

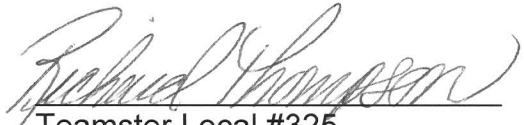
May 20, 2011

Memorandum of Agreement

This memorandum of agreement by and between the Northwestern Illinois Contractors Association (NICA) and Teamsters, Local #325 provides for an extension of the existing agreement through May 31, 2014. Changes to the Agreement are as follows:

- A. As of June 1, 2011 the total package will increase by \$.70 per hour with \$.50 allocated to Health and Welfare and \$.20 to the Labor Management Task Force fund;
- B. As of June 1, 2012 a total package increase of \$1.00 per hour to be allocated by the union will go into effect;
- C. As of June 1, 2013 a total package increase of \$1.30 per hour to be allocated by the union will go into effect.


Northwestern Illinois
Contractors Association


Teamster Local #325