

Memorandum of Agreement

This Memorandum of Agreement is entered into this ____ day of August 2014 between the Chicago Regional Council of Carpenters ("Union") and the Residential Construction Employers' Council ("RCEC") for the period October 1, 2014 through September 30, 2019. All provisions contained the parties' Agreement which expires on September 30, 2014 shall remain in full force and effect except as otherwise modified and addressed herein. The full Agreement is subject to ratification by each of the parties.

1.1 Bargaining Unit. This Agreement covers all work performed on a residential structure which is not more than four (4) stories in height including single family residences, apartment buildings, condominiums, and townhomes and for work performed in the remodeling of or on the construction of an addition of such unit. This Agreement shall only apply to structures intended as a personal dwelling, but not any structure maintained by the unit owner or occupant for commercial purposes.. A mixed use building shall be regarded as residential as long as the Employer is not performing any work on the commercial portion of the building; in such case, this Agreement shall apply to the residential work.

4.1 Wages

Effective October 1, 2014 - \$2.08

Effective October 1, 2015 - \$2.14

Effective October 1, 2016 - \$2.21

Effective October 1, 2017 - \$2.27*

Effective October 1, 2018 - \$2.34*

*In the event that the Mid-America Regional Bargaining Association negotiates a higher percentage increase in the wage/fringe benefit package with any other craft during 2017 and 2018, the wage/fringe benefit package shall be increased by the same amount for those years individually.

33.1 UBC Funds. In addition to any contributions otherwise called for herein, there shall be a ten cent (\$0.10) per hour contribution to the Carpenters International Training Fund ("Training Fund") with the Employer paying six cents (\$0.06) for each hour of work performed by its employees and four cents (\$0.04) being allocated from the negotiated wage package for each hour of work performed by the employees.

Payment shall be made to the Training Fund or to such collection agent as designated by the Training Fund on or before the 20th day of the month following the month of the work performed. The employer hereby agrees to be bound by the Agreements and Declarations of Trust for the Training Fund as they exist and as they may be amended or restated, and to such rules, regulations and other governing documents adopted pursuant to such funds.

34.1 Labor/Management Union Carpentry Cooperation Promotion Fund. Out of the allocated increases, each employer shall contribute twenty-five cents (\$0.25) for each hour of work performed by employees covered in this Agreement to the Labor Management Union Carpentry Cooperation Promotion Fund ("Fund") subject to the following requirements. The Union and RCEC agree, that an Advisory Board appointed by RCEC shall make recommendations to the RCEC Trustee concerning distributions from the Carpentry Advancement Fund and to amend the Trust Agreement to allow for the following items:

- (a) The amounts contributed to the Fund under this provision shall be segregated from other contributions submitted at a different hourly contribution rate and made to a separate account which will exclusively receive the .25 contributions. The Account shall be referred to as the "Carpentry Advancement Fund."
- (b) Pursuant to Section 5.2 of the Trust Agreement, the disbursement of any funds submitted to the Carpentry Advancement Fund by employers under this provision shall be delegated to a Committee of Trustees consisting of (1) two union representatives including the President/Executive Secretary Treasurer of the Union, and (2) two MARBA representatives including the Chairman of the MARBA Bargaining Committee. Any disbursements from the segregated Carpentry Advancement Fund must be by joint agreement of such trustees.
- (c) RCEC or the Union may terminate participation in the Carpentry Advancement Fund with thirty (30) days written notice to the President/Executive Secretary Treasurer of the Union or the Chairman of the RCEC Bargaining Committee. In the event that RCEC or the Union terminates such participation, the twenty-five (\$0.25) cents shall be allocated in the Union's discretion.

Contributions under this provision shall not commence until the Trust Agreement is amended as identified above.

Side Letters

Will County

With the exception of the increased wages and fringe benefit contributions, bonding, substance abuse and recovery program, and the Saturday Make-up Day provision, the terms and conditions of the 1998-2001 collective bargaining agreement between the Chicago and Northeast Illinois District Council of Carpenters and RCEC shall continue to apply to all residential work performed in Will County.

The parties' 2005-2008 Agreement governed the wages and fringe benefit contributions, bonding, substance abuse and recovery program and the Saturday Make-up Day provision.

All provisions contained in the parties' Will County Agreement which expires on September 30, 2014 shall remain in full force and effect except as otherwise modified and addressed herein.

Money Follows the Man

Wages and employer fringe benefit contributions will be paid on a "money follows the man" basis for members performing bargaining unit work within the geographical jurisdiction of this Agreement.

A member's wage rate and fringe benefit contribution shall be paid at the higher of (1) the total economic package rate required by the collective bargaining agreement for the local union geographic area in which he or she is a member or (2) the total economic package rate required by the collective bargaining agreement governing the geographical area in which the work was performed.

A member's home fund is the benefit fund that provides for the local union geographic area in which he or she is a member. The Employer will pay all fringe benefit contributions for an employee to his or her home fund regardless of where a member performs work.


2014 Side letter

This side letter addressing additional wages shall be held in abeyance through September 29, 2019.

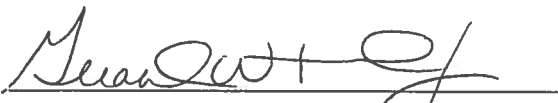
All other side letters contained in the parties' prior agreement are terminated.

CHICAGO REGIONAL COUNCIL
OF CARPENTERS

RESIDENTIAL CONSTRUCTION
EMPLOYERS' COUNCIL



Frank Libby, President/EST



Gerry W. Thiel, Jr. Chairman