

**Rehabilitation Plan; Attachment E**  
**AGREEMENT ADOPTING PREFERRED SCHEDULE**  
**ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT**

*Recitals*

**WHEREAS**, the undersigned Union and Employer Association (or Employer, if applicable) are parties to a collective bargaining agreement that provides for contributions to the Central Laborers' Pension Fund ("Pension Fund"); and

**WHEREAS**, on November 4, 2013, the Pension Fund's Board of Trustees has adopted an updated Rehabilitation Plan ("Rehabilitation Plan") to improve the Pension Fund's funding status over a period of years as required by the Pension Protection Act of 2006 ("PPA"); and

**WHEREAS**, the updated Rehabilitation Plan includes revised Schedules which are effective February 1, 2014; and

**WHEREAS**, a copy of the updated Rehabilitation Plan has been provided to the Union, the Employer Association, and the Employer; and

**WHEREAS**, the updated Rehabilitation Plan, in accordance with PPA, requires the bargaining parties (*i.e., the Union and the Employer Association, or Employer, if applicable*) to every collective bargaining agreement providing for contributions to the Pension Fund to adopt one of the Schedules included in the updated Rehabilitation Plan; and

**WHEREAS**, the Union and the Employer Association (or Employer, if applicable) have agreed to adopt the **Preferred Schedule** of the updated Rehabilitation Plan and hereby seek to memorialize that agreement;

**NOW THEREFORE**, the Union and the Employer Association (or Employer, if applicable) hereby agree as follows:

1. The recitals stated above are incorporated by reference and are deemed to be a part of this Addendum.
2. The current contribution rate to the Pension Fund shall be increased by ten percent (10%) effective on the anniversary date of the collective bargaining agreement immediately following the adoption of this Schedule. In the event that the 2014 anniversary date of the collective bargaining agreement predates the adoption of this Schedule for calendar year 2014, then the 10% increase must be effective on or before February 1, 2014. For all years after 2014, the contribution rate shall be increased on each subsequent anniversary date according to the schedule delineated in the **Preferred Schedule** (Attachment A to the Rehabilitation Plan).
3. The benefit changes, *i.e., the reduction of certain adjustable benefits*, described in the **Preferred Schedule** (Attachment A to the Rehabilitation Plan) are incorporated herein as if fully set forth in this Addendum. The benefit changes are effective on the date specified in the Rehabilitation Plan and the **Preferred Schedule**.

4. This Addendum shall be considered part of the collective bargaining agreement between the Union and the Employer Association (or Employer, if applicable).

5. The provisions of this Addendum shall supersede any inconsistent provision of the collective bargaining agreement. The terms of the Rehabilitation Plan and the **Preferred Schedule** of the Rehabilitation Plan shall supersede any inconsistent provisions of this collective bargaining agreement, the original Rehabilitation Plan (adopted January 16, 2012) and the schedules of the original Rehabilitation Plan.

6. The Rehabilitation Plan and the **Preferred Schedule** are deemed to be part of this Addendum and are incorporated hereby as if fully set forth herein.

7. As set forth in the Rehabilitation Plan and as contemplated and allowed by the provisions of the PPA, the Pension Fund's Board of Trustees has the discretionary authority to amend the Rehabilitation Plan, including its Schedules, and amend the Pension Fund's plan of benefits set forth in the Pension Fund's governing documents.

8. This Addendum shall be effective this 1st day of February, 2014.

For the agreement effective May 1, 2011 through April 30, 2014 covering Building Construction in the jurisdiction of Laborers' Local 165.

**IF THIS ADDENDUM IS RECEIVED BY THE PENSION FUND AFTER FEBRUARY 1, 2014, THEN AFFECTED EMPLOYEE'S PENSION BENEFITS WILL BE SUBJECT TO RETROACTIVE ADJUSTMENTS IN ACCORDANCE WITH THE REHABILITATION PLAN'S RULES GOVERNING DELAYED IMPLEMENTATION OF UPDATED SCHEDULES.**

To acknowledge their agreement and acceptance of the **Preferred Schedule** of the Central Laborers' Pension Fund's Rehabilitation Plan through the adoption of this Addendum, the Union and the Employer Association (or Employer, if applicable) have caused their authorized representatives to place their signatures below:

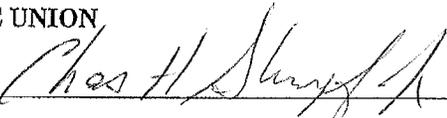
**FOR THE EMPLOYER ASSOCIATION**

Signature: 

Name of Association: GREATER PEORIA CONTRACTORS AND SUPPLIERS ASSOCIATION, INC

Position: Exec. Dir. Date: 12-9-13

**FOR THE UNION**

Signature: 

Name: GREAT PLAINS LABORERS' DISTRICT COUNCIL

Position: Bus. Mgr. Date: 12-30-13

Mutual Agreement to Reopen Collective Bargaining Agreement

Whereas, the GREATER PEORIA CONTRACTORS AND SUPPLIERS ASSOCIATION, INC. ("Association") and GREAT PLAINS LABORERS' DISTRICT COUNCIL ("Union")(collectively "Bargaining Parties") are parties to a collective bargaining agreement with a term of May 1, 2011 through April 30, 2014 covering Building Construction in the jurisdiction of Laborers' Local 165 (hereinafter "CBA") that requires contributions to the Central Laborers' Pension Fund;

Whereas, the Bargaining Parties seek to reopen the CBA for the sole and exclusive purpose of adopting the Preferred Schedule of the Rehabilitation Plan adopted by the Board of Trustees of the Central Laborers' Pension Fund in an effort to ensure that the consequences for delayed implementation of the schedules set forth in the Rehabilitation Plan do not apply to the Employer or the employees of the Employer.

NOW THEREFORE, it is mutually agreed by and between the Bargaining Parties to reopen the CBA for the *sole* and *exclusive* purpose of adopting, by a separate addendum to the CBA and in a form prescribed by the Central Laborers' Pension Fund, the Preferred Schedule of the Rehabilitation Plan adopted by the Board of Trustees of the Central Laborers' Pension Fund on November 4, 2013.

**For the Association(s):**

Signed by:

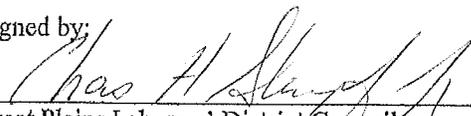
  
\_\_\_\_\_  
Greater Peoria Contractors and Suppliers Association, Inc.

Its: B.A.P.C. Dir.

Date: 12-8-13

**For the Union(s):**

Signed by:

  
\_\_\_\_\_  
Great Plains Laborers' District Council

Its: Bus. Mgr

Date: 12-30-13