

**LOCAL 174 (IVCA) RESIDENTIAL - ZONE 3**  
 Covering the Illinois counties of Bureau, LaSalle, Marshall, Putnam and Stark

<b>\$2.36 Allocation</b>	
Journeyman Wages	Increase \$1.33 per hour
Heartland Healthcare Fund	Increase \$0.52 per hour from \$10.91 to \$11.43
Mid-America Carpenters Regional Council Supplemental Retirement Fund	Increase \$0.50 per hour from \$4.00 to \$4.50
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Foreman Rate Change for All Zones	Eleven percent (11%)
*First Year Apprentices – Effective 1/1/2025	Wage rate shall not be less than minimum wage

<b>Wage Rates Effective - July 1, 2024 – June 30, 2025</b>	<b>Journeyman</b>	<b>Foreman</b>	<b>General Foreman</b>
Base Wage Rate	\$29.00	\$32.19	\$33.64
Heartland Healthcare Fund	11.43	11.43	11.43
Carpenters Pension Fund of IL	15.39	15.39	15.39
MACRC Supplemental Retirement Fund	4.50	4.50	4.50
MACRC Apprenticeship Fund	0.68	0.68	0.68
UBC National Funds (CITF)	0.14	0.14	0.14
Industry Advancement Fund	0.25	0.25	0.25
Labor Management	0.06	0.06	0.06
<b>TOTAL PACKAGE</b>	<b>\$61.45</b>	<b>\$64.64</b>	<b>\$66.09</b>

Wage Deductions:

*Working Assessment is four percent (4%) of gross wages.*

**Apprentices – Zone 3**

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

<b>Wage Rates Effective July 1, 2024 – December 31, 2024</b>	1st Year 1 <sup>st</sup> 6 months (50%)	1st Year 2 <sup>nd</sup> 6 months (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$14.50	\$17.40	\$20.30	\$23.20	\$26.10
Heartland Healthcare Fund	11.43	11.43	11.43	11.43	11.43
Carpenters Pension Fund of IL	1.00	1.00	10.77	12.31	13.85
MACRC Supplemental Retirement Fund	1.00	1.00	3.15	3.60	4.05
MACRC Apprenticeship Fund	0.68	0.68	0.68	0.68	0.68
UBC National Fund (CITF)	0.14	0.14	0.14	0.14	0.14
Industry Advancement Fund	0.25	0.25	0.25	0.25	0.25
Labor Management	0.06	0.06	0.06	0.06	0.06
<b>TOTAL PACKAGE</b>	<b>\$29.06</b>	<b>\$31.96</b>	<b>\$46.78</b>	<b>\$51.67</b>	<b>\$56.56</b>

<b>Wage Rates Effective January 1, 2025 – June 30, 2025</b>	1st Year 1 <sup>st</sup> 6 months (50%)	1st Year 2 <sup>nd</sup> 6 months (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
*Base Wage Rate	\$15.00	\$17.40	\$20.30	\$23.20	\$26.10
Heartland Healthcare Fund	11.43	11.43	11.43	11.43	11.43
Carpenters Pension Fund of IL	1.00	1.00	10.77	12.31	13.85
MACRC Supplemental Retirement Fund	1.00	1.00	3.15	3.60	4.05
MACRC Apprenticeship Fund	0.68	0.68	0.68	0.68	0.68
UBC National Fund (CITF)	0.14	0.14	0.14	0.14	0.14
Industry Advancement Fund	0.25	0.25	0.25	0.25	0.25
Labor Management	0.06	0.06	0.06	0.06	0.06
<b>TOTAL PACKAGE</b>	<b>\$29.56</b>	<b>\$31.96</b>	<b>\$46.78</b>	<b>\$51.67</b>	<b>\$56.56</b>

Wage Deductions:

*Working Assessment is four percent (4%) of gross wages.*

The following are the negotiated increases through June 30, 2027:

- Effective July 1, 2025 – Increase \$2.46 per hour
- Effective July 1, 2026 – Increase \$2.56 per hour