

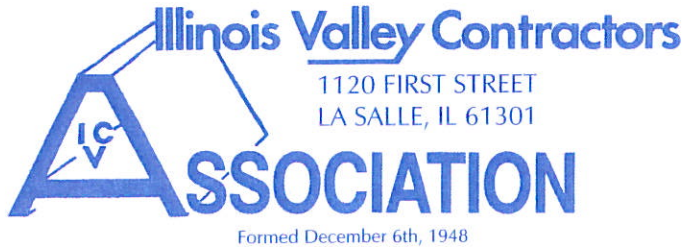
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Phone: 815-223-0561 Fax: 815-223-5908
www.ivcontractors.org

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June 1, 2010

CONTRACTORS EMPLOYING LOCAL UNION #444 IRONWORKERS (Western Zone)

This is to advise you that the Agreement between the Illinois Valley Contractors Association and Ironworkers Local Union #444 -Western Zone, calls for a **\$2.00** per hour increase effective June 1, 2010. The following is the new breakdown: **Effective JUNE 1, 2010 Thru MAY 31, 2011**

\$36.00	Journeyman Wage
\$ 8.14	Welfare fund
\$ 10.26	Mid-America Pension
\$ 7.69	Supplemental Annuity Fund (SMA)
\$.60	Apprentice Training Fund
\$.13	IV Industrial Advancement Fund
\$.02	IV Labor Management
\$.30	IMPACT
\$.10	Defense Fund
\$63.24	TOTAL PACKAGE

Foreman – \$1.00 (plus 1 or 2 men) \$37.00
Foreman – 10% over (plus 3 men) \$39.60
General Foreman – 20% over \$43.20 & 40 hour week guaranteed

Wage Deductions

Dues Assessment - 3% of Gross
I.P.A.L. - \$.03 per hour

ALL OVERTIME IS DOUBLE TIME

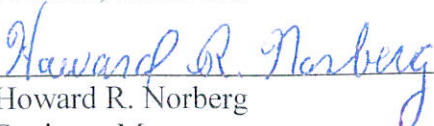
SHOW UP TIME: When an employee is required to report for work and through no fault of his own is not put to work; he shall be paid two (2) hours show up time provided the employee remains on the job the said two (2) hours. On Saturdays, Sundays and holidays, all show up time will be at the premium rate.

Employees ordered not to report to work by any form except for a layoff, will still be entitled to two (2) hours show-up time if he shows up on the job and stays for 2 hours at the prevailing wage. OVERTIME IS PREMIUM TIME.

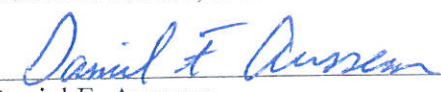
OTHER PAY RATES - PREMIUM DAY SHIFT ONLY: Saturdays, Sundays, and holidays, all show up time will be at the premium rate. If the Employer elects to start work before the end of the first two-hour period the employee shall be paid for four (4) hours of work at the premium rate. If the employee works beyond the four hours they shall be paid for the actual time worked at the premium rate

Fringe Benefits must be paid for all Iron Workers (Including Permit Men) to IW LU 444 when working in the territory of Local 444.

IRONWORKERS L.U. #444
JOLIET, ILLINOIS


Howard R. Norberg
Business Manager

ILLINOIS VALLEY CONTRACTORS
ASSOCIATION, INC.


Daniel F. Aussem
Executive Director