

ADDENDUM I
 Heavy/Highway Construction
 Wage and Fringe Benefits
 Contributions and Deductions

EFFECTIVE: May 1, 2011

LOCAL UNION NO.	32	727
COUNTIES	Winnebago, DeKalb	Carrol, Lee, JoDaviess, Whiteside, Stephenson, Ogle
BASIC LABORER RATE	\$30.16	\$30.10
SKILLED	\$32.31	\$32.25
PENSION FUND	\$8.57	\$8.02
ANNUITY PLAN	\$3.32 \$4.98* \$6.64*/	\$4.00 \$6.00* \$8.00*/
NORTH CENTRAL IL WELFARE	\$7.50	\$7.50
NORTHERN IL WELFARE	\$0.54	\$0.54
L.E.C.E.T.	\$0.14	\$0.14
MIDWEST FOUNDATION FOR FAIR CONTRACTING	\$0.10	\$0.10
TRAINING FUND	\$0.80	\$0.80
C.I.A.F.	\$0.39	\$0.32
TOTAL PACKAGE	\$51.52/53.67	\$51.52/53.67
VACATION FUND	\$1.05**/	\$3.00**/
DUES CHECK OFF	5.00%**	4.5%**
DUES CHECK OFF		\$0.50***
MARKET PROMOTION	\$0.04***	\$0.04***
ORGANIZATIONAL FUND	\$0.25***	\$0.25***

- * Cents per hour on each overtime hour worked.
- */ Cents per hour on each overtime hour worked on Sundays or Holidays.
- **/ Cents per hour deducted from net wages.
- ** Percentage of Gross Pay.
- *** Cents per hour worked deducted from wages.

CONTRACT INCREASES

May 1, 2010 \$2.25 plus .15 to skilled rate
 May 1, 2011 \$2.50 plus .15 to skilled rate
 May 1, 2012 \$2.60 plus .15 to skilled rate
 May 1, 2013 \$2.70 plus .15 to skilled rate
 May 1, 2014 \$2.80 plus .15 to skilled rate