

**AGREEMENT
BETWEEN**

CENTRAL ILLINOIS MASON CONTRACTORS ASSOCIATION

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and the

**PEORIA CHAPTER
BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL #6 ILLINOIS**

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TRADES

Bricklayers, Pointer-Cleaner-Caulkers, Stone Masons

JURISDICITON

Fulton, Henderson, Knox, Marshall, Peoria, Tazewell, Warren and Woodford Counties

Effective: JUNE 1, 2021 - MAY 31, 2024

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
I	Purpose - - - - -	3
II	Parties and Definitions - - - - -	3
III	Duration - Termination – Amendment - - - - -	3
IV	Union Recognition - Union Security - - - - -	4
V	Hours of Work - - - - -	4
VI	Shift Work - - - - -	5
VII	Wages and Fringe Benefits - - - - -	5
VIII	Overtime - - - - -	9
IX	Holidays - - - - -	9
X	Foreman and Supervisors - - - - -	9
XI	Payday - - - - -	10
XII	Reporting for Work - - - - -	10
XIII	Work Limitations - - - - -	11
XIV	Hiring Preferences - - - - -	11
XV	Apprentices - - - - -	11
XVI	Furnishing Tools - - - - -	12
XVII	Stewards - - - - -	13
XVIII	Drug and Alcohol Policy - - - - -	13
XIX	Safety - - - - -	15
XX	Duties of Employer - - - - -	16
XXI	Union Access - - - - -	16
XXII	Dismissal - - - - -	16
XXIII	Contracting - - - - -	16
XXIV	Scope of Work - - - - -	17
XXV	Work Rules and Conditions - - - - -	23
XXVI	Delinquent Employers - - - - -	24
XXVII	Grievance Procedure - - - - -	25
XXVIII	Jurisdictional Dispute Procedure- - - - -	27
XXIX	Discrimination - - - - -	27
XXX	Territorial Jurisdiction - - - - -	27
XXXI	Subcontracting - - - - -	27
XXXII	Separability and Savings Provision - - - - -	27
	Addendum "A" - - - - -	29

ARTICLE I
PURPOSE

The purpose of this Agreement is to set forth articles of agreement between the two parties heretofore mentioned, regarding hours of work, working conditions, wages, apprenticeship training, to procure and improve quality of work and to establish an effective and impartial procedure for the peaceful settlement of grievances and disputes.

ARTICLE II
PARTIES AND DEFINITIONS

SECTION 2.1. Parties: This Agreement is entered into this first day of June, 2021, by and between the Central Illinois Mason Contractors Association (hereinafter referred to as the Employer), and other contractors who are signatory hereto or who may become signatory hereto (hereinafter referred to as the Employer), and the Peoria Chapter of Local Union No. 6 of Illinois of the International Union of Bricklayers and Allied Craftworkers (hereinafter referred to as the Union).

SECTION 2.2: Definitions. Employer: The term "Employer" as used herein shall mean any member of the Central Illinois Mason Contractors Association or signatory contractor who employs journeyman and/or apprentice employees on work falling within the job classifications and jurisdiction of this Agreement.

Union: The term "Union" as used herein shall mean the Peoria Chapter of Local Union No. 6 of Illinois of the International Union of Bricklayers and Allied Craftworkers.

Employee: The term "employee" as used herein shall mean and include all journeyman and/or apprentice members in good standing or employees working under the jurisdiction of the Peoria Chapter of Local Union No. 6 of Illinois of the International Union of Bricklayers and Allied Craftworkers.

Bricklayer: The term "Bricklayer" as used herein shall be interchangeable with the term "employee" (as herein described) and shall collectively refer to all Bricklayers, Stone Masons, Blocklayers, Pointers, Cleaners and Caulkers, as well as any other specialty craft under the jurisdiction of the International Union of Bricklayers and Allied Craftworkers and their apprentices.

ARTICLE III
DURATION - TERMINATION - AMENDMENT

SECTION 3.1. This Agreement shall be effective commencing June 1, 2021, shall continue in full force to and including May 31, 2024, and shall be automatically continued yearly thereafter unless written notice of decision to negotiate a new Agreement, in whole or in part, is given in writing by either party to the other not later than sixty (60) days but no more than ninety (90) days prior to the expiration date or any anniversary date thereafter. The parties may at any time mutually agree to change or amend any part of this Agreement and such changes or modifications shall not affect the continuing nature of this Agreement.

SECTION 3.2: Individual Employers signatory hereto who are not members of the said Association agree to be bound by any amendments, extensions or changes in this Agreement agreed to between the Union and the Association and further agree to be bound by the terms and conditions of all subsequent contracts negotiated between the Union and Association unless sixty (60) days, but no more than ninety (90) days prior to the expiration of this or any subsequent agreement, said non-member Employer notifies the Union in writing that it revokes such authorization. Further, said non-member Employer agrees that notice served by the Union upon said Association and mediation services for reopening, termination or commencement of negotiations shall constitute notice upon and covering the non-member Employers signatory hereto.

ARTICLE IV
UNION RECOGNITION - UNION SECURITY

SECTION 4.1. Union Recognition: The Employer, signatory to this Agreement, agrees to recognize the Union, its agents, representatives and successors as the exclusive bargaining agent for all Bricklayers, Stone Masons, Bricklayers, Pointers, Cleaners and Caulkers, as well as any other specialty craft under the jurisdiction of the International Union of Bricklayers and Allied Craftworkers and their apprentices employed by the Employer within the territorial jurisdiction of the Union.

SECTION 4.2: Union Security: All members who are now members of the Union on the effective date of this Agreement shall remain members of the Union as a condition of employment during the term of this Agreement. New employees shall be required to become and remain members of the Union as a condition of employment from and after the eighth day following the date of their employment or the effective date of this Agreement, whichever is the latter. Members and employees referred to in this paragraph shall hereinafter be collectively referred to as Bricklayers.

ARTICLE V
HOURS OF WORK

SECTION 5.1. Except as noted in Sections (5.5) and (5.6) of this Article, the standard work day shall consist of eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m., with a 30-minute unpaid lunch period occurring from 12:00 noon to 12:30 p.m. The standard work week shall consist of five standard work days commencing on Monday and ending on Friday, inclusive.

SECTION 5.2: Employees shall be at the gang box at starting time.

SECTION 5.3: Break time: An employee will only be allowed to drink non alcoholic beverages at approximately mid-morning, providing that the beverage is to be consumed at the man's approximate work location and that the time required to do so be kept to ten (10) minutes.

SECTION 5.4 If the employees are required to perform their duties through the lunch period and not permitted to receive a lunch period, they shall be compensated for their lunch at the applicable overtime rate.

SECTION 5.5: Special Starting Time: In order to take advantage of daylight hours, weather conditions, shift or traffic conditions, the Employer may elect to work eight (8) consecutive hours between the hours of 6:00 a.m. and 4:30 p.m. with a one half (1/2) hour unpaid lunch period between the fourth and fifth hour after starting time. Notice of a change in starting time must be given forty-eight (48) hours in advance and all employees of the Employer on the job site shall have the same starting time except when other arrangements are mutually agreed to between the Employer and the authorized Local Union Representative.

All time worked before the established starting time and after quitting time shall be overtime and shall be paid for at the overtime rate provided for in this Agreement. Further if an employee works during the established lunch period, he shall be paid at the overtime rate provided for in this Agreement.

SECTION 5.6: By mutual agreement between the Employer and the authorized Local Union Representative, the Employer may work four (4) ten (10) hour days Monday through Friday, with overtime being paid after ten (10) hours in a day and forty (40) hours in a week at time and one half (1 ½). Saturday, Sunday and holidays under this clause will be paid at the double-time rate.

SECTION 5.7: While working Monday through Friday if one (1) or more days are lost to inclement weather, the Employer will be allowed to work up to eight (8) hours Saturday at the straight time rate. However if any employees of the Employer receive overtime for working on this project on Saturday then this section will be null and void and the overtime provisions of this agreement will apply to Saturday work. Working a Saturday makeup day will be voluntary by the employee as well as the Employer. No employee will be discriminated against for not working the Saturday makeup day. All Saturday makeup will be scheduled for an eight (8) hour shift.

The Union shall have the right to refuse this clause to any contractor who abuses it in any way

ARTICLE VI **SHIFT WORK**

SECTION 6.1. Except as noted in Article V, Section (5.6), when so elected by the Employer shifts of at least three (3) consecutive regular work days duration may be worked. When two (2) or three (3) shifts are worked: The day shift shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Employees on the day shift shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours of work.

SECTION 6.2: The evening shift shall be worked from 4:30 p.m. to 12:30 a.m. Employees working the evening shift shall receive eight (8) hours pay at twenty-five cents (\$.25) over the regular hourly wage rate for seven and one half (7 1/2) hours of work.

SECTION 6.3: The night shift shall be worked from 12:30 a.m. to 8:00 a.m. Employees working the night shift shall receive eight (8) hours pay at fifty cents (\$.50) over the regular hourly rate for seven (7) hours of work.

SECTION 6.4. A thirty (30) minute lunch period occurring in the middle of each shift shall be allowed on each shift.

SECTION 6.5: A shift clause shall apply on regular week only, 8:00 a.m. Monday through 8:00 a.m. Saturday. All other work performed on Saturday, Sunday or holidays and all hours worked other than the regular shift hours shall be paid at the applicable overtime rate in this Agreement.

SECTION 6.6: There shall be no pyramiding of rates and double the straight-time rate shall be the maximum compensation for any hour worked.

SECTION 6.7: If other hours and conditions are to be observed with respect to shift work they shall be by mutual consent of the contractor involved and the authorized Local Union Representative.

SECTION 6.8: SPECIAL SHIFT: By prior notification by the Employer to the Union, if a special shift is required by an owner and if the Employer is required to perform work which cannot be performed during working hours, employees may work a special shift and receive \$3.00 an hour over base rate for eight (8) hours work plus thirty minutes unpaid lunch after the fourth hour. No employee may work on a special shift if he has performed bargaining unit work that day during regular working hours. The Employer's request for this special shift must include the starting date, the approximate number of employees involved and the estimated conclusion date. Other terms and conditions may be agreed to between the authorized Local Union Representative and the Employer.

ARTICLE VII **WAGES AND FRINGE BENEFITS**

SECTION 7.1. The hourly base wage rates for all employees (except apprentices) performing work covered under this Agreement shall be as follows:

- (a) Effective June 1, 2021 to May 31, 2022: (see "Addendum A" for Journeyman and Apprentice wage and benefit schedule)
- (b) Effective June 1 2022 to May 31, 2023: \$1.65 per hour increase (Employer shall be notified in writing prior to June 1, 2019 of placement of increase)
- (c) Effective June 1, 2023 to May 31 2024: \$1 76 per hour increase (Employer shall be notified in writing prior to June 1 2020 of placement of increase)

SECTION 7.2: The Union shall have the option of allocating a portion or all of the increases in wage rates for the duration of this Agreement among the various benefit funds specified in Article VII

SECTION 7.3: In addition to the wages and other payments as herein provided, the Employer agrees, beginning on June 1 2021, and for the duration of this Agreement and for any renewals or extensions thereto, to pay the contributions equal to the sum for each hour paid which the Union has specified, or specifies from time to time and so advises the Employers in writing to the following designated funds:

(a) BUILDING TRADES DUES CHECK-OFF:

- (1) The contribution for Building Trades Dues Check-off shall be a total as specified herein for each hour worked or portion thereof, for which a covered employee receives pay
- (2) The Employer agrees that the Building Trades Dues Check-off shall be deducted from the covered employees' wages after all tax deductions have been made.
- (3) The payments required shall be submitted on forms supplied by the Union.

(b) CHECK-OFF AND LOCAL DUES:

- (1) The Employer shall deduct from the wages of each employee who has signed a check-off authorization conforming to federal law and transmit monthly to the Union (or to any agencies designated by said Union for the collection of such money), the sum for each hour worked which the Union has specified, or specifies from time to time and so advises the Employer in writing, as the portion of each employee's Union dues to said Union, to its International Union, or to any other affiliate of the International Union, subject to check-off. The sums transmitted shall be accompanied by a statement, in a form specified by the Union, reporting the name of each person whose dues are being paid and the number of hours each employee has been paid.

(c) TRI-COUNTY CONSTRUCTION LABOR-MANAGEMENT COUNCIL (TRICON):

- (1) The parties hereto recognize the value to the community and to the construction industry of a joint labor-management committee serving the construction industry. To this end the parties hereto in the future may mutually agree to participate in, support and, in part, (by terms to be set forth by Amendment to this Agreement) fund the operations of the Tri-County Construction Labor-Management Council (TRICON), which was established under an Agreement and Declaration of Trust, dated January 21 1985.

(d) HEALTH & WELFARE FUND:

- (1) The employer agrees to contribute to the Construction Industry Welfare Fund of Rockford, Illinois, the amount detailed in the Wage Addendum, calculated to the nearest hour worked (this is above the wage rate) for each Employee covered by this Agreement. The Construction Industry Welfare Fund of Rockford, Illinois, is administered by a Board of Trustees in accordance with the terms of a Trust Agreement, executed as of May 1, 1954. The Welfare Fund maintains a place of business at 1322 East State St - Suite 300, Rockford, IL 61104, or at such other place designated by the Trustees. Contributions of the Employer shall be forwarded to such business office together with report forms supplied for such purpose not later than the fifteenth (15th) day of the following month. By making payments in accordance with this signed Labor Agreement to the Construction Industry Welfare Fund each contributor shall become bound by the terms and provisions thereof. The Employer shall, however, have no responsibility to the Welfare Fund, except the making of payments as specified (failure to make such payments as specified shall

cause the Employer to be liable for claims arising from such negligence) and compliance with the rules and regulations agreed upon for the successful operation of this Welfare Fund.

Any EMPLOYER failing to make prompt and timely payment of contributions as stated above to the Trust named above shall, in addition to the aforesaid hourly contributions pay an additional amount of ten percent (10%) of the amount due in liquidated damages for failure to pay in accordance with this Agreement.

The EMPLOYER shall be liable for claims to the extent of benefits to which the Employee would have been entitled if the EMPLOYER had made the required contributions, and for all contributions and liquidated damages due thereunder, plus all legal fees incurred by the Trust Fund in enforcing the payment thereof

Final interpretation of the rules and regulations of the Welfare Fund and its administration shall rest solely with the Board of Trustees. The appointment of the respective Trustees is hereby confirmed and ratified, together with their successors, designated in the manner provided in said Trust Agreement.

In the event the Trustees of the Fund or the Union question the authenticity or accuracy of the information completed on the forms, or in the event of a belief that the amounts being transmitted are not in accordance with the terms of this Agreement, the Trustees of the Fund shall have the right upon reasonable notice to have an audit of the payroll records of employees covered by this Agreement made by a Certified Public Accountant. In the event a discrepancy discovered exceeds three percent (3%), the Employer shall bear accounting costs and shall be liable for all cost for collecting payments due, together with any attorney's fees and damages accessed by the Trustees.

The EMPLOYER shall furnish to the Trustees, upon request, such information and reports as the Trustees may require in the performance of their duties, including the following: weekly payroll journals, individual earnings records for all Employees paid on an hourly basis or who are in covered employment and quarterly withholding tax and FICA tax returns (Forms 941 and W-3). The Trustees, or any authorized agent of the Trustees, shall have the right at all reasonable times during the business hours to enter upon the premises of the EMPLOYER as may be necessary to permit the Trustees to determine whether the EMPLOYER is fully complying with the provisions regarding EMPLOYER contributions.

In the event the Trustees are required to file suit by reason of an Employees failure to maintain his monthly Health and Welfare contributions called for in this Labor Agreement and a judgment is rendered in favor of the Trustees, the Trustees will also be entitled to attorney's fees and court costs charged to receive such judgment.

Welfare contributions as negotiated in this Joint Agreement are payable monthly to the "Fund Office." These contributions and accounting of hours worked are due on the FIFTEENTH (15th) OF THE MONTH FOLLOWING THE MONTH THE HOURS WERE WORKED, AND ARE TO BE CONSIDERED DELINQUENT AFTER THE TWENTY-FIFTH (25th) OF THE MONTH FOLLOWING THE MONTH THE HOURS ARE WORKED. Such contributions shall not be considered wages. The union office is to supply all forms for reporting these contributions.

It shall be considered a violation of this Agreement for any Employer to fail to pay or comply with any provisions of this Article for any rule or regulation made by the Trustees administering the Construction Industry Welfare Fund. In the event that a union receives written notice from the Trustees that the Employer has failed to pay any sum due the Construction Industry Welfare Fund and that such failure has continued for forty-eight

(48) hours after an Employer has received written notice thereof the Union may withdraw the employees from such Employers employment until all sums due from the Employer have been paid in full. Such withdrawal of employees to collect contributions to the Construction Industry Welfare Fund shall not be considered a violation of this Agreement on the part of the Union and it shall not be a subject of arbitration.

If Employees are withdrawn from any job in order to collect contributions to the Construction Industry Welfare Fund, the employees who are affected by such stoppage of work shall be paid for lost time up to sixteen (16) hours provided that two (2) days notice of the intention to remove employees from a job is given to the Employer by the Union by registered or certified mail.

The payments required shall be submitted on forms supplied by the Union and shall be paid into the Construction Industry Welfare Fund, PO Box 7405, Carol Stream, IL 60197-7405.

(2) The payments required shall be submitted on forms supplied by the Union.

(e) LOCAL PENSION FUND:

- (1) The contribution to the Bricklayers and Allied Craftworkers Local No. 6 - Peoria Chapter Joint Pension Trust Fund, which was established under an Agreement and Declaration of Trust, dated August 31, 1977, shall be a total as specified herein for each hour worked or portion thereof, for which a covered employee receives pay
- (2) The payments required shall be submitted on forms supplied by the Union.

(f) INTERNATIONAL PENSION FUND:

- (1) The contribution to the Bricklayers and Trowel Trades International Pension Fund (IPF), which was established under an Agreement and Declaration of Trust, dated July 1, 1972, shall be a total as specified herein for each hour worked or portion thereof, for which a covered employee receives pay
- (2) Local #6 IL chose the Alternate Schedule of the Funding Improvement Plan, which will change each year. The increase will be funded each year out of any wage increases or the existing wage package.
- (3) The payments required shall be submitted on forms supplied by the Union.

(g) CENTRAL IL MASON CONTRACTORS ASSOCIATION INDUSTRY FUND:

- (1) The Central Illinois Mason Contractors Association Industry Fund current Trust Agreement is incorporated in and made a part of this Agreement and shall be binding on all signatory Employers employing workers under this Agreement.
- (2) Effective upon implementation of this Agreement, each signatory Employer will contribute for every hour worked by every Employee of the Employer covered by this Agreement. Industry Fund payments must be made monthly. Delinquent contribution payments are subject to penalties, interest, liquidated damages, and any other costs incurred during collection in accord with the CIMCA Industry Fund Trust Delinquency Policy
- (3) The CIMCA-IFT contribution rate shall not exceed one and one-half (1 ½%) of the journeyman wage rate. The CIMCA-IFT contribution rate will be determined by Industry Fund Trustees on an annual basis during the term of the Agreement. The funding of CIMCA-IFT is the obligation of the Employer over and above the total wage package.
- (4) The payments required shall be submitted on forms supplied by the Union.

(h) INTERNATIONAL MASONRY INSTITUTE:

- (1) The contribution to the International Masonry Institute, which was established under an Agreement and Declaration of Trust, 14 March 1981 as the successor to the predecessor International Masonry Institute (established under an Agreement and Declaration of Trust, 22 July 1970) and the predecessor International Masonry Apprenticeship Trust, (established under an Agreement and Declaration of Trust, 6

November 1974), shall be a total as specified herein for each hour worked or portion thereof, for which a covered employee receives pay and shall be allocated for market development and research and development.

(2) The payments required shall be submitted on forms supplied by the Union.

(i) APPRENTICESHIP AND TRAINING FUND:

(1) The contribution to the Bricklayers and Allied Craftworkers Local #6 Apprenticeship and Training Fund, which was established under an Agreement and Declaration of Trust, dated November 1995, shall be a total as specified herein for each hour worked or portion thereof, for which a covered employee receives pay

(2) The payments required shall be submitted on forms supplied by the Union.

SECTION 7.4. On all swinging rope and/or swinging cable scaffolds, the wage rate shall be twenty-five cents (\$.25) per hour over the regular rate of wages. This does not apply to Morgan type scaffolding.

SECTION 7.5: Operators of hand-held grinders operated for two (2) hours or more shall receive twenty-five cents (\$.25) per hour over the regular rate of wages.

SECTION 7.6: On all commercial and industrial fire and acid brick, including all other refractory materials, the wage rate shall be fifty cents (\$.50) per hour over the regular rate of wages.

SECTION 7.7: All bricklayers employed must receive the same rate of wages, either the minimum or any higher rate as the Employer sees fit to pay. However, once a higher rate is paid it must continue until all masonry work is completed on that job.

ARTICLE VIII OVERTIME

SECTION 8.1. Except as provided in Article V Section (5.6), all time worked before and after the established eight (8) hour work day Monday through Friday and all time worked on Saturday shall be paid for at the rate of one and one half (1 1/2) times the hourly base wage rate in effect. All time worked on Sundays and on the holidays specified in Article IX shall be paid for at the rate of double the hourly base wage rate in effect.

SECTION 8.2: The Employer shall notify the Union of any planned overtime before such work commences. All charges of violation of this section shall be processed in accordance with the procedure for handling grievances as described in Article XXVII of this Agreement.

ARTICLE IX HOLIDAYS

All work done on Sundays and holidays shall be paid for at the double time rate. The following holidays shall be celebrated as observed by the Federal Government: New Year's Day Memorial Day Fourth of July Labor Day Veteran's Day Thanksgiving Day and Christmas Day. Veteran's Day is to be celebrated the day after Thanksgiving. No work will be performed on Labor Day under any consideration, except in an extreme emergency and then only after consent is given by the authorized Local Union Representative. If a holiday falls on Saturday, it will be observed on the previous Friday. If a holiday falls on a Sunday, it will be observed on the following Monday.

ARTICLE X FOREMAN AND SUPERVISORS

SECTION 10.1. The Union acknowledges that the Employer may hire persons of its choice to supervise work. Such person or persons shall have authority to hire and fire and discipline unit employees and will exclusively represent management. While such persons should have knowledge and experience in the

Bricklayer craft, their qualifications and salary shall be determined by the Employer. An Employer may serve as his own supervisor.

SECTION 10.2: Whenever more than one (1) bricklayer is employed one of these bricklayers shall be designated as foreman. The foreman shall not exercise supervisory authority as defined in Section 10.1 but shall transmit work directives to the crew of bricklayers to which he is assigned and perform unit work and various lead functions as assigned.

SECTION 10.3: Employers and/or supervisors shall transmit their orders and directives through the foreman, except when the Employer or supervisor is an experienced practical bricklayer.

SECTION 10.4: All foremen shall be members of the bargaining unit covered by this Agreement and subject to the union security clause and grievance procedure.

SECTION 10.5: FOREMAN PAY: When one (1) and not more than sixteen (16) are employed, foreman's pay shall be one dollar and fifty cents (\$1.50) per hour over the regular rate of pay. When more than seventeen (17) are employed, foreman's pay shall be two dollars (\$2.00) per hour over the regular rate of pay.

ARTICLE XI PAYDAY

SECTION 11.1. PAYDAY AND HOLDBACK. Except as provided in Article V, Section (5.6), the regular payday shall be once a week on Friday except when payday is a holiday, then the last work day before the holiday shall be payday.

SECTION 11.2: Wages shall be payable before quitting time and are to be paid in cash, other legal tender or Electronic Fund Transfer (EFT). The weekly payroll shall end no earlier than the third day prior to payday. Accompanying each payment of wages shall be a separate statement identifying the Employer, showing the total earnings, the amount and purpose of each deduction and number of hours and net earnings.

SECTION 11.3: If no work on payday, the paychecks shall be available at the job site no later than one (1) hour from starting time at the customary place.

SECTION 11.4: When an employee is laid off or discharged their pay continues until paid in full, in cash or other legal tender. When employees quit of their own accord, they shall wait for the regular payday for their wages.

SECTION 11.5: If employees are made to wait beyond that time for their money they shall be paid regular rate of wages for all the time they wait.

SECTION 11.6: By mutual agreement, the authorized Local Union Representative and Employer may alter payday or holdback on any job site with reasonable cause.

ARTICLE XII REPORTING FOR WORK

SECTION 12.1. Bricklayers will be paid for only the hours worked unless they are retained at the job site by request of the Employer upon which they will wait until the Employer discharges them. They shall receive regular pay for waiting.

SECTION 12.2: Any bricklayer hired by an Employer or foreman to report to work at a specific time and not placed at work shall be paid two (2) hours of wages.

SECTION 12.3: Bricklayers who have been working for a contractor and laid off before they work two (2) hours in any one day shall be paid two (2) hours time not counting the previous day's work.

SECTION 12.4: When bricklayers are working in composite crews with other trades and where other trades have show-up time, bricklayers must receive the same.

SECTION 12.5: In no case shall the bricklayers wait without pay while scaffold is being built or the stocking up of scaffolds. Bricklayers will not wait without pay because of power failure.

ARTICLE XIII **WORK LIMITATIONS**

There shall be no limitation placed on the amount of work to be performed by any workman during working hours nor will any slowdowns, stand-by crews, or the paying or receiving of monies for services not actually performed be permitted except as outlined in this Agreement.

ARTICLE XIV **HIRING PREFERENCE**

SECTION 14.1. Subject to the policies regarding traveling members established from time to time by the International Union of Bricklayers and Allied Craftworkers, the Employer, when engaged in any construction work within the geographic area covered by this Agreement, shall, in hiring employees covered by this Agreement, give preference to persons residing or normally employed in the geographic area covered by this Agreement. All crews will be 50% local chapter members. The contractor has the right to exclude the first four (4) Local #6 IL Peoria or Bloomington Chapter members from the 50 / 50 ratio.

SECTION 14.2: The Employer shall be the sole judge of the competency and qualifications of individuals referred by the Union, and also of the number of employees required at any time. The Employer shall retain the right to reject any applicant referred by the Union.

SECTION 14.3: If, upon request, the Local Union is unable or fails within 48 hours (Saturdays, Sundays, and holidays excluded) to supply qualified employees including those with special skills, the Employer may secure such employees from any source.

ARTICLE XV **APPRENTICES**

SECTION 15.1. The Employer and the Union hereby agree to be bound by the terms of this Agreement between the Bricklayers and Allied Craftworkers Local No. 6 - Peoria Chapter and the Central Illinois Mason Contractors Association establishing an Apprenticeship Educational and Training Trust Fund which became effective in November 1995, and they further agree to participate in and support the activities of such Trust Fund and to abide by its rules and requirements governing the selection, qualification, education and training of all apprentices.

SECTION 15.2: It is recognized that failure to provide training opportunities for journeymen and apprentices, and the failure of these individuals to take advantage of these opportunities stands as an impediment to the competitiveness of the area's unionized construction industry. It is also acknowledged that training will have a discernible, positive effect upon productivity and quality for the industry. It is further noted that verifiable training offers a strong marketing concept for contractors, thereby enhancing employment opportunities for union labor. These concepts also promote pride and satisfaction in building tradesmen, which, in themselves, are marketable attributes.

Management and labor therefore pledge to work towards the development of intensified, innovative training programs designed to improve quality, safety and productivity in a competitive environment. To

this end, the Union may provide to Employers current lists of those tradesmen that successfully complete upgrade training programs so that they will be naturally rewarded through increased work opportunities for reinvesting in their collective futures.

It is further agreed that the Union will provide to management specific information on the scope of any journeyman upgrade training.

SECTION 15.3: Funds are to be expended only on the approval of a majority of the apprentice committee, and then only for the support, operation, and maintenance of the Apprentice Training Program.

No committee member shall receive any compensation for services in connection therewith.

An Employer who has in his employ five (5) or more journeymen employees on any project shall be required to employ one (1) apprentice, if available. An Employer shall employ one (1) additional apprentice on such project for every ten (10) additional journeymen in his employ subject to the availability of apprentices. Once hired, an apprentice shall not be laid off by an Employer so long as the Employer has in employ at all job sites a total number of journeymen employees meeting the above stated apprentice journeymen ratios. Apprentices may be discharged by the employer for cause, but the Employer shall notify a designated member of the Apprentice Committee prior to the discharge and the reason for same. Notice is not required at the end of a job.

Apprentices are not permitted to work on jobs where there is not a journeyman also employed.

No apprentice shall run the masonry saw over thirty (30) days a year

Apprentices - Rate of Pay plus fringe benefits

1 st Level	– 50%
2 nd Level	– 60%
3 rd Level	– 65%
4 th Level	– 70%
5 th Level	– 75%
6 th Level	– 80%
7 th Level	– 90%

To receive the next level wage increase, the apprentice must have worked 857 hours and have worked at least 6 months since the last raise along with the successful completion of all OJT forms and 144 hours of related instruction as required by the Department of Labor and the JATC Area Standards. JATC Apprentice Coordinator will inform contractors when requirements have been met.

ARTICLE XVI
FURNISHING TOOLS

SECTION 16.1. Employers shall furnish all mechanical or electrical tools or equipment required to install masonry work in a workman-like manner

SECTION 16.2: Bricklayers shall furnish all personal hand tools, which they use in the installation of masonry work.

SECTION 16.3: Employer shall be responsible for loss of bricklayer's tools and other belongings such as clothing only if stolen or lost through fire while in Employer's shed or gang box.

ARTICLE XVII
STEWARDS

SECTION 17.1. A permanent steward may be appointed by the authorized Local Union Representative on each job when bricklayers are employed and shall remain on that job until all masonry work is completed.

SECTION 17.2: All stewards shall work at the trade except when conducting their duties as steward.

SECTION 17.3: It is recognized by the parties of this Agreement that the Union stewards have no authority to induce or encourage any work stoppage or picketing and no such action by any steward shall be attributed to the Union.

SECTION 17.4. No steward shall be discharged for performing their duties as steward.

ARTICLE XVIII
DRUG AND ALCOHOL POLICY

SECTION 18.1. Employees are the contractor's most valuable resource and, for that reason, the health and safety of all employees is of paramount concern. Therefore, recognizing the importance of maintaining a safe, healthy working environment for all employees, Employers propose a policy that follows Substance Abuse and Mental Health Services Administration (hereinafter, SAMHSA, formally known as NIDA) guidelines. Contractors will develop and maintain a drug testing program for their employees and supervisory personnel. Testing may be done prior to employment, periodically (defined as no more than one time per individual in any 12-month period), upon reasonable suspicion and after a reportable accident (defined as an accident resulting in a death or injury requiring medical attention away from the scene, or significant property damage, estimated at the time of the accident to be \$5,000 or more for replacement or repair). Laboratories selected to perform testing will be SAMHSA certified. Possession, sale or use of alcohol (definition to be included in appendix to follow) or unauthorized prescribed medicines on the Employer's property site of construction, or during working hours regardless of location, shall be grounds for termination of employment. Employees must not report for work after use of any illegal substance or alcohol (as defined as a positive under this policy).

SECTION 18.2: All applicants for employment with any signatory contractor can be required to submit and pass a drug test at the Employer's expense. Should the Employer require a new applicant to be drug tested, that applicant shall be placed on the Employer's payroll before testing begins. If an employee is notified that the results are positive, they will be paid to the end of the day of notification in full. All drug testing will be performed during normal working hours.

SECTION 18.3: No test need be performed, however if the applicant has been employed by a contractor covered by this Agreement, provided the individual authorizes the contractor to obtain information from past employers to establish the individual's participation in this drug and alcohol testing program. All requests for information and information provided shall be maintained in strict confidence.

SECTION 18.4: It is recognized that employees may be required to submit to testing as required by a project owner at the Employer's expense. Employees must agree to such testing, provided such tests meet the minimum standards of this policy. Employees refusing to consent to such testing shall be deemed to have voluntarily quit their employment for all purposes under this Agreement and shall give rise to rebuttable presumption that the employee had violated this policy.

SECTION 18.5: Within three days after notification of a positive drug test result, an employee subject to this policy can request the Employer to direct the MRO (Medical Review Office) to authorize testing of the split sample at another SAMHSA laboratory of the employee's choosing. The cost of analyzing the split sample shall be borne by the employee subject to the testing. If the split specimen analysis is negative, the

Employer shall reimburse the individual for the cost of that test and if employment is available, shall provide that individual with employment.

SECTION 18.6: Employees taking prescription medication which, according to their physician, may have physical or mental side-effects which could affect their performance on the job, should report the use of said medication to the site supervision. Employees who report the use of lawfully prescribed medication shall not be disciplined for the use of same, but may, upon the advice of the Medical Review Officer, be subject to possible reassignment to less hazardous operations. The Employer reserves the right to have its physician determine if a prescription drug produces hazardous effects. It is prohibited for employees to share or distribute prescribed medications or over-the-counter medicines to fellow employees.

SECTION 18.7: An employee reasonably suspected to have used alcohol shall be required to submit to testing conducted in accordance with procedures and methods adopted by the Federal Department of Transportation (40 CFR Part 40). A positive test will be reflected by a blood-alcohol content equal to, or greater than, the current Illinois State Motor Vehicle regulations.

SECTION 18.8: No reasonable suspicion test can be performed unless the company representative involved in the decision to test has received training outlined under federal regulations (Federal Register 59 Fed. Reg 7333-4) for the Department of Transportation regarding drug and alcohol testing.

SECTION 18.9: Employees tested upon reasonable suspicion shall not receive compensation for time spent away from the job while being tested, unless the result is negative. Compensation shall include any wages and benefits that would have been paid had the employee's work hours not been interrupted by the test. Upon written consent of the suspected employee, the Union shall be notified that this member has been requested to submit to drug and/or alcohol testing.

SECTION 18.10: Any employee who feels that he or she has developed a problem with alcohol or drugs is encouraged to seek assistance before it deteriorates into a disciplinary matter. Requests for assistance will be handled in the strictest confidence within the company and the Union. The company will act in concurrence with the Union Health and Welfare Plan to help any employee who voluntarily notifies a company representative that he or she may have a substance abuse problem in obtaining suitable treatment. A written medical release will make the employee eligible for immediate reinstatement, provided the Employer has work available and the employee continues the required chemical dependency treatment program. Depending upon the recommendation of the testing health care provider, the employee may be subjected to follow-up testing. Discipline, up to and including termination, may be imposed in the event it is reported by the treating health care provider that the employee has failed the plan of recovery. It is understood that the goal is not being one of replacing an employee who voluntarily sought help and continues to seek after initial treatment, but rather one of encouraging those who feel the need for help to seek it.

SECTION 18.11. Any disciplinary action taken under this policy will be subject to existing collective bargaining procedures.

SECTION 18.12: The provisions of this policy requiring all employees to present themselves at work not having used alcohol and drugs, shall apply to all other individuals entering company property including, but not limited to, part-time personnel, temporary personnel, vendors, contract personnel, subcontractor personnel, consultants and any employees of contractors working on the job site or company property.

SECTION 18.13: Funding procedures for a drug-free workplace construction industry program will be mutually agreed upon by the Building Trades and the Contractor's Association.

ARTICLE XIX
SAFETY

SECTION 19.1. It is recognized that there are important roles to be performed by both management and labor in the prevention of accidents and ensuring a safe and healthy working environment. The worksite should be maintained in a clean and orderly state, so as to encourage efficient and safe operations.

It is important to succeed in this cooperative effort because it is also recognized that failure can mean emotional and financial hardship for the employee and a threat to the security of his or her family

It is because of these mutual benefits that labor and management pledge to do all that is possible to maintain a safe, hazard-free working environment for all on the job, including initial and continuous training, regular inspections, establishment of emergency procedures and the commitment and cooperation of the parties to this Agreement.

SECTION 19.2: In accordance with the requirements of the Occupational Safety and Health Act of 1970, it shall be the exclusive responsibility of the Employer to insure the safety and health of its employees and compliance by them with any safety rules contained herein or established by the Employer. Nothing in this Agreement will make the Union liable to any employees or to any persons in the event that injury or accident occurs.

SECTION 19.3: The safety and health standards and rules contained herein are minimum standards and are not intended to imply that the Union objects to the establishment and imposition by the Employer of additional or more stringent rules to protect the health and safety of the employees. It shall be the exclusive responsibility of the Employer to assure compliance with safety and health standards and rules.

SECTION 19.4. Failure on the part of the employee to comply with safety rules and policies established by the Employer may be grounds for dismissal.

SECTION 19.5: When bricklayers are working on any job or building where other men are working over them such as carpenters, iron workers or laborers, there shall be a suitable covering of plank placed over bricklayers to protect them from anything falling on them while at work.

SECTION 19.6: Scaffolds shall not exceed four feet (4') in height when laying brick over a wall.

SECTION 19.7: All ropes, slings, scaffolds, etc. used by bricklayers shall be in first-class condition at all times and scaffolds shall have a substantial hand rail. Life line shall be attached to the roof

SECTION 19.8: Masonry saws shall be grounded and provided with wood platforms.

SECTION 19.9: Employer shall provide dry gloves, aprons and suitable eye and hearing protection for operators of masonry wet saws.

SECTION 19.10: All dry saws shall have blowers on them when operated inside of a building.

SECTION 19.11. Employer shall provide suitable eye and hearing protection for operators of all dry saws.

SECTION 19.12: Men hurt on the job and ordered home by the doctor shall receive a full day's pay for that day. The bricklayer steward or Employer's representative shall take or accompany injured bricklayer to the hospital.

SECTION 19.13: Bricklayers shall have safe ladders on all scaffolds with no obstruction in the way so they can ascend and descend safely

SECTION 19.14. When bricklayers are required to wear hard hats they must be furnished by the Employer. Hard hat liners shall also be furnished by the Employer during cold weather.

SECTION 19.15: All other safety equipment shall be furnished by the Employer.

ARTICLE XX **DUTIES OF EMPLOYER**

SECTION 20.1. No Employer shall obtain referrals from the Union or directly employ any bricklayer in the jurisdiction of this Union unless it has signed a current collective bargaining agreement with this Union and a copy of such agreement is on file with the Union. It is agreed that Employers who have assigned their bargaining rights to the Association need not sign a separate agreement with the Union.

SECTION 20.2: An Employer operating a sole proprietorship shall not work with the tools of the trade unless there is at least one (1) other bricklayer employed at such time. When an Employer is operating as a partnership no more than one (1) partner shall work with the tools of the trade for said partnership and at such time there must be at least one (1) other bricklayer employed. When an Employer operates as a corporation no more than one (1) officer, or stockholder of the corporation shall work with the tools of the trade for said corporation and at such time there must be at least one (1) other bricklayer employed.

SECTION 20.3: If an owner or partner in a contracting firm desires to perform unit work with the tools of the trade, as set forth in Section 20.2, such person must be employed as an employee under the terms of this Agreement and be paid wages and benefits according to the terms of this Agreement.

SECTION 20.4. Contractors must carry Workers Compensation Insurance and pay into Unemployment Insurance funds as required by the State of Illinois for every person working under the terms of this Agreement. Such coverage will be verified to the Local Union in writing on an annual basis.

ARTICLE XXI **UNION ACCESS**

The authorized Local Union Representative, his successors and duly appointed agents shall have access to all jobs at all times to conduct the affairs of his office and shall comply with all Employer safety requirements.

ARTICLE XXII **DISMISSAL**

Inefficiency, drunkenness, dishonesty, carelessness, insubordination, disrespect toward customers, avoidable delay in effecting deliveries, theft and drug abuse shall be sufficient cause for dismissal.

ARTICLE XXIII **CONTRACTING**

SECTION 23.1. No bricklayer shall be allowed to contract or subcontract any masonry work to exceed \$500 the same to cover cost of labor and material.

SECTION 23.2: The authorized Local Union Representative of the Peoria Chapter of Local #6 must be notified prior to commencing activity performed under this Article. The following information shall be logged with the Peoria Chapter of Local #6.

- (a) Name of Local #6 member petitioning and performing services rendered under this Article.

- (b) Name and address of customer receiving services referenced under this Article.
- (c) Type of work proposed to customer referenced under this Article.
- (d) Approximate date services will be performed referenced under this Article.

All local signatory union contractors upon request shall have immediate access to the logging information required as outlined under a, b, c and d referenced in this Article.

SECTION 23.3: Non-signatory union members of the Peoria Chapter of Local #6 performing unauthorized signatory union contractor activity will be subject to fines and or penalties which could include expulsion from the Union.

ARTICLE XXIV SCOPE OF WORK

SECTION 24.1. Employers who are signatory to this Agreement in contracting masonry work shall endeavor to include all work that falls under the craft jurisdiction of the bricklayers in their contract.

SECTION 24.2: Employees covered by this Agreement shall be assigned all work as defined in:

- (a) The Constitution of the International Union of Bricklayers and Allied Craftworkers;
- (b) Decisions of record approved by the Building and Construction Trades Department, AFL-CIO;
- (c) Trade Agreements involving the International Union of Bricklayers and Allied Craftworkers;
- (d) Agreements on area practice in the geographical area covered by this Agreement
- (e) In addition, all other assignments mutually agreed upon between the Employer and the Union on any other building products or systems related to the scope and type of work covered by this Agreement which may be developed in the future that are determined by these parties to fall within the work jurisdiction of this Agreement.

SECTION 24.3: The erection of scaffolds, including trestles and horses used primarily by bricklayers shall be built by bricklayers and their laborers.

SECTION 24.4. The cutting of all chases and channels in brick, tile and other masonry shall be done by the bricklayer as per the 1926 decision.

SECTION 24.5: The Stone Setter shall have sole jurisdiction and direct supervision over the handling and setting of stone and shall work in accordance with the decision of 1923.

SECTION 24.6: Employees shall have the right to use all tools and equipment they consider necessary in the performance of their work.

SECTION 24.7:

BRICKLAYING MASONRY

- A. Bricklaying Masonry shall consist of the laying of bricks made from any material in, under or upon any structure of form of work where bricks are used, whether in the ground, or over its surface, or beneath water: in commercial building, rolling mills, iron works, blast or smelter furnaces, stoves, lime or brick kilns; in mines or fortifications, and all underground work, such as sewers, telegraph, electric, and telephone conduits. All fireproofing, blockarching, terra cotta cutting and setting, the laying of all tile, mineral-roll, cork blocks, glass masonry aerated autoclave concrete or other lightweight masonry units or products, or any substitute for such material; post tensioning of masonry or other products or

materials described in this Article, installation and repair of lintels, door and window frame setting, setting of shelf angles, grouting, and all uses of metal lath related to masonry or other products or materials described in this Article; the laying of all pipe sewers or water mains and the filling of all joints on the same when such sewers or conduits are of any vitreous material, burnt clay, or cement, or any substitute material used for the above purpose; the setting, pointing, and striking joints of cut stone and artificial stone, and setting, cutting, and trimming either with hand or power tools of fire brick, terra cotta, and hollow tile and the pointing up of all brick, stone, or terra cotta on new and old buildings. All brick paving and grouting. This classification shall in no way be construed as to deny the Pointer Cleaner, Caulkers the right to do any or all of the same work.

- B. Bricklaying Masonry shall also consist of installations of all brick work and other refractory materials with reference to the installation of boilers, furnaces, and stoves, and their brick work, or refractory material repairs and replacements, and all other construction where firebrick or other refractory materials are used, including with the use of a hand dipper and including all boiler baffles, made of tile or refractory materials; the installation and removal of scaffolding and bracing for repair and patchwork in coke battery ovens, all aspects of the operation of a gunite machine of any type or brand, including but not limited to the work of the operator and the work known as the nozzle end; the trimming of gunite material and the trimming of all other plastic and ram materials; the installation of all attachment devices through any method, whether welding, bolting, or otherwise, in all refractory applications. All plastic or poured refractory materials whenever used, including boiler baffles, shall be performed by and under the supervision of a bricklayer
- C. Bricklaying Masonry shall also consist of the installation of nail on brickwork and of all panels fabricated with such chemical compounds as thiokols, epoxy resins, polyesters, etc., adaptable for use in the masonry industry
- D. Bricklaying Masonry shall also consist of the laying of all rip rap, rubble work, flagstone, pavers, and all other paving materials and units, with or without mortar, setting all cut stone, marble, slate, or stonework (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings, and customarily called "stone" in the trade).
- E. Bricklaying Masonry shall also consist of cutting all shoddies, broken ashlar or random ashlar that is roughly dressed upon the beds and joints, and range ashlar not over ten inches in height; the dressing of all jambs, corners and ringstones that are roughly dressed upon the beds, joints, or reveals, and the cutting of a draft upon same for plumbing purposes only This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwater jetties, playgrounds, parks, landscaping and curbing, or other public works, and to all kinds of stone, particularly to the product of the locality where the work is being done, and the same shall be considered stone-masonry Stonemasons shall have the right to use all tools, which they consider necessary in the performance of their work. The cutting, setting, and pointing of cement blocks and all artificial stone, or marble, either interior or exterior when set by the usual custom of the stone mason and the marble setter All cement that is used for backing up external walls, the building of party walls, columns, girders, beams, floors, stairs and arches, and all material substituted for the clay or natural stone products; the cutting, setting and pointing of all concrete prefabricated slabs, regardless of dimension size; and the setting and anchoring, regardless of type or method, of any precast concrete panels, prefabricated brick panels, and prefabricated stone panels; the installation of caulking and backing thereof where at least one of the surfaces is masonry the laying and setting of conduit of either clay or concrete which carries either steam or water piping and the joints are of any plastic material, the installation of cork or other material used for insulation purposed when laid in asphalt or similar plaster material including the cutting and fitting thereof, and preparation and installation of accoustone and material of similar character Whenever any of the foregoing requires welding, it shall be done by bricklayers, stone masons, and concrete product specialists.

The use by bricklayers of mechanical mortar spreaders and caulking guns with high bond epoxy mortars shall be allowed at the sole discretion of the Employer, as shall all other devices when

approved by the Employer and the Union.

- F. Leveling Off: Bricklaying Masonry shall also consist of the leveling off of all footing stone when done on the building site.
- G. Cutting, Bedding and Setting: Bricklaying Masonry shall also consist of cutting of all window and door openings, joist holes, and other openings of any sort in any wall, floor ceiling roof, structure, or part of structure comprised of brick, block, stone, tile, or any other masonry product; bedding and setting of all iron plates, lintels, and grillage beams; and the setting of filter plates whether they be bedded, grouted, clamped, or caulked.
- H. Bricklaying Masonry shall also consist of all work assignments in the pre-assembly and complete installation of all exterior and interior artificial and natural masonry products of any size or dimension whether set individually or in pre-assembled panels and cell modules which may have metal or concrete backing, whether set with cement mortar, high strength adhesives, or secured by bolting or welding to plates set in all types of concrete or attached to steel frame structures, whether set by hand or with any type of mechanical systems. Pre-assemble work assignments shall include, but not be limited to, the preparations of steel frames or precast concrete back up panels, the drilling of holes, cutting, fitting, and fastening of artificial and natural masonry product units to steel frames or back up precast by bolts, clip anchors, pins, including any welding, as well as the complete application or installation of insulating, caulking, and/or waterproofing materials. Installation work assignments shall include, but not to be limited to, unloading, selecting, or shaking out of artificial and natural masonry products for erection, hooking on, signaling, laying out, cutting, fitting, bedding, landing, setting, leveling, plumbing, aligning, anchoring, installation of any steel clips, relief or support angles, as well as the installation of metal grid or strut stone supports (including bolting and/or welding), grouting, patching, cleaning, and installation of gaskets or packing and caulking. For those Employers which have historically performed work as described in this paragraph and have done so with composite crews of bricklayers and other employees, such composite crews may continue to be used in the same manner as previously but all such work shall be under the supervision of a bricklayer
- I. Foundations and Walls. All foundations and walls, whether of brick, block, stone, or other masonry unit or product, shall be performed by and under the supervision of a bricklayer
- J. In addition, all assignments mutually agreed upon between the Employer and the Union as well as all other work assignments on any other building products or systems related to the scope and type of work covered by this Agreement which may be developed in the future that are determined by these parties to fall within the work jurisdiction of the Agreement.
- K. The use by bricklayers of temporary frames, templates, falsework, corner poles, and plumb lines may be used on all types of construction at the sole discretion of the Employer said production aids to be installed by bricklayers.
- L. It is understood that it may be necessary for Bricklayers to assist in setting and erecting scaffold from time to time.
- M. The following is the jurisdiction of work of the classification of specialists known as Concrete Block Layers, which is within the work jurisdiction of the Union. This classification shall in no way be construed as to deny the bricklayer the right to do any or all of the same work. This classification shall include the cutting, laying, pointing, caulking, grouting, reinforcing (whether with rebar or otherwise), and cleaning of all concrete block units, or similar units or substitutes, regardless of the size, and the handling and application of the loose aggregate, and shall include all sewer work eight inches or over composed of cement, clay, or substitute material. It shall include fabrication at the plant and setting on the job of all masonry components.

- N The following is the jurisdiction of work of the classification of specialists known as Sewer and Manhole bricklayers, which is within the work jurisdiction of the Union. This classification shall in no way be construed as to deny the bricklayer the right to do any or all of the same work. Sewer masonry shall consist of the building, including leveling, of manholes, catchbasins, cisterns, arches for sewers, septic tanks, and vaults for sewer or drain systems, either of brick, stone, concrete blocks and substitutes, and all sewer pipe or other pipe of eight inches or over in diameter, and the pointing, caulking, and pouring of pipe joints except of a metallic nature. Also the laying and setting of conduit of clay or concrete or any non-metallic pipe or conduit which carries steam, gas, water pipes, cable or wire.
- O. The following is the jurisdiction of work of the classification of specialists known as Aerated Autoclave Concrete Installers, which is within the work jurisdiction of the Union. This classification shall in no way be construed as to deny the bricklayer the right to do any or all of the same work. This classification shall include the setting, laying, cutting, placement, rigging, and installation by any method of aerated autoclave concrete or similar units or substitutes, and the finishing of such.

PRE-CAST

- A. Concrete Specialist / Bricklayer covers the erection, installation and remedial work concerning all precast, prestressed, and prefabricated concrete building system components including, but not limited to, the following: wall panels, cell modules, beams, double tees, single tees, columns, column and spandrell covers, floor plank, stairs, parapets and bridge beams, as well as any other components that embody the same building system principles as mentioned above.
- B. It is further understood that the work generally involves, but is not limited to, the following: unloading, hooking on, rigging, signaling, setting, placing, aligning, leveling, plumbing, grouting, bedding, installation of gaskets, application of concrete underlayment, shoring, reinforcing, sawing, cutting, drilling, welding, bolting, removal of temporary shores, grinding, patching, caulking, mixing of all grout, patching material and caulk to be applied by the same worker sandblasting, final finishing, and cleaning. In addition, the covered work includes all assignments mutually agreed upon between the Employer and the Union on any other building products or systems related to the scope and type of work covered by this Agreement which may be developed in the future that are determined by the Employer and the Union to fall within the work jurisdiction of this Agreement.
- C. In addition, all assignments mutually agreed upon between the Employer and the Union as well as all other work assignments on any other building products or systems related to the scope and type of work covered by this Agreement which may be developed in the future that are determined by these parties to fall within the work jurisdiction of this section.

POINTING, CAULKING AND CLEANING

- A. The following is the jurisdiction of work of the classification of specialists known as Pointers, Caulkers, and Cleaners, which is within the work jurisdiction of the Union. This classification shall in no way be construed as to deny the bricklayer the right to do any or all of the same work. This classification shall include: pointing, striping, grouting, polymer and sealant injection, caulking, cleaning, restoration and repair of all types of masonry and other building facing materials including: concrete, steel, aluminum, porcelain, enamel and window frames constructed thereof and any other substance which may be used in the construction of building of any type, nature or description; including all grinding and cutting out on such granite work, sandblasting, steamcleaning and hand washing. The pointing, cleaning and weatherproofing of all buildings, grain elevators and chimneys, all such structures or part of structures, built traditionally or contractually to members of the Union and all servicing or work relating to the process described above and below.
- B. **Caulking of Joints** – Installation of backer rods, bond breaker tape, fire proofing material, priming joints, mixing caulking, loading bulk guns, caulking masonry and concrete, expansion and control joints, window perimeters, door frames, access panels, louvers, top of masonry walls and steel ceiling deck or steel beams or concrete beans, all drivit material, fire proof back-up on expansion and control joints, tooling joints, performing all clean-up.

- C. **Re-Caulking** (additional assignments) – Cutting out old material, cleaning, grinding, scraping joints and priming, re-caulk.
- D. **Scaffolding** – The assembly and hanging of all types of scaffolding, including: setting up the guard rails, electric motors, wire or rope cable, rope falls, electric cables and other miscellaneous swing scaffold equipment. Installation of C-hooks, out riggers, beams, counter weights, parapet clamps and the like. All rigging and safety tie backs. Installation of life lines and other fall-arrest procedures and equipment. All moving and relocation of swing scaffolding. Daily inspection of rigging and swing scaffolding equipment. Operation of man-lifts and other hydraulic scaffolding aerial lifts. Set up pipe scaffolding. Set-up, moving and tearing down of creeper (smokestack) scaffolding.
- E. **Restoration of All Structures** – Including but not limited to: Building inspections and surveys, chemical cleaning, water blasting, steam cleaning, other types of power washing and hand cleaning. Dry-cleaning, sand blasting, power cleaning with limestone dust and crushed glass, etc. Installation and operation of all systems that collect any materials after use. Paint stripping, chemical or mechanical. Cutting out joints by power or hand method, mixing mortars, pointing, repointing, scrub, Manchester grouting, striping, drilling, pinning, anchoring masonry material. Selective captured demolition for replacement with same or like materials, rebuilding of masonry, cutting of steel and welding operations. Brick and stone replacement – Dutchman, torch cutting and welding as related to masonry repairs, shelf angle and Lintel replacement, flashing and anchoring, epoxy anchoring. Brick and stone patching – including all preparatory work, chipping, sawing, clean up and coating. Masonry and concrete chimney and smoke stack repair terra cotta repairs and replacement, toothing of brick and stone, application of clear repellent waterproofing, application of cement base or acrylic coating. Mold making and fabrication of specialty masonry and stone items. Installation of fiberglass, plastic gypsum, reinforced concrete and vinyl substitutes, operating chipping guns or hammers, electric power tools and other equipment necessary
- F. **Concrete Waterproofing & Restoration** – Repoint and restore all concrete buildings, blast tracking, sandblasting, hydro-blasting, etching and other abrasive methods of preparing the substrate. Captured demolition of concrete debris, sawing, chipping, cleaning, removal of deteriorated reinforcing rods, epoxy injection, drilling and installing ports. Performing minor structural repairs, coating and welding where required, install forms, pour material and finish, grouting – hand and power
- Patching with concrete and other various patching compounds, all gunite or shotcrete preparation and application, mixing patching material, application of epoxy or other chemical coatings on non-slip aggregates. Application of one or three-part coatings used for pedestrian, vehicular or aesthetic value, trowel, roll and spray deck topping including the broadcasting of sand or silica. Coating of all joints, cutting and recaulking, waterproofing the substrate of exterior surface by whatever method, operate power equipment, chipping guns, air hammers, power tools and other tools necessary including epoxy and foam injection pumpers, all preparation for gunite or shotcrete work.
- G. **Waterproofing** – The application of waterproofing materials by brush trowel or spray on applications.

CEMENT MASONRY

Foremanship over all concrete construction, all concrete and composition work of whatever nature, such as buildings, bridges, silos, elevators, smoke stacks, curbs and gutters, sidewalks, streets and roads, paving, alleys and roofs, mass or reinforced concrete slabs and all flat surfaces of cement, the rodding and finishing of same, whether done by float, trowel, machine or any other process. The rodding and tamping of all concrete and the spreading and finishing of all top materials, sills, coping, steps, stairs, risers and running all cement and plastic material with a six (6) inch base or less, finishing or washing of all concrete construction, using any color pigment when mixed with cement whether done by brush, broom, trowel, float or any other process, operation of machines for scoring floors or any purpose that they may be used for in connection with the Cement Mason trade, striking off floating and finishing of all walls, piers and foundations, the setting of all screeds, stakes and forms on floor and sidewalks, whether

wood or steel forms are used, the setting of all curb and gutter forms whether wood or steel forms are used, the setting of all forms for paved ditch and slope walls, the setting of all wood forms for hard roads, streets and alleys, the setting of all wood forms inside the property line for paving such as parking lots, driveways and storage lots, the setting of all expansion joints in floors, sidewalks, driveways, or any other flat surface of concrete except on hard roads, streets and alleys, cutting of all construction and contracting joints on hard roads, streets, alleys, floors, sidewalks or any other flat surface of concrete with a skill saw or any other machine used for that purpose, all preparation work on concrete construction to be finished or rubbed, such as cutting of nails, wires, wall ties, etc., the patching, brushing, chipping and bush-hammering, rubbing or grinding of done by machine or carborundum stone of all concrete construction, the pointing, patching and caulking around all steel or metal window frames that touch concrete, laying and finishing of gypsum material roof, dry packing, grouting and finishing in connection with setting all machinery such as engines, pumps, generators, air compressors, tanks, etc., that is set in concrete foundations, all finishing in connection with prefabricated and prestressed construction on job sites including supervision of same such as sidewalks, stoops, floor slab beams, joist, walls, columns, screeding, finishing, rubbing, grouting, caulking and patching of same, applying of hardener on finished concrete floors whenever necessary, whether by chemical compound or otherwise, regardless of tools used. The spreading, screeding darbying and trowel finishing of all types of magnesium oxychloride cement composition floors, including all types of oxychloride, granolithis or terrazzo composition floors, hand grinding or machine grinding; the preparation of all sub-floor surfaces, bonding, preparation and installation of ground or base courses, steps and cove base. The waterproofing of all work such as thoroseal, ironite, plasterweld and any similar product regardless of the tools used or the method of application or color of material used and regardless of the type of base these materials may be applied to. Cement Masons shall operate all vibrating screeds or strike off that which is motor driven or air driven for the purpose of bringing concrete slab to grade and ready for finishing. Cement Masons shall operate floating machines and troweling machines that are being used on any floor sidewalk or any other surface where covered material is being placed and finished. The Cement Masons shall have float or hand trowel after each and every operation of such machines including the final operation of said machine.

PLASTERING

All exterior or interior plastering, plain or ornamental, when done with stucco, cement and lime mortars or other materials, artificial marble work, when applied in plastic form, composition work in all its branches, the covering of all walls, ceilings, soffits, piers, columns or any part of a construction of any sort when covered with any plastic material in the usual methods of plastering, is the work of the Plasterer. The casting and sticking of all ornaments of plaster or plastic compositions, the cutting and filling of cracks. All cornices, molding, coves, and bullnoses shall be run in place on rods and white mortar screeds and with a regular mold, and all substitutes of any kind, when applied in plastic form with trowel, or substitute for same, is the work of the Plasterer

SECTION 24.8: In the event of territorial jurisdiction or work assignment dispute with any other BAC Local Union, the matter shall be referred to the International Union for binding resolution.

SECTION 24.9: RESIDENTIAL CONSTRUCTION means the construction, repair and servicing of housing units, not to exceed single dwellings, duplexes, and four (4) family apartments.

ROBOTICS

The installation, setup, operation, and maintenance of any robotic or mechanical device used for the installation of masonry units and materials including, but not limited: the alignment of the robotic or mechanical device on the scaffold; the performance of all measurements necessary for the proper layout and installation of masonry units and materials; the loading, inputting or transferring of data, maps, measurements and plans into the robotic or mechanical device; the installation and adjustment of story poles and other related guidance systems (e.g. laser guides); the coordination and proper placement of all masonry materials into or onto the robotic or mechanical device; the calibration of the interface between the robotic or mechanical device and story poles or other guidance systems; and all other adjustments and calibrations necessary for the proper functioning of the robotic or mechanical device.

The operation of the robot or mechanical device, including the operation of computers (including tablets and other portable electronic devices) and controls; all quality control operations that ensure that masonry units and materials are being installed properly (e.g., set plumb and level and spaced properly in terms of height and bonding requirements); the management of mortar controls; and the management of ongoing calibrations.

The cleaning and routine maintenance of the robotic or mechanical device.

ARTICLE XXV **WORK RULES & CONDITIONS**

SECTION 25.1. All block walls are to be built only five (5) courses high with the sixth (6th) course being optional, the bricklayers on the job to decide.

SECTION 25.2: Two man units: Two (2) bricklayers shall be employed laying all ten inch (10") and twelve inch (12") concrete block, twelve inch (12") lightweight block, or any other unit weighing in excess of forty-five (45) pounds. Bricklayers shall work as a team installing the aforementioned units excepting in such cases where the nature of the work prohibits teamwork.

SECTION 25.3: Employer shall not require employees to transport material or equipment in employee's conveyance.

SECTION 25.4. Employer shall provide sanitary drinking facilities on all jobs. Ice shall be furnished from June 1 to October 1 for the drinking water.

SECTION 25.5: Employer shall provide temporary and sanitary toilet facilities on all jobs.

SECTION 25.6: Employer shall provide a dry shed equipped with benches and stove and shall furnish fuel for heating shed from October through March.

SECTION 25.7: Employer shall not require apprentices to operate power saws more than five (5) working days per calendar month.

SECTION 25.8: Employer shall provide mason's line.

SECTION 25.9: Employer shall provide buckets, hose and brushes for the purpose of cleaning masonry surfaces.

SECTION 25.10: Employer shall provide a gang box with lock and key for the Bricklayer's tools on any building being built over two (2) stories. Gang box shall be put on the third floor and moved up for each additional story.

SECTION 25.11. Bricklayers shall have mortar board stands eighteen inches (18") in height and smooth surface mortar boards at all times. Bricklayers shall determine when stands and boards are too bad to use.

SECTION 25.12: Corner poles shall be used at the discretion of the Employer on all work.

SECTION 25.13: No bricklayer shall put up the line more than one course at a time except in case of obstructions.

ARTICLE XXVI
DELINQUENT EMPLOYERS

SECTION 26.1. Each Employer shall complete the forms as supplied by the Union and shall transmit the required amount to the depositories on or before the fifteenth day of each month for all contributions attributable to the prior calendar month. Said forms shall contain such information concerning the details of the payments and hours worked by covered employees as is determined by the trustees of said fund for the sound administration and operation of all funds contained herein.

The trustees or administrators for any fund or the Union have the right to verify the accuracy or authenticity of the information completed on the forms or in the case of an Employer who files no forms to verify that none was required, by upon ten (10) days minimum notice, having an examination of the payroll records of the Employers covered by this Agreement made by a certified public accountant. Each Employer shall maintain records with respect to each of its employees sufficient to determine the contributions due or which may become due on behalf of such employees. Each Employer shall maintain the original time cards or time sheets for all employees in such manner so as to permit the certified public accountant to conduct an independent verification of the Employer's payroll records. The Employer shall cooperate with such audit to the fullest extent possible. In the event any underpaid discrepancy is discovered the Employer shall pay the reasonable damages as assessed by the funds' trustees and shall be liable for all reasonable costs for collecting payments due including accounting and attorney fees incurred even though no legal actions are actually instituted. The Union shall have the right to determine damages and collection fees in matters relating to discrepancies with the Dues Check-off fund.

SECTION 26.2: In the event that any portion of or all the fringe benefits now or in the future covered in the Agreement be discontinued for any reason whatsoever the total amount shall be added to the prevailing base wage rate or any fringe benefits still in existence. Placement of the monies shall be decided by the Union membership.

SECTION 26.3: Bonding is required by all contractors for the fringe benefit contributions and deductions as provided for in Section 7.3 of this Agreement according to the following terms.

- (a) Employers with a proven record of good past payment experience shall immediately furnish to the Union a fidelity bond guaranteeing payment of all benefit contributions, deductions, and collection costs.
- (b) Employers with two (2) or more delinquencies in the past two years (24 months) shall be required to provide a bond equal to an average of three (3) months payments over the past year. These contractors must remain current with all payments for two years (24 months) before the bond requirement is waived. Contractors may make one (1) appeal during the term of this agreement.
- (c) New Employers with no proven record shall provide a bond with an estimated amount equal to three (3) months average payments. The bond is required before commencement of the project and its terms remain in effect for a period of two years (24 months) for the Employer under this Agreement.
- (d) Should an Employer increase the number of employees by more than fifty percent (50%) of the average number employed in the previous year the trustees may require that the amount of the bond be increased proportionately.

SECTION 26.4. The Union shall after three (3) days written notice to any Employer be entitled to resort to all legal remedies, including strike and picketing, against any delinquent Employer during the period of such delinquency for failure to pay wages and fringe benefits or failure to comply with bonding requirements.

SECTION 26.5: Employers signatory to this Agreement agree that they will not sublet from, contract with, or arrange with any person, firm or corporation to do any work on an uncompleted project where the prior Employer on said project owes wages to employees or fringe benefits to various Trust Funds for work covered by this Agreement. The Employer will insure that such delinquent payments are made prior to commencement of unfinished work.

ARTICLE XXVII GRIEVANCE PROCEDURE

SECTION 27.1. The parties to this Agreement shall establish a Joint Arbitration Board consisting of five (5) representatives selected by the Association and five (5) representatives selected by the Local Union, to resolve disputes over the interpretation and application of this Agreement. The Board shall meet at least once a month, or on call, to settle complaints, abuses or grievances. It is further agreed that should occasion require any alterations or amendments to this Agreement, the party desiring such alterations or amendments shall submit same in writing to the Board. The Employer and Union representatives at a session shall have an equal number of votes on all matters coming before the Joint Arbitration Board, regardless of the number of Employer or Union representatives present at a session.

SECTION 27.2: It is specifically agreed that any controversy arising out of this Agreement involving the interpretation of its terms and conditions, shall be settled in accordance with the grievance procedure set forth in this Article. No grievance shall be recognized unless it is called to the attention of the Employer by the Union or to the attention of the Union by the Employer within five (5) days after the alleged violation is committed or discovered.

SECTION 27.3: Grievances shall be handled in the following manner:

- (a) The grievance shall be referred to the job site Union steward and to the foreman for adjustment.
- (b) If the grievance cannot be settled pursuant to paragraph 1 of this Section, the grievance shall be referred on the following day to the authorized Local union Representative of the Union and the Employer
- (c) If the grievance cannot be settled pursuant to paragraph 2 of this Section within three (3) working days excluding weekends and holidays, grievance shall be submitted within forty eight (48) hours to the Joint Arbitration Board for consideration and settlement.
- (d) If the Joint Arbitration Board cannot reach a satisfactory settlement within five (5) working days, not including weekends and holidays, following a referral of the grievance to the Board, it shall immediately select an impartial arbitrator to review with the Board all evidence submitted relating to the dispute and then cast the deciding vote. If the Joint Arbitration Board cannot agree on an impartial arbitrator the impartial arbitrator shall be selected from a panel of arbitrators submitted by and in accordance with the rules and regulations of the Federal Mediation and Conciliation Service. All expenses of the impartial party shall be borne equally by the Employers and the Union. The decision reached by the Joint Arbitration Board with the assistance of the impartial arbitrator shall be final and binding upon all parties.

SECTION 27.4: When a settlement has been reached at any step of this Grievance Procedure, such a settlement shall be final and binding on all parties, provided, however that in order to encourage the resolution of disputes and grievances at Steps (a) and (b) of Section 27.3 of this Article, the parties agree that such settlements shall not be precedent-setting.

SECTION 27.5: The time limits specified in any step of the Grievance Procedure may be extended by mutual agreement of the parties initiated by the written request of one party to the other, at the appropriate step of the Grievance Procedure. However failure to process a grievance, or failure to respond within the time limits provided above, without a written request for an extension of time, shall be

deemed a waiver of such grievance without prejudice, and shall create no precedent in the processing of and/or resolution of like or similar grievances or disputes.

SECTION 27.6: Except as provided in Section 26.4 of this Agreement, it is understood and mutually agreed that there shall be no strikes, work stoppages or lockouts over a dispute concerning this Agreement during its term until the grievance procedures described in Article XXVII have been exhausted and then only in the event a party fails or refuses to abide by the final decision.

ARTICLE XXVIII **JURISDICTIONAL DISPUTE PROCEDURE**

SECTION 28.1. In the event a jurisdictional dispute arises by and between Local Union #6 Illinois Bricklayers & Allied Craftworkers (hereafter Bricklayers) shall take all steps necessary to promptly resolve the dispute, however, in no event shall these be any work stoppage by either union regarding this dispute. Further, there shall be no lawsuit filed over any jurisdictional issues nor shall any Trust Fund file suit to claim that the work covered under a particular collective bargaining agreement should be included in the claim by the Fund where there is evidence that contributions were paid to a separate fund. Absent an agreement of the unions, the assignment of work by the Employer shall be binding on the unions.

In the event a dispute relating to the work jurisdictions, all parties, including the employer (contractors or subcontractors) agree that a final and binding resolution of the dispute shall be achieved, as follows:

1. Representatives of the affected trades shall meet on the job site within forty-eight (48) hours after receiving notice in an effort to resolve this dispute. (In the event there is a dispute between affiliates of the same International, the decision of the general president of his/her designee as the International dispute authority of that International, shall constitute a final and binding decision.) Any agreement reached at this step shall be final and binding on all parties. The Employer retains the right to effectuate an interim decision with respect to jurisdictional disputed pending the convening of the representatives' referenced in this paragraph.
2. If no agreement is reached as a result of paragraph 1 the matter shall be immediately referred to an arbitrator selected from a standing panel of five obtained from the FMCS from one shall be selected by the parties to hear and determine the dispute. The panel shall be obtained within five (5) days of the execution of the Agreement and shall constitute a standing panel of arbitrators, each of which shall have the authority to finally resolve the dispute under this Article. The arbitrator shall be a member of the National Academy of Arbitrators.
3. The selected arbitrator will set and hold a hearing within five (5) working days of the referral to arbitrator and the employer and the affected local union(s) shall be notified by facsimile mail of the time and place of hearing as described above. The failure of any party or parties to attend such hearing after receipt of actual notice shall not delay the hearing or issuance of decision by the arbitrator. The time period set forth can be extended only by mutual written agreement of the parties.
4. The arbitrator shall issue a short form written decision within three (3) days after the close of hearing provided that upon request of any party a full opinion shall be issued to the parties within thirty (30) days after the close of the hearing. Written positions or memoranda may be submitted by the parties only upon specific request of the arbitrator providing it cause no delay. The decision shall be final and binding on all parties.
5. In rendering his decision, the arbitrator shall be bound by the historical and traditional practices of the parties on Employer properties. The arbitrator may also consider work assignments made in accordance with written agreements, established trade practices or prevailing practices on Employers properties. Absent such agreements or practices, the

arbitrator may look to such other factors as are traditionally employed in determining work assignments and resolving jurisdictional disputes including but not limited to the recognized and written trade jurisdiction of the union, recognized practices in the local area; agreements with employers, skill(s) and ability of the represented employees to perform the work and such other factors as the arbitrator may deem relevant.

6. The services of the arbitrator shall be divided evenly and paid for by each participating party and each party to the arbitration shall bear its own expense.
- 7 Under this procedure there will be no strikes or lockouts over jurisdictional disputes.

This procedure shall be exclusive means of jurisdictional dispute resolution.

SECTION 28.2: Assignments of work shall only be made by the Employer

ARTICLE XXIX **DISCRIMINATION**

SECTION 29.1. No bricklayer covered by this Agreement shall be discriminated against or disciplined in any way for refusing to work for an Employer who has breached this Agreement.

SECTION 29.2: Neither party to this Agreement shall discriminate against any employee or any Employer covered by this Agreement by reason of said person's age, sex, race, color, religious affiliation or national origin.

ARTICLE XXX **TERRITORIAL JURISDICTION**

The Employers signatory to this Agreement agree to recognize the counties of Peoria, Tazewell, Woodford, Marshall, Fulton, Knox, Warren and Henderson as being the territorial jurisdiction of the Peoria Chapter of Bricklayers and Allied Craftsmen Local Union No. 6 of Illinois.

ARTICLE XXXI **SUBCONTRACTING**

SECTION 31.1. The Employer agrees not to subcontract any bargaining unit work to be performed at the site of construction, alteration or repair except to a person, firm or corporation signatory to this Agreement. The furnishing of materials, supplies or equipment and the delivery thereof shall in no case be considered as subcontracting.

SECTION 31.2: All charges of violation of this Article shall be considered as a dispute and shall be processed in accordance with Article XXVII of this Agreement.

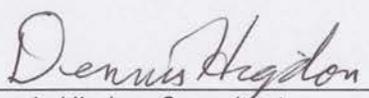
ARTICLE XXXII **SEPARABILITY AND SAVINGS PROVISION**

SECTION 32.1. It is the intent of the parties hereto to abide by all applicable Federal and State statutes and rules and regulations made pursuant thereto. If any provision of this Agreement is held invalid by any court or governmental agency having jurisdiction, or if compliance with or enforcement of any provision of this Agreement is restrained by such tribunal pending a final determination as to its validity, then such provision or provisions shall continue in effect only to the extent permitted and all other provisions of this Agreement shall remain in force and effect.

SECTION 32.2: In the event that any provision of this Agreement is held invalid, or enforcement of or compliance with any provision is restrained, the Union and the Employer shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement, incorporating the substance of such provision to the extent allowable under the law, to be in effect during the period of invalidity or restraint.

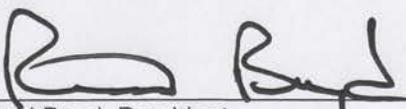
IN WITNESS WHEREOF the parties hereto by their duly authorized agents have executed this Agreement the first day of June, 2021

CENTRAL ILLINOIS MASON CONTRACTORS
ASSOCIATION



Dennis Higdon, Consultant

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL #6 ILLINOIS



Richard Boyd, President

ADDENDUM "A-1"
Peoria Chapter
Bricklayers

GEOGRAPHIC JURISDICTION

Fulton, Henderson, Knox, Marshall, Peoria, Tazewell, Warren and Woodford Counties

	<u>06/01/2021</u>	<u>06/01/2022</u>	<u>06/01/2023</u>
Base Wage	\$36.83	*\$1.65	*\$1 76
	\$38.33	Foreman (1 to 16 bricklayers)	
	\$38.83	Foreman (17 or more bricklayers)	
International Pension	\$ 1.50		
IPF – PPA	\$ 1.20		
Local Pension	\$ 9.80		
Health & Welfare	\$11 10		*Increase to be distributed by the Union.
IMI	\$.62		
TRICON	\$.05		
CIMCA	\$.09		
Apprentice	\$.25		
Total Package	\$61.44		

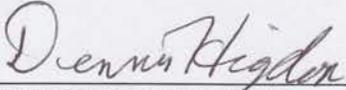
DEDUCTIONS:

Dues Check Off \$2.32 (includes Building Trades, Local and International Dues)

Apprentices shall receive the following percentage of Journeyman Wages plus full fringe benefits:

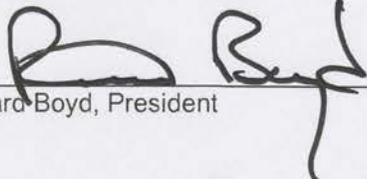
- 1st 6 months – 50%
- 2nd 6 months – 60%
- 3rd 6 months – 65%
- 4th 6 months – 70%
- 5th 6 months – 75%
- 6th 6 months – 80%
- 7th 6 months – 90%

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 Richard Boyd, President