

ARTICLE I

BARGAINING UNIT 1.1

This Agreement covers all work performed on a residential personal dwelling structure which is not more than **six (6) stories** in height not inclusive of commercial stories, including single family residences, apartment buildings, condominiums, townhouses, all senior residence including assisted living and memory care and for work performed in the remodeling of or on the construction of an addition of such unit. A mixed-use structure shall have the residential portion constructed under the residential agreement and the commercial portion constructed under the commercial area agreement. Residential amenity spaces within a mixed-use structure shall be constructed under the residential agreement so long as the spaces are within **(6) story** maximum height requirement and are intended to be used exclusively by residents of the building. Amenities spaces include, but are not limited to, fitness center, spa areas, shared food courts, and recreation areas which are not open to non-residents or to the general public. Exterior portions of mixed-use structures would be constructed under the residential agreement.

THE WAGE INCREASE OVER THE 5 YEAR TERM.

ARTICLE IV WAGES 4.1 The rate of wages shall be as follows: (4% Increase)

Effective October 1, 2024 - \$3.26 per hour increase to wages - \$84.73

Effective October 1, 2025 - \$3.39 per hour increase to wages - \$88.12

Effective October 1, 2026 - \$3.52 per hour increase to wages - \$91.64

Effective October 1, 2027 - \$3.67 per hour increase to wages - \$95.31

Effective October 1, 2028 - \$3.81 per hour increase to wages - \$99.12

The allocation among the wages and any other contributions shall be at the discretion of the Executive Committee of the UNION. The UNION may alter the allocation among wages and fringe benefits at any time provided fourteen (14) days written notice is provided to the EMPLOYERS.

INDUSTRY ADVANCEMENT FUND – has been increased from 6 cents to 9 cents.