Operative Plasterers' and Cement Masons'
Local 18 of Central Illinois

Plasterers Local 18 – Area 12
Effective May 1, 2015 - Corrected

Wage Rate $28.69
Pension $7.75
Annuity $7.75
Welfare $7.75
Industry Fund $0.10
TRICON $0.06
Apprenticeship Fund $0.80
International JATC Fund $0.07
Drug Testing $0.06

Total package consists of:
Base Wage, Health & Welfare, Pension, Annuity & Apprenticeship Funds
Working Dues = $52.81 x 5% + $.10 per hour = $2.74

Deductions
Working Dues $2.74
Building Trades $0.14
Labor Temple $0.01

Apprentice Scale

<table>
<thead>
<tr>
<th>Wages</th>
<th>Working Dues</th>
<th>Wages</th>
<th>Working Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Yr: 1st 6 months - 45% $12.91</td>
<td>$1.96</td>
<td>2nd 6 months - 50% $14.32</td>
<td>$2.03</td>
</tr>
<tr>
<td>2nd Yr: 1st 6 months - 55% $15.78</td>
<td>$2.10</td>
<td>2nd 6 months - 60% $17.22</td>
<td>$2.17</td>
</tr>
<tr>
<td>3rd Yr: 1st 6 months - 70% $20.09</td>
<td>$2.31</td>
<td>2nd 6 months - 80% $22.96</td>
<td>$2.46</td>
</tr>
<tr>
<td>4th Yr: 1st 6 months - 90% $25.83</td>
<td>$2.60</td>
<td>2nd 6 months - 95% $27.26</td>
<td>$2.67</td>
</tr>
</tbody>
</table>

Increases: 5-1-2016 - $1.40

Overtime – Time and a half
Sunday & Holidays – Double Time

Executive Director 7-14-15
Greater Peoria Contractors & Suppliers Association, Inc.

Business Representative 7/13/15
Operative Plasterers & Cement Masons Local 18 Area 12
Plasterers Local 18 – Area 12
Effective May 1, 2015 thru April 30, 2017
Memorandum of Agreement

This Memorandum of Agreement modifies and amends the existing Collective Bargaining Agreement covering the period May 1, 2014 to April 30, 2017 and continues thereafter with any other renewals, amendments, extensions, modifications, improvement or successor agreements to the Operative Plasterers & Cement Masons International Association Local 18 of Central Illinois.

Section 11 Other Benefits shall be amended to include effective May 1, 2015 and thereafter the OPCMIA International Training Fund requiring an hourly contribution of .13% of the total economic package. That amount is seven cents (.07¢) per hour for each hour worked to Local 18 employees under the Bargaining Agreement to be allocated from the Local 18 Union's economic package in its sole discretion, as will be reflected on the monthly benefit fund report forms.

The Trust Agreement of the OPCMIA International Training Fund is hereby incorporated by reference into this Side Letter and Collective Bargaining Agreement and all parties agree to become and remain bound as a party to such Agreement and Declaration of Trust as set forth in Section 11, Paragraph 1 of the above referenced Collective Bargaining Agreement.

THE ASSOCIATION

THE UNION

Date

Date