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Formed December 6th, 1948

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Executive Director

**April 25, 2016**

PHONES:  
815/223-0561 or 223-4556  
815/223-5908 Fax

**TO ALL CONTRACTORS EMPLOYING LABORERS FROM LOCAL UNION #393**  
Covering all of: La Salle, Bureau & Putnam Counties, IL

The following represents the breakdown of the **wage and benefit package** of the above named Local Union effective **May 1, 2016 through April 30, 2017.**

<b>Wage &amp; Contributions</b>	
BASIC RATE	\$29.73
SEMI-SKILLED RATE	\$29.93
SKILLED RATE	\$30.13
Pension:	\$ 10.74
Annuity – Straight Time	\$2.00
Annuity – Over Time	\$3.00
Annuity – Double Time	\$4.00
Welfare:	\$7.70
Retiree Supplement	\$ 0.72
Training:	\$0.80
I. V. Labor/Management:	\$0.04
L.E.C.E.T.:	\$0.15
Midwest Foundation for Fair Contracting:	\$0.10
I. V. Industry Advancement Fund:	\$0.14
Local 393 Scholarship Fund:	\$0.05
<b>TOTAL PACKAGE (Basic Rate):</b>	<b>\$52.17</b>

<b>Deductions</b>	
Dues Check Off: (percentage of gross pay)	4.5%
Vacation Fund:	\$2.50
Market Preservation	\$.25
Illinois Laborers Legislative Committee:	\$.15

**NOTE!**

Foreman = Highest Paid Laborer Rate + \$1.25/hour  
 General Foreman = Highest Paid Laborer Foreman Rate  
 (under his supervision) + \$.50/hour  
 Asbestos Abatement & Hazardous Waste + \$1.00/hour  
 above basic rate

Sincerely,  
ILLINOIS VALLEY CONTRACTORS ASSOCIATION

Daniel F. Aussem  
Executive Director

## ADDENDUM II

**Section 1. Working Dues Check-Off.** Commencing with the effective date of this Agreement, the Employer agrees to make payments to and be bound by the Great Plains Laborers' District Council Working Dues Check-Off. The Employer shall upon receipt of a proper assignment executed by an employee deduct the authorized membership working dues from the wages of each Employee and forward such monies promptly to the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615. Said monies should be in the Council office by the 15th of the following month covering the hours worked the previous month.

**Section 2.** Said failure to make the required dues payments at the time specified shall be deemed a gross breach of the Agreement by the Employer, and the Union shall be free to take any economic action, including refusal of Employees to work and picketing, to obtain Employer compliance with this Agreement, notwithstanding any other provisions of this Agreement.

**Section 3. Wages, Fringe Contributions and Deductions.** EFFECTIVE : May 1, 2016, the wages, fringe contributions, and deductions for **Heavy and Highway and Building Construction** shall be as described below:

### **WAGES:**

BASIC RATE:	\$29.73
SEMI-SKILLED RATE: (See article XXIV)	\$29.94
SKILLED RATE: (See article XXIV)	\$30.14

### **CONTRIBUTIONS:**

PENSION:	\$10.74
NORTHERN IL ANNUITY:	\$2.00/ST \$3.00/OT \$4.00/DT
NORTH CENTRAL IL WELFARE:	\$7.70
NORTHERN IL WELFARE:	\$0.72
TRAINING:	\$0.80
IL VALLEY LABOR MANAGEMENT:	\$0.04
L.E.C.E.T:	\$0.15
MIDWEST FOUNDATION FOR FAIR CONTRACTING:	\$0.10
IVC - INDUSTRY ADVANCEMENT FUND:	\$0.14
LOCAL 393 SCHOLARSHIP FUND:	<u>\$0.05</u>
<b>TOTAL PACKAGE: (Basic Rate)</b>	<b>\$52.17</b>

### **DEDUCTIONS:**

DUES CHECK -OFF	4.5% gross (calculated as a percentage of gross pay)
VACATION FUND:	\$2.50 (per hour deducted from net wages)
ILLINOIS LABORERS' LEGISLATIVE COMMITTEE	\$0.15
MARKET PRESERVATION FUND	\$0.25

IN WITNESS WHEREOF, the parties have affixed their signatures which officially bind said parties under the provisions of this Agreement.

ILLINOIS VALLEY CONTRACTORS ASSOCIATION

*Daniel F. Aussem* 04-26-2016  
By: Daniel F. Aussem, Executive Director Date  
Phone: (815) 223-0561

GREAT PLAINS LABORERS' DISTRICT COUNCIL

\_\_\_\_\_  
By: Charles Schempf, Business Manager Date  
Phone: (309) 692-8750

LABORERS' LOCAL UNION #393

*Kevin Dale* 4-14-16  
By: Kevin Dale, Business Manager Date  
Phone: (815) 795-2829

\_\_\_\_\_  
Contractor's Signature

\_\_\_\_\_  
Contractor's Name

\_\_\_\_\_  
Contractor's Address

\_\_\_\_\_  
City and State Zip

\_\_\_\_\_  
Telephone Number Facsimile Number

\_\_\_\_\_  
Date

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DANIEL F. AUSSEM  
Executive Director

PHONES:  
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**April 21, 2016**

**RESIDENTIAL CONTRACT**

**TO ALL CONTRACTORS EMPLOYING LABORERS FROM LOCAL UNION #393**

**Now covering all of: La Salle, Bureau & Putnam Counties, IL**

The following represents the breakdown of the **Residential wage and benefit package** of the Laborers Local 393 effective **May 1, 2016 through April 30, 2017.**

<b>RESIDENTIAL Wage &amp; Contributions</b>	<b>Local Union #393</b>
BASIC RATE	<b>\$20.81</b>
Pension:	<b>\$ 5.24</b>
Health & Welfare:	<b>\$ 7.70</b>
<b>Industry Advancement Fund</b>	<b>\$ .05</b>
<b>TOTAL PACKAGE (Basic Rate)</b>	<b>\$33.80</b>

<b>Deductions</b>	
Dues Check Off: (percentage of gross pay)	<b>2.0%</b>

Sincerely,  
ILLINOIS VALLEY CONTRACTORS ASSOCIATION

Daniel F. Aussem  
Executive Director

**ADDENDUM I**  
**Pension Fund, Welfare Fund**

**Section 1.** Pension Fund. Commencing May 1, 2006 the Employer agrees to make payments to and be bound by the Central Laborers Pension Fund, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall pay to the Central Laborers Pension Fund the following covered by this Agreement for work performed in the individual Local Union's jurisdiction. See Addendum II.

**Section 2.** Welfare Plan. Commencing May 1, 2006 the Employer agrees to make payments to and be bound by the North Central Illinois Laborers Health and Welfare Fund, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall pay to the North Central Illinois Laborers Health & Welfare Fund the listed cents per hour for each hour or portion thereof, including overtime hours worked by an Employee covered by this Agreement for work performed in the individual Local Union's jurisdiction. See Addendum II.

**Section 3.** Payments to the office of the aforesaid Plans and Funds shall be made by the Employer no later than the 15th day of the month following the month for which payments are required.

**ADDENDUM II**  
**Residential Agreement**

**Section 1.** Working Dues Check-Off. Commencing with the effective date of this Agreement, the Employer agrees to make payments to and be bound by the Great Plains Laborers District Council Working Dues Check-Off. The Employer shall upon receipt of a proper assignment executed by an employee deduct the authorized membership working dues from the wages of each Employee and forward such monies promptly to the North Central Illinois Laborers' Health and Welfare Fund office, 4208 W Partridge Way, Unit 3, Peoria, IL 61615. Said monies should be in the Council office by the 15th of the following month covering the hours worked the previous month.

**Section 2.** Said failure to make the required dues payments at the time specified shall be deemed a gross breach of the Agreement by the Employer, and the Union shall be free to take any economic action, including refusal of Employees to work and picketing, to obtain Employer compliance with this Agreement, notwithstanding any other provision of this Agreement.

**Section 3.** Wages, Fringe Contributions and Deductions. **EFFECTIVE: May 1, 2015 through April 30, 2016, the wages, fringe contributions, and deductions for RESIDENTIAL CONSTRUCTION are:**

**WAGES:**

RESIDENTIAL JOURNEYMAN	\$ 20.81
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**CONTRIBUTIONS:**

PENSION:	\$ 5.24
NORTH CENTRAL IL WELFARE	\$ 7.70
INDUSTRY ADVANCEMENT FUND	<u>\$ 0.05</u>

Total Package \$ 33.80

**DEDUCTIONS:**

DUES CHECK-OFF	2.0% gross (calculated as a percentage of gross pay)
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The Parties agree that effective May 1, 2017 there will be an additional increase of \$0.85/Hour to be designated by the union towards wages and/or fringe benefits.



Kevin Dale



Dan Aussem