

THE ST. LOUIS-KANSAS CITY CARPENTERS REGIONAL COUNCIL

REGIONAL COLLECTIVE BARGAINING AGREEMENT

MISSOURI/ILLINOIS INDEPENDENT AREA ADDENDUM

This Addendum, when executed by an Employer who is party to the Agreement entitled "General Terms and Work Rules" effective between such Employer and the St. Louis-Kansas City Carpenters Regional Council for the period August 1, 2017 through April 30, 2023 (the "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, Reynolds, Pike, Montgomery, and Audrain (East of Hwy 19), Counties and St. Louis City in Missouri AND Bond, Calhoun, Clinton, Jersey, Madison, Monroe, Randolph, St. Clair, Washington, Fayette, Marion, Clay, Richland, Edwards, Wayne, Hamilton, Wabash, Lawrence, Jefferson, Perry, Franklin, Gallatin, Williamson, Jackson, Saline, Union, Johnson, Alexander, Hardin, Massac, White, Pope, and Pulaski Counties in Illinois.

SCOPE OF WORK

Section 1: Occupational Scope: This agreement covers all work of all branches of the trade (as set forth in the Constitution) of the United Brotherhood of Carpenters and Joiners of America, as the same has been interpreted from time to time. The trade Autonomy of the United Brotherhood of Carpenters and Joiners of America includes, but is not limited to, the milling, fashioning, joining, assembling, erecting, fastening or dismantling to include the unloading and handling of all finished materials and materials of wood, plastic, metal, fiber, cork, and composition, and all other substituting materials. The unloading, handling, erecting, installing and dismantling of machinery and equipment and the manufacturing of all materials where the skill, knowledge and training of the Carpenters or Joiners are required either through the operation of machines or hand tools. The claim of jurisdiction, therefore, extends over the following divisions and sub-divisions of the trade Carpenters and Joiners; millwrights, Pile Drivers, Bridge, Dock and Wharf Carpenters, Underpinners and Timbermen; Shipwrights, Boat Builders, Ship Carpenters, Joiners and Carpenters; Cabinet Hands, Bench Hands, Stair Builders, Millmen; Concrete specialist and Finishers; Shinglers, Shorer and House Movers; Loggers, Lumber and Sawmill Workers; Furniture Workers; Box Makers, Railroad Carpenters and Car Builders; and all those engaged in the operation of Woodworking or other machinery required in the fashioning and milling of products used in the trade or engaged as helpers to any of the above divisions, or sub-divisions, or the handling of materials on any of the above divisions or sub-divisions. When the term "carpenter" is used it shall mean all of the sub-divisions of Millwrights and Pile Drivers. The carpenter,

millwright, pile driver, will operate fork truck, boom truck, air and electric hoists, motor driven pallet trucks, tuggers, belt pulling machines and other powered equipment as a tool of the trade.

General Carpentry: The work of the Carpenters consists of milling, fashioning, joining, assembling, erecting, fastening, unloading and handling or dismantling of all finished materials to include all ceiling tile components and access flooring systems. The construction of all wood and cold formed metal framing, and the installation of all materials attached to wood or metal framing, is installed by the carpenter. All other substitute material using hand tools or power tools incidental to the trade and to include burning, welding, rigging and the use of any instruments or tools for layout work.

The layout work for all buildings, houses, foundations, etc., to include the erection of all batter boards and to include the use of all tools and instruments in connection thereof, to include driving of all stakes and hubs as required.

The unloading, handling and installation of all piling for building and structures of all types whether of wood, metal or concrete. The installation of all sheet piling and bracing of same. The installation of any shoring, underpinning and lagging to include the unloading and handling. The installation of caissons cut-off of all pile and the removal of all materials pertaining to Pile Drivers' work. Assembly of crane, leads, hammer, and repair and maintenance of this equipment.

Concrete Forms: The fabrication, erection, stripping and dismantling of concrete forms to include hardware, braces, stiff backs, walers and other appurtenances whether of wood, metal or composition materials for all concrete form work. This includes, but is not limited to footing forms, wall forms, foundation forms of all descriptions, forms for concrete floors, beams and columns including shoring, the driving of all stakes as required, and the installation of all braces, screeds, bulkheads, the setting of all anchor bolts and any rigging thereof. The fabrication, erecting and dismantling of falsework to include all shoring and scaffolding.

Precast: The unloading, handling, rigging, setting, fastening, welding, alignment, leveling and bracing of precast concrete members, the removing of the picking eyes, installation of expansion joints and fillers of rubber metal Styrofoam, oakum, neoprene rope, caulking or substitute materials used for sealing joints.

The fabrication and erection of all frame work for prefabricated walls and trusses for houses, apartments and similar structures of any and all descriptions. The unloading, handling and erection of prefabricated components for houses or apartments or other buildings to include walls, floors and trusses whether manufactured on the jobsite or in a manufacturing plant. The unloading, handling and installation of all materials for exterior trim on houses or apartments including siding, windows, doors, other exterior trim including fascias, soffits, moldings and roof covering materials. The unloading, handling and installation of all material for interior trim on houses or apartments including but not limited to paneling, drywall, flooring, moldings, doors and frames, cabinets, stairways, all other materials classified as trim and the installation of all hardware of any type or description.

The fabrication, erection of all frame work, blocking and furring whether of wood or cold formed metal on commercial, institutional, or industrial buildings. The unloading, handling and installation of exterior trim materials whether of wood, metal or composition, on commercial, institutional, or industrial

buildings, to include, but not limited to, windows, doors, and frames, siding, fascia and soffits, canopies, store fronts, etc., and to include any blocking, furring and framing thereof. The fabrication and erection of all partitions on commercial, institutional and industrial buildings whether of wood, metal or composition materials. The installation of all wall, ceiling and access floor systems materials of wood, metal or composition materials on commercial, institutional and industrial buildings. The installation of all materials of wood, metal or composition materials on commercial, institutional or industrial buildings classified as interior trim such as molding, shelving, trim of all types and descriptions.

Insulation: The unloading, stock piling, and installation of all insulating construction materials.

Fire Stopping: The carpenter will perform the unloading, handling and installation of all fire stop protection products. This includes the application of all fire stop systems in or on any structure in which fire could threaten life safety, or the soundness of the structure; this includes any head of wall joints, edge of slab joints, expansion joints, pipe and conduit penetrations. This type of installation includes caulking, trowelling, stuffing and spraying.

Walk-In Coolers: Unloading, handling and installation of all doors and frames, walk-in coolers, whether of wood, metal or composition materials on commercial, institutional or industrial buildings.

Shielded Rooms: The unloading, handling, installation of all materials required for R F shielded and MRI type rooms.

Standing Seam Roofs: All aluminum and composition siding, metal standing seam roofs, gutters and downspouts.

Powered Equipment: The operation of equipment, trucks, welding machines, air compressors, air chuggers, overhead cranes, winches, air and electric hoists, scissor lifts, snorkel lifts, man lifts, forklifts and boom trucks shall be considered tools of the trade and will be operated exclusively by carpenters when used in conjunction with work being done by carpenters.

Interior Systems: The unloading, handling and application of manufactured acoustical material of all types and descriptions and no matter what the method of installation. The installation of acoustical suspended ceilings in their entirety, including the installation of all hangers, channels, framing and trim whether of wood, metal or other materials; the installation of all insulation whether glued, nailed or blown.

The carpenter will unload and assemble all components of the access flooring system (computer flooring).

The installation on all buildings or materials of all types classified as "Drywall" including the installation of the wallboard by any means and the installation of wood and cold formed metal studs or framing in connection therewith.

The building, erection and dismantling of scaffolding and staging.

The unloading, handling, building and erecting of store, office, bank or other fixtures, racks, shelves, whether of wood, metal or other materials. The installation of all laboratory equipment including

cabinets, workbenches, fume hoods, bookcases, cabinets either separately or used in conjunction with heating and/or air-conditioning units, exhaust hoods, blackboards, bulletin boards, and billboards. The assembling and setting of all seats, bleachers, fixed and retractable, in the theatres, halls, churches, school, banks and stadiums.

All work in connection with the unloading, installation, handling, erection and or application of all materials and component parts of walls and partitions regardless of their installation, attachment or connection, including but not limited to the following items: all floor and ceiling runners, studs, stiffeners, cross bracings, fireblocking, resilient channels, furring channels, doors and windows including frames, casing moulding, base accessory items, gypsum or drywall materials, laminated gypsum systems, backing board, finish board, fireproofing of chase, manufactured sound and thermal insulation material, fixture attachment including all layout work, preparing of all openings for lights, air vents or other purposes and all necessary related work in connection therewith.

Drapery, shades and venetian blinds including the unloading, handling, fitting, measuring and hardware installation.

Recreational Equipment: Playground equipment, sports equipment of all types, swimming pool slides, diving boards, and accessories will be unloaded and installed by carpenters.

Floor Laying: The unloading, handling, and stockpiling of all floor covering materials will be by the carpenters, if members of Local 1310 are not on the jobsite.

Dryvit System: Mechanically fastened dryvit systems and scaffolding as required will be unloaded, handled and installed by the carpenter.

Pile Driving: The work of the pile driver consists of unloading, handling and driving of wood pile and the cutting, heading and pointing of same, including the driving of all steel piling, including pipe sheeting, H-beams, wood or precast wood lagging, I-beams, tie backs, the driving of cofferdams, the installation and removal of all bracing and walers; the erection of all trestles, falsework and docks; the jobsite erecting and dismantling of derricks, A-frames, cranes and gin poles, when used in connection with pile driving work; the cribbing, shoring and underpinning of buildings when pile driving is involved; the erection, dismantling and jacking of pileload tests; the loading, unloading and distribution of all piling; the maintenance of pile driving equipment, including the operation of controls on Vibrapack hammer, the fueling and maintenance of diesel hammers, handling of all leads, drill rigs, hoses, crane mats, repairs on leads, hammer and all pile driving equipment of any description or manufacture; all burning, welding and splicing of piling, including welding of all end plates and bearing plates prior to driving and after installation of all piling, except for mill fabrication and manufacturing; the job site preparation of all barges, welding of wenchers.

Millwright: The work of the Millwright consists of power rigging and installation of engine motors, dynamos, generators, turbines, printing presses, conveyors, dryers, air compressors, fans, blowers, pumps, extruders, papermaking machines, ball mills, roller mills, hammer mills, bucket elevators, manlifts, bottling-canning factory equipment or any other mechanical device and installation of flywheels, sheaves, pulleys, or drivers on same. The rebabbiting of machinery, the cutting, burning

and fabricating of all supports connected therewith. The installation of all laundry, kitchen conveyors and power driven conveyors.

All fabrication, installation, dismantling and maintaining of all conveyors, including screw, bolt, bucket, roller and slat spiral chutes and all channel type free trolley I-beams and all types of monorails and machinery rails, including conveyors built of wood, steel, pipe, or fiber, riveted, bolted, welded and all supports and adjuncts connected therewith. All fabrication installation, dismantling and maintaining of all chain-type, and draglines necessary for their installation. All grain handling devices, all scales, grain mills, crushers, and beaters. Drivers, such as rope, belt, chain, friction gears and rawhide. Driver screens, drive belts and gears, extractors and expellers, agitators, barrel hoping machines, sewing machines and case sealing machines. Setting and maintaining of all portable mixers, the making, setting, drilling and pouring of all bolts for the installation of machinery and equipment. All stamping, printing and reproduction machinery.

Coal handling machinery, drive crushers and conveyors of steel or wood, pile or fibre. Framing and setting of all bridge trestles of wood, all foundations beams or timber used for the reception of machinery. The handling of both hand and power rigging. The erection of all derricks to be used by millwrights and the installation, dismantling of all machinery and equipment in flour, cereal, cotton, wool, twine, paper, steel saw mill, cement plant, power houses, sugar refineries, fertilizing plants, ice plants, breweries distilleries, grain elevators, feed mills and other factories where shafting and machinery is used and any other work where millwright tools are used. The installation of recreational equipment in connection with bowling alleys, such as pin-setters and related equipment in its entirety. The handling of hand-power rigging and cribbing required to unload, transfer, assemble, disassemble and set machinery, equipment and its adjuncts. The installation of rigging beams whether they be temporary or permanent. The installation of cable draglines and its guides, all hydraulic cylinders and linkage whether they be operated by air, oil or electricity; transfer cars and its rails for heat treat or similar furnaces. The installation of x-ray equipment including hollow metal doors and jambs. The fabrication and erection of all scaffolding required for the installation of machinery and equipment. The fabrication, setting and dry packing of shims, sole plates, and machine bases, whether they are steel, wood or fiber for the installation of machinery equipment and its adjuncts. The installation of dam rollers in its entirety and its adjuncts. The power rigging and installation of all machinery and equipment and the installation of live bin bottoms, and rotary feeders. The rigging and installation of paper, steel, plastic, aluminum rolling mills and related equipment. The installation and fabrication of machinery and conveyor bases, headers, and hangers. The installation of cooling towers regardless of type of material, installation, fabrication and welding of plastic materials. The power rigging and installation of sewage disposal systems, pollution equipment, bakery equipment, meat processing equipment, rendering equipment; supermarket warehouse equipment and the removal and disassembly of machinery and equipment to be salvaged for reuse. The running in of all machinery; the covering, making and installation of all skids for machinery regardless if they are wood steel, or fibre and removing the same; the erection and fabrication of all pallet racks, the installation of gym equipment such as basketball back stops; the installation of all load cells, indicators and magnetic separators regardless of type, installation of floor rails regardless of type; and the installation of rails for transfer cars, gantry and overhead cranes regardless of size or type; and installation of all materials handling conveyor whether they are temporary or permanent; the handling of all optical tooling equipment, transits and precision instruments for the

setting of machinery; and installing of anchor bolts, cinch anchor and any device for the securing of machinery and its adjuncts; the forming, mixing of grout, grouting and dry packing of machinery, the installation of rotary valves, slide valves (mechanical and hand-operated), chutes and spouts regardless of gauge; and the steam cleaning of all machinery; the handling, cleaning, erecting, installing and dismantling of all machinery and equipment; the installation of shoe cleaning machines and traveling walk-ways, the drilling, tapping, honing, broaching, lapping; the handling, setting and machining of all sole plates regardless of what they support; all drilling, tapping and welding that may be required; lubrication of all equipment and machinery is the work of the Millwrights; any exterior forms of the containment vessel; the complete setting and leveling by any means of the rig girder or bases plus any necessary cleaning, scraping or machining; all apertures, openings, including access door frames, etc., in the containment vessel will be rigged, placed, aligned, and secured by Millwrights; the placing, leveling and aligning of the reactor vessel, including the use of optical instruments, laser or laser beams; the installation and securing of biological shield interior plates; exterior plates and/or forms for biological shields where void is poured with concrete shall be considered a form and shall be placed and secured in its entirety by Millwrights; the precision alignment and leveling, including bolting and cleaning, scraping and the measuring and torqueing of bolts; installation of the rod pressure housing; push rods and mechanical equipment in connection with same; installation of control rods and drives, shut down rods and drives and guide sleeves, the field welding in conjunction with the control rod drive housing will be performed by Millwrights.

The wiring or core starters, core winders or any similar work on machinery. The handling and installation of vibratory conveyors, extruders, testing equipment, laboratory equipment, and dynamometers will be performed by Millwrights. The set up and operation of all machine tools on the job site whether they be portable or stationary, such as lather, milling machines, shapers, saw grinders, etc., used for the setting and fitting of any equipment. The setting, welding and installation of all cribbing. The assembly of ladle cars. The installation of lubricators and the lubrication of all machinery and equipment, the installation and handling of all garage equipment including hoists, wash racks and aligning equipment. The rigging and setting, the installation of all stage equipment, stage lifts, background equipment, curtains, cables, shives, hydraulic devises, theatre screens and all other related stage equipment installed in art buildings, theatrical buildings and music buildings. The rigging, setting, fabrication, re-fabrication, welding, bolting and installation of bin activators. The mixing, rodding and placing of all cement base materials, grout, porrok or any other material or substance used for pumps, compressors, machinery, conveyors or any other equipment and related equipment that is installed by Millwrights. The installation, rigging and setting of all dental chairs and related dental equipment. The installation of all conveyor systems in banks or savings and loan associations regardless of their function; all dock levelers. All start-up and run in for flushing of lubricating systems, filters and reservoirs. Lubricating systems and filters, after initial starting of pumps, compressors, machinery and equipment to be served shall be cleaned by Millwrights.

All cleaning of reservoirs and filling by any means of reservoirs. Control of all equipment used for purpose of heating and/or cooling the oil flowing through the lubricating systems. All rails regardless whether carrying mechanical activated equipment or not and the installation of all standard track.

The installation of all mail handling and postal equipment, chutes, spouts, conveyors and rigging, fabrication welding and re-fabrication of same. The unloading, installation of fillers, capers, crowners, labelers, pasteurizers, washers, sealers, glue machines, loaders, palletizers and conveying equipment. Operation of fork trucks, boom trucks, and vehicles to transport tools and equipment used by employees in the Bargaining Unit or to transport personnel.

The tying, nailing and fastening of all wire and metallic lathe such as wire cloth, wire mesh, expanded metal lathe, and all rib and flat expanded metal lathe and wire of all descriptions as well as the placing of all hangers and all inserts used for the purpose of supporting suspended ceilings of any of the above types of light iron and metal furring which receives lathe and plastic or acoustical materials; the placing of all types of floor lathe, and all other appurtenances connected therewith.

The unloading, handling and erection of all metal plastering accessories such as meal corner beads, door and window chasing beads, metal picture mold, metal chair rail, metal base and base screed, and any and all other metal plastering accessories which are covered and /or serve as a ground, guard or screed for plaster material.

The handling on the job site of all material or materials falling within the trade jurisdiction of the Lathers from the site of delivery on the job to the point of the job where work is to be performed with said materials.

The work of the fabrication of all materials on a job shall be assigned to journeyman lathers and apprentices.

In the event another craft employed by the Contractor claims work listed above, the Contractor should assign such work so that it is performed in the most efficient manner and/or consistent with similar assignments made in the past by the Contractor.

DEFINITIONS OF COMMERCIAL AND RESIDENTIAL CONSTRUCTION

This section defines when commercial wage rates apply and when residential wage rates apply. In no event shall the residential wage rates apply to work covered by the Davis-Bacon Act or the prevailing wage law of any state or municipality.

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. On Residential projects, carpenters shall receive the current Residential negotiated wage, as set forth below, for all work performed at the job site.

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 a retail space. Club houses that provide retail space are to be compensated at the Commercial rate of pay.

FUND 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 or CARPENTERS' PENSION FUND OF ILLINOIS (Geneva), as applicable, and the Employer agrees to be bound by that trust agreement.

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, CARPENTERS' PENSION FUND OF ILLINOIS, or CARPENTERS DISTRICT COUNCIL OF KANSAS CITY PENSION FUND 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) / Home Building Industry Advancement Fund (HBIAF) – In addition to the per hour wage rate, the Employer shall contribute at the appropriate hourly rate indicated below as "CTAF" or "HBIAF" for each actual hour worked by each employee covered by this Agreement. Effective for the period ending on April 30, 2018, such contributions shall be paid to the ST. LOUIS CONSTRUCTION TRAINING AND ADVANCEMENT FOUNDATION (CTAF) for work performed on Commercial projects, or to the HOME BUILDING INDUSTRY ADVANCEMENT FUND (HBIAF) for work performed on Residential projects. Effective May 1, 2018, the Union may, at its sole discretion, divert any or all "CTAF" or "HBIAF" contributions to one or more industry advancement funds or foundations selected by the Union. Such diverted contributions shall be paid to the selected funds or foundations either directly by the Carpenters' Benefit Funds Office or, indirectly, through an escrow account. The Union shall furnish the Employer with

advance written notice in the event the Union elects to exercise its right to divert such contributions. The Employer shall pay all "CTAF" or "HBIAF" contributions with Estamps. The reporting, payment and administration of such contributions shall be governed by the terms of each of the trust agreements creating the respective funds or foundations, and the Employer agrees to be bound by those trust agreements.

Southern Illinois Construction Advancement Program (SICAP) - In addition to the per hour wage rate, the Employer shall contribute at the appropriate hourly rate indicated below as "SICAP" for each actual hour worked by each employee covered by this Agreement. Effective for the period ending on April 30, 2018, such contributions shall be paid to the Southern Illinois Construction Advancement Program (SICAP). Effective May 1, 2018, the Union may, at its sole discretion, divert any or all "SICAP" contributions to one or more industry advancement funds or foundations selected by the Union. Such diverted contributions shall be paid to the selected funds or foundations either directly by the Carpenters' Benefit Funds Office or, indirectly, through an escrow account. The Union shall furnish the Employer with advance written notice in the event the Union elects to exercise its right to divert such contributions. The Employer shall pay all "SICAP" contributions with Estamps. The reporting, payment and administration of such contributions shall be governed by the terms of each of the trust agreements creating the respective funds or foundations, and the Employer agrees to be bound by those trust agreements.

The Employer agrees to accept the terms of the Trust Agreement establishing the Southern Illinois Construction Advancement Program, its Rules and Regulations and the Trustees now serving. Primary purposes of the Fund, as set forth in the Trust Agreement, shall include the promotion of safety and accident prevention in the industry, public relationships and market development and other educational and informational betterment of such employees and the common good of the construction industry.

Upon sixty (60) days' written notification by the Employer Associations to the Union, monetary increases can be made to Employer contributions to the Southern Illinois Construction Advancement Program. It is agreed that such increase shall have no effect on the current wage rate. The Employer Associations shall be limited to one (1) such request per contract year other than the anniversary date.

Apprenticeship and 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' 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—C.I.T.F. - 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.

For commercial and residential hours worked, as each term is defined 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. For residential overtime hours worked 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. For residential overtime hours worked on or after May 1, 2018, an employee shall receive one (1) Estamp hour for each overtime hour worked during the pay period for time and one-half wage rates. For overtime hours worked on Sundays or holidays, an employee shall receive two (2) Estamps for each full overtime hour worked during the pay period. For commercial overtime hours worked during the period ending 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. On or after May 1, 2018, for commercial overtime hours worked Monday through Saturday, an employee shall receive one and one-half (1.5) Estamp hours for each full overtime hour worked in the pay period. For overtime hours worked on Sundays or holidays, an employee shall receive two (2) Estamp hours for each full 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 five 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 subcontractor or other person must be or become a party to a Collective Bargaining Agreement with this Union or another Union affiliated with the International Brotherhood of Carpenters and Joiners of America.

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

The contractor shall make available to the Carpenters 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, he may perform with his 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.

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.

PRE-APPRENTICE PROGRAM – RESIDENTIAL ONLY

Effective May 1, 2018, a new hire who has never been classified as a journeyworker or apprentice may, at the Employer's option, be employed as a Pre-Apprentice. Such employee shall be classified and compensated by the Employer as a Pre-Apprentice for not more than four hundred and eighty (480) working hours following the employee's hire date, provided that on or before the hire date, the Employer has furnished CJAP with a letter of intent to hire the employee as a Pre-Apprentice. The Employer and the Union shall be responsible for tracking the number of working hours spent by the employee as a Pre-Apprentice. Before performing any work for the Employer, the employee must have successfully completed the drug screening provided for in this Agreement and have been issued a permit by the Union.

The first one hundred and sixty (160) working hours of a Pre-Apprentice's employment shall be referred to as the "Orientation Period." During the Orientation Period, a Pre-Apprentice shall be paid not less than first-term apprentice wages, with no other Employer contributions required; in addition, the Employer shall be responsible for deducting Vacation Fund contributions, supplemental dues, and

market recovery contributions from the employee's paycheck. After the first one hundred and sixty (160) working hours, the Employer shall pay the Pre-Apprentice not less than first-period apprentice wages and shall make Health and Welfare Fund contributions on the employee's behalf at the first-term apprentice rate, with no other Employer contributions required; in addition, the Employer shall be responsible for deducting Vacation Fund contributions, supplemental dues, and market recovery contributions from the employee's paycheck.

On or before the employee's four hundred and eighty-first (481st) working hour of employment, the Employer shall furnish CJAP with a letter of intent to hire the employee as an apprentice, and the employee shall immediately enroll with CJAP as an apprentice. Beginning with the employee's four hundred and eighty-first (481st) working hour of employment, the employee shall be classified and compensated as an apprentice under the terms and conditions of this Agreement and Addendum.

A Pre-Apprentice shall perform work on residential construction projects only. In no event shall a Pre-Apprentice be permitted to perform work on a commercial or prevailing wage project.

INCORPORATION OF SIBA & HBA ADDENDUM AND SIDE LETTERS

All Addendums, Amendments and Side Letters between the Union and the Southern Illinois Builders Association (SIBA) and/or the Home Builders Association (HBA) presently in effect or entered into during the term of this Agreement are incorporated into and made part of this Agreement.

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

<u>WAGES</u>	<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>CTAF</u>	<u>JTF</u>	<u>CITF</u>	<u>TOTAL</u>
\$37.35*	\$7.00	\$9.25	\$.20	\$.50	\$.10	\$54.40

*Includes one dollar (\$1.00) per hour vacation estamp in lieu of cash, one dollar and forty-nine cents (\$1.49) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund.

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:	\$59.62**	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 county of Jefferson, Franklin, Lincoln, and Warren Counties Missouri on projects UNDER \$1,000,000.00

COMMERCIAL

<u>WAGES</u>	<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>CTAF</u>	<u>JTF</u>	<u>CITE</u>	<u>TOTAL</u>
\$32.26*	\$7.00	\$9.25	\$.20	\$.50	\$.10	\$49.31

*Includes one dollar (\$1.00) per hour vacation Estamp in lieu of cash, one dollar and forty-nine cents (\$1.49) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund.

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

COMMERCIAL

<u>WAGES</u>	<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>CTAF</u>	<u>JTF</u>	<u>CITE</u>	<u>TOTAL</u>
\$33.78	\$7.00	9.25	\$.20	\$.50	\$.10	\$50.83

*Includes one dollar (\$1.00) per hour vacation Estamp in lieu of cash, one dollar and forty-nine cents (\$1.49) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund.

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

COMMERCIAL

<u>WAGES</u>	<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>CTAF</u>	<u>JTF</u>	<u>CITE</u>	<u>TOTAL</u>
\$32.01*	\$7.00	\$9.25	\$.20	\$.50	\$.10	\$49.06

*Includes one dollar (\$1.00) per hour vacation Estamp in lieu of cash, one dollar and forty-nine cents (\$1.49) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund.

**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 and Millwrights working in Bond, Calhoun, Clinton, Jersey, Madison, Monroe, Randolph, St. Clair, and Washington Counties in Illinois:

COMMERCIAL

<u>WAGES</u>	<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>CTAF</u>	<u>JTF</u>	<u>CITF</u>	<u>TOTAL</u>
\$37.35*	\$7.00	\$9.25	\$.20	\$.50	\$.10	\$54.40

*Includes one dollar (\$1.00) per hour vacation estamp in lieu of cash, one dollar and forty-nine cents (\$1.49) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund.

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:	\$59.62**	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 and Millwrights working in Fayette, Marion, Clay, Richland, Edwards, Wayne, Hamilton, Wabash, Lawrence, Jefferson, Perry, Franklin, Gallatin, Williamson, Jackson, Saline, Union, Johnson, Alexander, Hardin, Massac, White, Pope, and Pulaski Counties in Illinois:

COMMERCIAL

<u>WAGES</u>	<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>SICAP</u>	<u>JTF</u>	<u>CITF</u>	<u>TOTAL</u>
\$34.61	\$7.00	9.25	\$.20	\$.50	\$.10	\$51.66

*Includes one dollar (\$1.00) per hour vacation estamp in lieu of cash, one dollar and forty-nine cents (\$1.49) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund.

FOREMAN: One dollar and fifty cents (\$1.50) per hour above journey level rate \$36.11

GEN. FOREMAN: Two dollars (\$2.00) per hour above journey level rate - \$36.61

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:	\$53.26**	Double time rate:	\$69.22**
Foreman time and one-half rate:	\$55.51**	Double time rate:	\$72.22**
Gen. Foreman time and one-half rate:	\$56.26**	Double time rate:	\$73.22**

**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 Residential Carpenters covered by this addendum:

RESIDENTIAL

<u>WAGES</u>	<u>HEALTH & WELFARE</u>	<u>PENSION</u>	<u>HBIAF</u>	<u>JTF</u>	<u>CITF</u>	<u>TOTAL</u>
\$28.61	\$7.00	\$9.25	\$.20	\$.50	\$.10	\$45.66

*Wage includes one dollar (\$1.00) per hour vacation estamp in lieu of cash, one dollar and fourteen cents (\$1.14) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund. Total deduction is \$2.34 per hour.

FOREMAN: Ninety cents (\$.90) per hour above journey level rate - \$29.51

GENERAL FOREMAN: One dollar and thirty cents (\$1.30) per hour above journey level rate - \$29.91

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:	\$44.09**	Double time rate: \$57.22**
Foreman time and one-half rate:	\$45.44**	Double time rate: \$59.02**
Gen. Foreman time and one-half rate:	\$46.04**	Double time rate: \$59.82**

**Wage includes \$4.68 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**

WAGE AND FRINGE BENEFIT INCREASES EFFECTIVE MAY 7, 2017
COMMERCIAL AND RESIDENTIAL APPRENTICES
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

*WAGE INCLUDES: sixty-three cents (\$.63) per hour supplemental dues to be deducted from net pay

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

**WAGE INCLUDES: seventy-four cents (\$.74) per hour supplemental dues to be deducted from net pay

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

***WAGE INCLUDES one dollar (\$1.00) per hour vacation stamp in lieu of cash, one dollar and fourteen cents (\$1.14) per hour supplemental dues and twenty cents (\$.20) per hour Market Recovery Fund (\$2.34 per hour to be deducted from net pay).

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*

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*

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*

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

Effective May 1, 2018: \$1.14 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*

Effective May 1, 2019: \$1.17 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*

Effective May 1, 2020: \$1.20 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*

Effective May 1, 2021: \$1.23 per hour in wages or fringe benefits to be determined by the Trustees of the Pension and Health & Welfare Funds*

Effective May 1, 2022: \$1.26 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, which corresponds to an apprentice's term in the apprenticeship training program, is determinable by reference to the percentages expressed in the foregoing wage/benefit table.

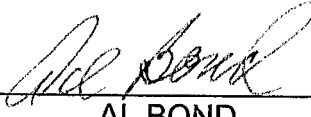
THE ST. LOUIS-KANSAS CITY CARPENTERS REGIONAL COUNCIL
REGIONAL COLLECTIVE BARGAINING AGREEMENT
MISSOURI/ILLINOIS INDEPENDENT AREA ADDENDUM

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

EMPLOYER/CONTRACTOR

St. Louis-Kansas City Carpenters
Regional Council

BY _____
Contractor Representative Signature

BY 
AL BOND
Executive Secretary-Treasurer

DATE: _____

DATE: 7/26/2017

BY _____
Contractor Representative Please Print

Company Name

Address

City State Zip Code

Phone Number (Include area code)

FAX Number (Include area code)

Email address: _____

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