ADDENDUM A

OPERATIVE PLASTERERS AND CEMENT MASON'S INTERNATIONAL ASSOCIATION, LOCAL 18 AREA 12
And

Greater Peoria Contractors and Suppliers Association Incorporated

Peoria, Tazewell, Marshall, Mason and Portions of Fulton and Woodford Counties

The undersigned parties agree to pay the following wage and fringe benefits listed in Article 17 of the current Agreement as well as the working dues deduction as follows:

Effective May 1, 2016

<table>
<thead>
<tr>
<th>Wage Rate</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journey Person</td>
<td>29.62</td>
</tr>
<tr>
<td>Foreman</td>
<td>31.37</td>
</tr>
<tr>
<td>General Foreman</td>
<td>32.37</td>
</tr>
<tr>
<td>Annuity</td>
<td>8.14</td>
</tr>
<tr>
<td>Pension</td>
<td>8.01</td>
</tr>
<tr>
<td>Welfare</td>
<td>8.00</td>
</tr>
<tr>
<td>Apprenticeship Fund</td>
<td>.50</td>
</tr>
<tr>
<td>International JATC Fund</td>
<td>.07</td>
</tr>
<tr>
<td>Industry Fund</td>
<td>.17</td>
</tr>
<tr>
<td>TRICON</td>
<td>.06</td>
</tr>
</tbody>
</table>

Total package consists of:
Base wage, health & welfare, pension, annuity & apprenticeship funds
5% of Total Package plus $.10 per hour = $2.82

Deductions

| Working Dues          | $2.82 |
| Building Trades       | .14   |
| Labor Temple          | .01   |

Apprentice Scale

1st Yr - 70% = [20.73 + 24.72 x .05% + $.10] = $2.37
2nd Yr - 80% = [23.70 + 24.72 x .05% + $.10] = $2.52
3rd Yr - 90% = [26.66 + 24.72 x .05% + $.10] = $2.57

Increases: 5-1-2017 - $1.40

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

Executive Director
Greater Peoria Contractors & Suppliers Association, Inc.

Date

Business Representative
Operative Plasterers & Cement Masons Local 18 Area 12

Date
ADDENDUM B

OPERATIVE PLASTERERS AND CEMENT MASONS INTERNATIONAL ASSOCIATION
LOCAL 18 AREA 12
AND
Greater Peoria Contractors and Suppliers Association, Incorporated

Knox, Warren, Southeast Corner Mercer County and Northwest Corner of Fulton County

Article 1. In order to protect the economic standards set forth in this Collective Bargaining Agreement for on-site construction work, it is understood that the Employer shall subcontract work only to a sub-contractor who is signatory to this Agreement, or who shall become signatory to this Agreement. Provided, however, that on signatory type work, such as but not limited to epoxy injection, etc., and where no signatory subcontractors are available, the above provision shall not apply.

The undersigned parties agree to pay the following wage and fringe benefits listed in Article 17 of the current Agreement as well as the working dues deduction as follows:

Effective May 1, 2016

<table>
<thead>
<tr>
<th>Wage Rate</th>
<th>$28.24</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage Rate – Foreman</td>
<td>$28.74</td>
</tr>
<tr>
<td>Wage Rate – General Foreman</td>
<td>$29.24</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annuity</th>
<th>$ 2.45</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension</td>
<td>$10.50</td>
</tr>
<tr>
<td>Welfare</td>
<td>$ 6.30</td>
</tr>
<tr>
<td>Apprenticeship</td>
<td>$  0.60</td>
</tr>
<tr>
<td>International JATC Fund</td>
<td>$  0.07</td>
</tr>
<tr>
<td>Industry Fund</td>
<td>$  0.17</td>
</tr>
<tr>
<td>TRICON</td>
<td>$  0.06</td>
</tr>
</tbody>
</table>

Total package shall consist of:
Base wage, Annuity, Pension, Health & Welfare & Apprenticeships

Deductions

Working dues computed by multiplying the total package x 5% + $.10 = $2.51

| Building Trades   | $ 0.14 |
| Labor Temple      | $ 0.01 |

Apprentice Scale

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st year</td>
<td>$19.77 + $19.92 x 5% + .10¢ = $2.09</td>
</tr>
<tr>
<td>2nd year</td>
<td>$22.60 + $19.92 x 5% + .10¢ = $2.23</td>
</tr>
<tr>
<td>3rd year</td>
<td>$25.42 + $19.92 x 5% + .10¢ = $2.37</td>
</tr>
</tbody>
</table>

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

Executive Director
Greater Peoria Contractors & Suppliers Association, Inc.

Business Manager
Operative Plasterers & Cement Masons Local 18