69) per hour vacation Estamp in lieu of cash.

FOREMAN: One dollar and fifty cents (\$1.50) per hour above journey level rate (\$33.51)

GEN. FOREMAN: Two dollars (\$2.00) per hour above journey level rate (\$34.01)

**ALL FRINGE BENEFITS ARE DOUBLE ON ALL OVERTIME HOURS
INCLUDING TIME AND ONE-HALF RATE THROUGH APRIL 30, 2023**

WAGE AND FRINGE BENEFIT INCREASES EFFECTIVE MAY 7, 2017

AGC/SIBA/HBA/MIIB

ALL APPRENTICES, RESIDENTIAL AND COMMERCIAL

BASED ON RESIDENTIAL JOURNEY LEVEL SCALE - \$28.61

<u>TERM</u>	<u>%</u>	<u>WAGE</u>		<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>ASSN. FUND</u>	<u>CJTF</u>	<u>CITF</u>	<u>Total Pkg</u>
1st	50%	\$14.31	*	\$3.20		\$0.20	\$0.50	\$0.10	\$18.31
2nd	55%	\$15.74	*	\$3.20		\$0.20	\$0.50	\$0.10	\$19.74

*Includes sixty-three cents (\$.63) per hour vacation Estamp in lieu of cash.

EMPLOYER CONTRIBUTIONS: three dollars and twenty cents (\$3.20) per hour contribution to Carpenters' Health & Welfare AND twenty cents (\$.20) per hour contribution to CTAF/HBIAF AND fifty cents (\$.50) per hour to JTF AND ten cents (\$.10) per hour to CITF - \$4.00 PLUS \$.63 from carpenter equals the "A" BENEFIT. (\$4.63 total)

<u>TERM</u>	<u>%</u>	<u>WAGE</u>		<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>ASSN. FUND</u>	<u>CJTF</u>	<u>CITF</u>	<u>Total Pkg</u>
3rd	60%	\$17.17	**	\$3.70		\$0.20	\$0.50	\$0.10	\$21.67
4th	65%	\$18.60	**	\$3.70		\$0.20	\$0.50	\$0.10	\$23.10

**Includes seventy-four cents (\$.74) per hour vacation Estamp in lieu of cash

EMPLOYER CONTRIBUTIONS: three dollars and seventy cents (\$3.70) per hour contribution to Carpenters' Health & Welfare AND twenty cents (\$.20) per hour contribution to CTAF/HBIAF AND fifty cents (\$.50) per hour to JTF AND ten cents (\$.10) per hour to CITF - \$4.50 PLUS \$.74 from carpenter equals the "B" BENEFIT. (\$5.24 total)

<u>TERM</u>	<u>%</u>	<u>WAGE</u>		<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>ASSN. FUND</u>	<u>CJTF</u>	<u>CITF</u>	<u>Total-Pkg</u>
5th	75%	\$21.46	***	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$38.51
6th	80%	\$22.89	***	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$39.94
7th	85%	\$24.32	***	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$41.37
8th	90%	\$25.75	***	\$7.00	\$9.25	\$0.20	\$0.50	\$0.10	\$42.80

***Includes two dollars and thirty-four cents (\$2.34) per hour vacation in lieu of cash

EMPLOYER CONTRIBUTIONS: seven dollars (\$7.00) per hour to Carpenters' Health & Welfare AND nine dollars and twenty-five cents (\$9.25) to Carpenters' Pension Trust Fund AND twenty cents (\$.20) per hour to CTAF/HBIAF Fund AND fifty cents (\$.50) per hour to JTF Fund AND ten cents (\$.10) per hour to CITF Fund - \$17.05 PLUS \$2.34 from carpenter equals the "C" BENEFIT. (\$19.39 total)

WAGE/BENEFIT INCREASES

The following applies to ALL Commercial Packages covered by this Agreement:

Effective May 1, 2018: \$1.75 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*. In addition, an increase of one cent (\$0.01) to CTAF.

Effective May 1, 2019: \$1.40 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*

Effective May 1, 2020: \$1.44 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds.* In addition, an increase of one cent (\$0.01) to CTAF.

Effective May 1, 2021: \$1.47 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*

Effective May 1, 2022: \$1.51 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*

APPRENTICE WAGES/FRINGE BENEFIT INCREASES

Effective May 1, 2018, on commercial projects, apprentice wages and contribution rates for the Pension Fund and Health and Welfare Fund shall be a percentage of the commercial journeyman scale; on residential projects, apprentice wages and contribution rates for the Pension Fund and Health and Welfare Fund shall be a percentage of the residential journeyman scale. The applicable percentage is based on an apprentice's term in the apprenticeship training program.

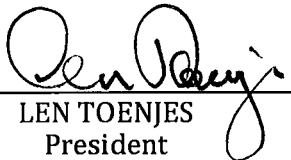
THE ST. LOUIS-KANSAS CITY CARPENTERS REGIONAL COUNCIL

REGIONAL COLLECTIVE BARGAINING AGREEMENT

AGC of MISSOURI AREA ADDENDUM

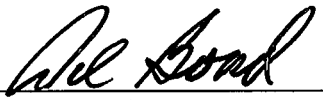
IN WITNESS WHEREOF, the parties hereto have affixed their signatures below.

ASSOCIATED GENERAL CONTRACTORS
OF MISSOURI (on behalf of Employers
represented by it for collective bargaining)*

BY 
LEN TOENJES
President

DATE: August 25, 2017

ST. LOUIS-KANSAS CITY CARPENTERS
REGIONAL COUNCIL

BY 
AL BOND
Executive Secretary-Treasurer

DATE: 8/25/2017

EMPLOYER NOT REPRESENTED BY AGC:

Covered Counties: _____

BY _____

(Name:) _____

(Title:) _____

*The AGC has furnished to the Union a list of the Employers represented by it for collective bargaining, showing for each Employer the counties in which this Addendum is applicable. The Union acknowledges receipt of such list.