May 14, 2019

IVCA - CHICAGO REGIONAL COUNCIL OF CARPENTERS
(COMMERCIAL AGREEMENT)
Bureau, LaSalle, Marshall, Putnam and Stark Counties of Illinois
June 01, 2019 - May 31, 2020

<table>
<thead>
<tr>
<th>Wage Rates Effective: June 1, 2019</th>
<th>May 31, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman Wage</td>
<td>Foreman Wage</td>
</tr>
<tr>
<td>Base Wage Rate</td>
<td>$33.75</td>
</tr>
<tr>
<td>H &amp; W</td>
<td>$10.61</td>
</tr>
<tr>
<td>CRCC Supp Ret</td>
<td>$4.00</td>
</tr>
<tr>
<td>Apprentice</td>
<td>$0.63</td>
</tr>
<tr>
<td>UBC Funds</td>
<td>$0.10</td>
</tr>
<tr>
<td>IVCA - IAF</td>
<td>$0.20</td>
</tr>
<tr>
<td>Labor/Management</td>
<td>$0.06</td>
</tr>
<tr>
<td>TOTAL PACKAGE</td>
<td>$64.25</td>
</tr>
</tbody>
</table>

Working Dues for the above classifications are: 4% of Gross Wages

<table>
<thead>
<tr>
<th>Commercial - Industrial Apprentices</th>
<th>May 31, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year</td>
<td>Second Year</td>
</tr>
<tr>
<td>1st - 6 months (45%)</td>
<td>2nd - 6 months (50%)</td>
</tr>
<tr>
<td>Base Wage Rate</td>
<td>$15.19</td>
</tr>
<tr>
<td>H &amp; W</td>
<td>$10.61</td>
</tr>
<tr>
<td>Pension</td>
<td>$0.50</td>
</tr>
<tr>
<td>CRCC Supp Ret</td>
<td>$4.00</td>
</tr>
<tr>
<td>Apprentice</td>
<td>$0.63</td>
</tr>
<tr>
<td>UBC Funds</td>
<td>$0.10</td>
</tr>
<tr>
<td>IVCA - IAF</td>
<td>$0.20</td>
</tr>
<tr>
<td>Labor/Management</td>
<td>$0.06</td>
</tr>
<tr>
<td>TOTAL PACKAGE</td>
<td>$31.29</td>
</tr>
</tbody>
</table>

Working Assessment for Com./Ind. Apprentices: 4% of Gross Wages

Illinois Valley Contractors Association

Carpenters Local Union #195

Daniel F. Aussem
Executive Director

Dave Argubright
Business Representative