

**SIDE LETTER**  
***2019-2024 Area Agreement***

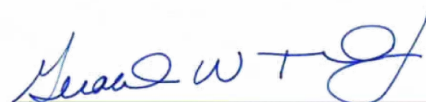
This Side Letter Agreement entered into between the Mid-America Carpenters Regional Council (“Union”) and the Residential Construction Employers Council this the \_\_\_ day of March, 2022, it is agreed as follows:

A. The following language shall be added as Section 12.14 effective October 1, 2022:

The parties have established a Vacation Savings Plan that will be administered by the Mid-America Carpenters Regional Council Health Fund. The vacation savings shall be an amount set by the Union from the economic package set forth in Section 4.1. The vacation savings shall be paid based on the total number of hours worked; there shall not be any increase in the hourly amount of vacation savings because of overtime or any other situation that involves an increased hourly wage rate. The Employer shall add the designated vacation savings amount to the Employee’s gross wages and then deduct the appropriate payroll tax, including Social Security and withholding taxes. The full amount of the vacation savings shall be deducted from the employee’s net wage and remitted to the Welfare Fund on the dates and in the manner set forth in Section 12.4. The Welfare Fund shall distribute the vacation savings to the member on an annual basis.

Agreed to by:

  
\_\_\_\_\_  
MID-AMERICA CARPENTERS  
REGIONAL COUNCIL

  
\_\_\_\_\_  
RESIDENTIAL CONSTRUCTION  
EMPLOYERS COUNCIL