

STATE OF ILLINOIS – DEPARTMENT OF LABOR
160 N. LASALLE ST., STE. C-1300
CHICAGO, ILLINOIS 60601

IN THE MATTER OF:)
)
MID AMERICAN CARPENTERS REGIONAL)
COUNCIL) STATE FILE NO. 2025-H-RP08-2351
)
OBJECTOR(S),)
)
v.)
)
JANE R. FLANAGAN, DIRECTOR of the)
ILLINOIS DEPARTMENT OF LABOR, and)
THE ILLINOIS DEPARTMENT OF LABOR,)
)
RESPONDENTS.)

ORDER

IT IS HEREBY ORDERED:

1. Pursuant to **56 IAC 120.400**, a **telephonic** pre-hearing conference shall be convened on **September 13, 2024 at 11:00 a.m.** An Administrative Law Judge will initiate the conference call. **Objector's Terrance B. McGann** will be phoned at **312-251-9700**. Respondent Attorney Nick Bedenk will be phoned at **708-723-6399**. Technology constraints require that a direct dial phone number be provided for the pre-hearing conference. If the number listed is not a direct dial number or you require additional phone lines to be added, you are to provide the phone numbers and/or the names and phone numbers of the additional participants to DOL.hearings@illinois.gov
2. The pre-hearing conference shall be held to simplify the issues, determine necessity or desirability of amendment to documents for purposes of clarification, simplification, or limitation, determine stipulations, admission of fact and of contents and authenticity of the documents, limit the number of witnesses, determine propriety of the prior mutual exchange among the parties who have prepared testimony or exhibits, and decide other matters as may tend to expedite the disposition of the proceedings and to assure a just conclusion thereof.
3. Attorneys shall file appearances as soon as practicable.

DATE: August 27, 2024

By: /s/ John O'Meara
John O'Meara
Administrative Law Judge
IDOL
160 N. LaSalle St. Ste. C-1300
Chicago IL 60601
V: 312-793-1805
Dol.hearings@illinois.gov

STATE OF ILLINOIS)
)
)
COUNTY OF COOK)

CERTIFICATE OF SERVICE

Under penalties as provided by law, including pursuant to Section 1-109 of the Code of Civil Procedure, I **Blanca Hinojosa**, a non-attorney, affirm, certify or on oath state, that I served notice of the attached Order upon all parties to this case, or their agents appointed to receive service of process, by enclosing a copy of the Order in Case No. **2025-H-RP08-2351** and a copy of the Certificate of Service in an envelope addressed to each party or party's agent at the respective address shown on the order or on the Certificate of Service, having caused each envelope to be served by U.S. Mail with postage prepaid at 160 North LaSalle St., Ste. C-1300, Chicago, Illinois, 60601, on the day of **August 27, 2024**, 2023 prior to 4:30 p.m.

Terrance B. McGann
McGann, Ketterman, & Rioux
111 East Wacker Drive, Suite 2300
Chicago, IL 60601
(312) 251-9700

HAND DELIVERED:

Nicholas Bedenk
Associate General Counsel
Illinois Department of Labor
160 S. LaSalle St., Ste. C-1300
Chicago IL 60601
Nicholas.Bedenk@Illinois.gov

Stephanie Barton
Deputy General Counsel
Illinois Department of Labor
524 South 2nd St, Suite 400
Springfield, IL 62701

Jane R. Flanagan
Director of Labor
Illinois Department of Labor
160 N. LaSalle St., Ste. C-1300
Chicago, IL 60601

/s/Blanca Hinojosa
Office Assoc/ Illinois Department of Labor

STATE OF ILLINOIS – DEPARTMENT OF LABOR
160 N. LASALLE ST., STE. C-1300
CHICAGO, ILLINOIS 60601

IN THE MATTER OF:)	
)	
MID-AMERICA CARPENTERS REGIONAL COUNCIL)	STATE FILE NO. 2025-H-RP08-2351
)	
)	DATE OF NOTICE: August 27, 2024
OBJECTOR(S),)	CERTIFIED MAIL / RETURN RECEIPT
)	
)	9489 0090 0027 6559 9247 87
v.)	
)	
JANE R. FLANAGAN, DIRECTOR of the ILLINOIS DEPARTMENT OF LABOR, and THE ILLINOIS DEPARTMENT OF LABOR,)	
)	
RESPONDENTS.)	

NOTICE OF TELEPHONIC HEARING

PLEASE TAKE NOTICE that Jane R. Flanagan, Director of the Illinois Department of Labor, and the Illinois Department of Labor [hereinafter, "Respondents"] have received from **Mid America Carpenters Regional Council**, [hereinafter, "Objector(s)"] written objections to the prevailing wage determinations effective **August 16, 2024**, published by the Department on its website, and a request for hearing on those objections pursuant to Sections 4 and 9 of the Prevailing Wage Act [hereinafter, "PWA" or "Act"], 820 ILCS 130/0.01 et seq.

Pursuant to the PWA, Article 10 of the Illinois Administrative Procedure Act, 5 ILCS 100/10-5 et seq., and 56 Ill. Admin. Code 120.100 et seq., Respondents will convene a hearing on:

DATE:	September 20, 2024
TIME:	9:30 a.m.
OBJECTOR ATTORNEY PHONE #:	Terrance B. McGann 312 251-9700
RESPONDENT ATTORNEY PHONE #:	Nick Bedenk 708-723-6399

ADMINISTRATIVE LAW JUDGE:

John O'Meara
ADMINISTRATIVE LAW JUDGE
ILLINOIS DEPARTMENT OF LABOR
160 NORTH LASALLE STREET, SUITE C-1300
CHICAGO, ILLINOIS 60601

The hearing involves the written objections and hearing request filed by Objector(s), attached hereto and made a part hereof (Exhibit A).

The parties and their respective representatives must be prepared to proceed at the hearing. The parties must present all information, documents, records or witnesses necessary to substantiate their position(s) at the hearing.

Pursuant to 56 Illinois Administrative Code 120.640, the Administrative Law Judge shall issue a Decision and Order. In the event no timely or proper exceptions are filed, the findings, conclusions, recommendations and order of the administrative law judge shall automatically become the decision and order of the Director of Labor.

This hearing will be conducted **BY TELEPHONE** with the ALJ contacting you on the date and time stated above. If the phone number listed is incorrect, contact the hearings section at dol.hearings@illinois.gov as soon as possible with the corrected direct dial phone number. If additional individuals are to be contacted, the party is to provide the name and direct dial phone number of the additional individual to be included during the hearing to DOL.hearing@illinois.gov . If the phone number listed is not a direct dial phone number, please provide a **DIRECT DIAL NUMBER** to dol.hearings@illinois.gov as soon as possible. Technology constraints require you provide a **DIRECT DIAL PHONE NUMBER ONLY**. Also, technology constraints do not allow caller dial through or the ability to navigate automated operators. Non-direct dial numbers will result in the call not going through. For those with caller identification, this call will originate from various locations throughout the country, including but not limited to San Francisco. SOME CALLS PLACED BY THE DEPARTMENT ARE BLOCKED, IF YOUR PHONE HAS PRIVACY MANAGER OR ANONYMOUS CALL BLOCKER, THE CALL MAY NOT GO THROUGH. All calls placed by the Department are recorded.

The proceedings are subject to judicial review in accordance with the provisions of the Administrative Review Law, 735 ILCS 5/3-101 et seq. The Director of Labor's determination on the objections is final and binding unless a party to this proceeding applies for and obtains judicial review of the final administrative decision in accordance with the provisions of the Administrative Review Law.


Jane R. Flanagan
Director of Labor

STATE OF ILLINOIS)
)
COUNTY OF COOK)

CERTIFICATE OF SERVICE

Under penalties as provided by law, including pursuant to Section 1-109 of the Code of Civil Procedure, I **Blanca Hinojosa**, a non-attorney, affirm, certify or on oath state, that I served notice of the attached Notice of Hearing upon all parties to this case, or their agents appointed to receive service of process, by enclosing a copy of the Notice of Hearing and Attachments in Case No. **2025-H-RP08-2351** and a copy of the Certificate of Service in an envelope addressed to each party or party's agent at the respective address shown on the Notice of Hearing or on the Certificate of Service, having caused each envelope to be served by U.S. mail certified mail return receipt requested and regular mail with postage prepaid 160 North LaSalle Street, Chicago, Illinois, 60601 on the day of **August 27, 2024**, 2023 prior to 4:30 p.m.

Terrance B. McGann
McGann, Ketterman, & Rioux
111 East Wacker Drive, Suite 2300
Chicago, IL 60601
312-251-9700

HAND DELIVERED:

Nicholas Bedenk
Associate General Counsel
Illinois Department of Labor
160 S. LaSalle St., Ste. C-1300
Chicago IL 60601

Stephanie Barton
Deputy General Counsel
Illinois Department of Labor
524 South 2nd St., Suite 400
Springfield, IL 62701

Jane R. Flanagan
Director of Labor
Illinois Department of Labor
160 N. LaSalle St., Ste. C-1300
Chicago, IL 60601

/s/Blanca Hinojosa
Office Assoc/ Illinois Department of Labor



JB PRITZKER
GOVERNOR

ILLINOIS DEPARTMENT OF LABOR



JANE R. FLANAGAN
DIRECTOR

8-16-2024

On 8-16-2024 we received a request for a Section 9 from the Mid-American Carpenters Regional Council. The request is to change the classification from BLD to ALL for Millwrights in the following counties Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, LaSalle, Lee, Marshall, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago counties.

The case assignment number is **2025-H-RP08-2351**.

I have provided all the documents provided by the Mid-America Carpenters Regional Council.

Sincerely,

Robert J. Parrilli
Division Manager – Conciliation and Mediation Division
Illinois Department of Labor
160 N. LaSalle St. Suite C-130
Chicago, IL 60601-315

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524 South 2nd Street, Suite 400
Springfield, Illinois 62701
(217) 782-6206
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Regional Office Building
2309 West Main Street, Suite 115
Marion, Illinois 62959
(618) 993-7090
Fax: (618) 993 7258

**STATE OF ILLINOIS - DEPARTMENT OF LABOR
160 N. LASALLE STREET, SUITE C – 1300
CHICAGO, IL. 60601**

IN THE MATTER OF:

MID-AMERICA CARPENTERS REGIONAL COUNCIL,)	
)	
)	
Petitioner,)	State File No.
)	
vs)	
)	
JANE FLANAGAN, DIRECTOR OF THE ILLINOIS DEPARTMENT OF LABOR and the ILLINOIS DEPARTMENT OF LABOR,)	
)	
)	
Respondents.)	

**WRITTEN OBJECTION AND PETITION FOR HEARING
UNDER SECTION 9**

The Petitioner, the Mid-America Carpenters Regional Council (hereinafter referred to as the “Union” or “Petitioner”), by and through its attorney, Terrance B. McGann, of the law firm of McGann, Ketterman & Rioux, submits these written objections to the prevailing rate of wages published by the Illinois Department of Labor (“Department”) on July 15, 2024, and requests a hearing pursuant to Section 9 of the Illinois Prevailing Wage Act (the “Act”) to correct the published rates for the trade classification of Millwright BLD. 820 ILCS 4 and 9. Petitioner seeks to change the prevailing wage rate “Type” for the Millwright classification from “BLD” to “ALL” in Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, La Salle, Lee, Marshall,

Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago Counties.

OBJECTION – Amend Classification of Millwright Type from “BLD” to “ALL” for Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, La Salle, Lee, Marshall, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago Counties

1. The Petitioner is a labor organization that represents various individuals performing carpentry and millwright work in all counties of Illinois as well as Missouri, Kansas and portions of Iowa. Its principal place of business is 12 E. Erie St., Chicago, IL 60611.
2. The Illowa Millwright Contractors Association, Inc. (“ILLOWA”) is an employer organization that bargains on behalf of contractors with the Union in various counties in Northwestern Illinois.
3. The Department has ascertained the prevailing rate of wages for various trade classifications throughout the State of Illinois including Carpenter, Lather, Millwright, and Piledriver.
4. The Department has also recognized the classification of Millwright throughout the State based upon collective bargaining agreements between the Union and various employer associations.
5. The Petitioner is submitting this objection because the Petitioner has entered into a collective bargaining agreement with ILLOWA concerning millwright work to be performed on various building and highway projects. A true and accurate copy

of the Collective Bargaining Agreement (“CBA”) is attached and incorporated hereto as **Exhibit A**. The current published prevailing wage classification listed for Millwright in Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, La Salle, Lee, Marshall, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago Counties (collectively the “**Relevant Geographical Jurisdiction**”) only covers building (BLD) work wherein the CBA covers both heavy and highway (HWY) and building (BLD) projects.¹

6. Article I, Section 5 of the CBA provides for the occupational scope of work.
7. The Petitioner members who are Millwrights in the Relevant Geographical Jurisdiction also perform the majority of the prevailing wage work that would be covered by this classification in that area.
8. Section 4 of the Act states that:

The prevailing rate of wages paid to individuals covered under this Act shall not be less than the rate that prevails for work of a similar character on public works in the locality in which the work is performed under collective bargaining agreements or understandings between employers or employer associations and bona fide labor organizations relating to each craft or type of worker or mechanic needed to execute the contract or perform such work, and collective bargaining agreements or understandings successor thereto, provided that said employers or members of said employer associations employ at least 30% of the laborers, workers, or mechanics in the same trade or occupation in the locality where the work is being performed. 820 ILCS 130/4(a)

¹ The proposed Millwright classification work has historically been covered under the standard Carpenter Prevailing Wage Classification.

9. Section 9 of the Act, in relevant part, states, "if the prevailing rate of wages is based on a collective bargaining agreement, the explanation of classes on the prevailing wage schedule shall be consistent with the classifications established under the collective bargaining agreement." 820 ILCS 130/9.

10. The prevailing rate of wages for a Millwright performing the said classification in the Relevant Geographical Jurisdiction should be based on the CBA between the Petitioner and ILLWA now in effect and "shall be consistence with the classifications established under the collective bargaining agreement." 820 ILCS 130/9.

11. The Petitioner submits that the classification of Millwright BLD should be amended for the Relevant Geographical Jurisdiction to maintain a Type "ALL" based upon the CBA between the Union and ILLWA because the Millwrights covered by the CBA in the Relevant Geographical Jurisdiction are performing the majority of the prevailing wage work that is considered both building and highway.

12. The Petitioner respectfully requests that an investigatory hearing be ordered and held in accordance with Section 4 and 9 of the Act to amend the Millwright classification Type in the Relevant Geographical Jurisdiction.

WHEREFORE, the Petitioner moves the Department to amend the published Type from "BLD" to "ALL" for the prevailing wage rates for Millwright in the Relevant

Geographical Jurisdiction as outlined in this Objection and Petition and requests a hearing regarding such.

Respectfully Submitted,

Mid-America Carpenters Regional Council

By: /s/ Terrance B. McGann
One of its attorneys

Terrance B. McGann
McGann, Ketterman, & Rioux
111 East Wacker Drive, Suite 2300
Chicago, IL 60601
(312) 251-9700
tmcgann@mkrlaborlaw.com

CERTIFICATE OF SERVICE

The undersigned hereby certifies that they served the above Written Objections and Petition for Hearing Under Section 9 on this 16th day of August, 2024, by U.S. Mail and electronic mail to the following:

Philip M. Reddy
Illinois Department of Labor
500 42nd Street, Suite 1
Rock Island, IL 61201
Phil.Reddy@illinois.gov

Robert Parrilli, Division Manager
160 N. LaSalle St., Suite C-1300
Chicago, IL 60601
Robert.parrilli@Illinois.gov

By: /s/ Terrance B. McGann

**MILLWRIGHT
COLLECTIVE BARGAINING AGREEMENT**

BETWEEN

MID-AMERICA CARPENTERS REGIONAL COUNCIL

Affiliated local union

MILLWRIGHT LOCAL UNION 2158, BETTENDORF, IOWA

AND

ILLOWA MILLWRIGHT CONTRACTORS ASSOCIATION INC

Regarding Millwright Work

Performed in the following Illinois and Iowa Counties:

Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, La Salle, Lee, Marshall, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago counties of Illinois, and Allamakee, Appanoose, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Cerro Gordo, Chickasaw, Clayton, Clinton, Davis, Delaware, Des Moines, Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Henry, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Kossuth, Lee, Linn, Louisa, Mahaska, Mitchell, Monroe, Muscatine, Scott, Tama, Van Buren, Wapello, Washington, Wayne, Winnebago, Winneshiek, Worth, Wright, in Iowa.

EFFECTIVE JUNE 1, 2023 - MAY 31, 2028 (Zones 1, 2, 3, 4, 5, 6, 7, 8 and 9)

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1 **COLLECTIVE BARGAINING AGREEMENT**

2 THIS AGREEMENT made and entered into this 1st day of June 2023, by and
3 between the ILLOWA MILLWRIGHT CONTRACTORS ASSOCIATION, INC. on behalf of
4 itself and the Employer members it represents and also the individual independent
5 EMPLOYERS who are signatory hereto referred to as the Employer and the Mid-America
6 Carpenters Regional Council for and on behalf of MILLWRIGHT LOCAL UNION 2158 of
7 the UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
8 ("UNION").

9 **PREAMBLE AND DECLARATION OF PRINCIPLES**

10 The employer members of the ASSOCIATION and the individual independent
11 EMPLOYERS are engaged primarily in the building and construction industry and as such,
12 the EMPLOYERS, the ASSOCIATION, and the UNION have a common interest in the
13 same. The EMPLOYER and the UNION hereby pledge themselves to the highest degree of
14 harmony and good faith in the performance of this Agreement. The Employer members of
15 the ASSOCIATION and the individual independent EMPLOYERS being in the building
16 and construction industry, excellence and safety of the endeavor are prime requisites to the
17 continuation and success of the business of each EMPLOYER.

18 NOW THEREFORE, it is hereby AGREED as follows:

19 **ARTICLE I RECOGNITION AND SCOPE**

20 **ARTICLE I, SECTION 1 BARGAINING UNIT**

21 The bargaining unit herein may be a multi-employer one comprised of all employees
22 of members of the ASSOCIATION or individual independent EMPLOYERS who agree to be
23 bound by this Agreement engaged in the work described in ARTICLE I, SECTION 5 . The
24 geographic territory covered by this Agreement is as described in ARTICLE I, SECTION 2 .

25 **ARTICLE I, SECTION 2 TERRITORIAL SCOPE**

26 The territorial area covered by this Agreement shall be divided into the below listed
27 zones. Any other territory coming within the jurisdiction of the UNION as determined by
28 the International Union shall be included in this Agreement as a new zone or zones or
29 included in one of the below listed zones, as determined by the UNION:

30 **Zone 1.** The following counties in Illinois: Carroll, Henderson, Henry, Mercer,
31 Rock Island County (except that area contained within Zones 5 and 9). The following
32 counties in Iowa: Clinton, Louisa (North of the Iowa River), Muscatine, and Scott
33 Counties.

34 **Zone 2.** The following counties in Iowa: Allamakee, Benton, Black Hawk, Bremer,
35 Buchanan, Butler, Cedar, Cerro Gordo, Chickasaw, Clayton, Delaware, Des Moines (that
36 portion not covered in Zone 8), Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock,
37 Howard, Iowa, Jackson, Johnson, Jones, Keokuk, Kossuth, Linn (excluding Zone 6), Louisa
38 (South of the Iowa River), Mahaska, Mitchell, Monroe, Tama, Wapello (entire western half
39 of Wapello County bordered on the east by Highways 149 and 63), Washington, Winnebago,
40 Winneshiek, Worth, and Wright.

41 **Zone 3.** The following counties in Illinois: Boone, Jo Daviess, Ogle (except that area
42 contained within Zone 4), Stephenson, and Winnebago.

43 **Zone 4.** Covering the portion of Ogle County, Illinois that is south of Ash Road (on a
44 line west to the Rock River), north of Spring Creek Road (on a line west to the Rock River),
45 east of the Rock River and west of German Church Road.

46 **Zone 5.** The following counties in Illinois: Bureau, DeKalb, LaSalle (except that
47 area contained within Zone 7), Lee, Marshall, Putnam, Rock Island County only that area
48 contained within the following boundaries: South of 192nd Ave N, West of 258th St N,
49 North of 178th Ave N, and East of IL State Route 84, Stark, Whiteside.

50 **Zone 6.** The portion of Linn County, Iowa that is South of the Cedar River, North of
51 Highway 94, East of the Benton county line, and West of Blairs Ferry Road.

52 **Zone 7.** Covering the portion of LaSalle County, Illinois that is south of N 23rd
53 Road, north of N 21st road, east of 25th Road and west of Illinois State Route 170.

54 **Zone 8.** That portion of the following counties in Iowa: Des Moines county except
55 that area bordered on the East by the Mississippi River, on the south by the Des Moines
56 and Lee County line, on the West by the Burlington Northern Rail Line, and on the North
57 by Glenmark Drive, Appanoose, Davis, Henry, Jefferson, Lee, Van Buren, Wapello (entire
58 eastern half of Wapello County bordered on the west by Highways 149, Business 63 and
59 63) and Wayne.

60 **Zone 9.** Covering the portion of Rock Island County, Illinois that is south of 222nd
61 Avenue N, north of 192nd Ave N, east of River Road N and the Mississippi River, west of
62 Illinois State Route 84.

63 **ARTICLE I, SECTION 3 EQUAL REPRESENTATION**

64 The UNION realizing its duty under the National Labor Relations Act, as amended,
65 and to the extent that it is the exclusive representative, recognizes that it must represent
66 all employees in the bargaining unit equally, without discrimination, irrespective of
67 membership or non-membership in the UNION.

68 **ARTICLE I, SECTION 4 RECOGNITION**

69 The EMPLOYER recognizes the Union as the sole and exclusive collective bargaining
70 representative for the employees now or hereafter employed in the bargaining unit, with
71 respect to wages, hours of work, and all other terms and conditions of employment.

72 **ARTICLE I, SECTION 5 OCCUPATIONAL SCOPE**

73 This Agreement covers all millwright work, including, but not limited to the
74 following:

75 The partial description of occupational scope contained in this agreement is not
76 intended to define all work performed by all trade subdivisions of the United Brotherhood of
77 Carpenters and Joiners of America. When the term "Millwright" is used, it shall mean all
78 of the subdivisions of the trade.

79 The parties understand that it is not practical to define the occupational scope in
80 complete detail within this agreement. Accordingly, even though specific tasks may not be
81 listed or defined in this agreement they will nevertheless be considered as and treated as
82 part of the occupational scope if, the task is traditionally the work of the Millwright, or a
83 specific assignment is made by the employer, or if the task has been or may hereafter be
84 awarded to the Millwright by the National Joint Board for Settlement of Jurisdictional
85 Disputes or its Appeals Board.

86 Assignments of work shall only be made by the EMPLOYER and Employees in the
87 bargaining unit will perform all tasks assigned by the employer. The EMPLOYER shall
88 submit in writing, when requested by the UNION, information regarding past or current

89 job assignments. The EMPLOYER shall comply with such request not later than three (3)
90 working days.

91 Power Rigging and installation of all engine motors, dynamos, generators, turbines,
92 printing presses, conveyors, dryers, air compressors, fans, blowers, pumps, extruders, paper
93 making machines, ball mills, roller mills, hammer mills, elevators, escalators, manlifts,
94 bottling-canning factory equipment or any other mechanical device and installation of fly-
95 wheels, sheaves, pulleys, or drivers on same.

96 **AGITATORS**

97 The handling, assembly, installation of agitators and supporting framework

98 **AIR GAPPING**

99 All air gapping in its entirety.

100 **AIR-VEYORS**

101 The installation of all air-veyor, cable draglines, and its guides, all hydraulic
102 cylinders and linkage whether they be operated by air, oil, or electricity.

103 **ALIGNMENT**

104 The alignment of all machinery regardless of type

105 **AMUSEMENT DEVICES**

106 All work pertaining to machinery and equipment used for manufacturing purposes or
107 amusement devices which will come with the evolution of time shall come under the
108 Millwrights jurisdictional claim.

109 **ANCHOR BOLTS**

110 The installing of anchor bolts, cinch anchors, self tapping anchors, and any device for
111 the securing of machinery and its adjuncts.

112 **ANVILS**

113 The power rigging and installation of comminutors, barminutors, degreaser,
114 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
115 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
116 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
117 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
118 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

119 **ATOMIC REACTOR INTERNALS**

120 The installation of all precision setting of atomic reactor internals.

121 **BANKS OR SAVINGS AND LOAN ASSOCIATIONS**

122 The installation of all conveyor systems in banks or savings and loan associations
123 regardless of trade names or methods of operation of conveyor.

124 **BARMINUTORS**

125 The power rigging and installation of comminutors, barminutors, degreaser,
126 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
127 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
128 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
129 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
130 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

131 **BASES**

132 Installation, rigging, fabrication, and welding in its entirety of electric furnaces,
133 rolling mills, (ruffing or finished) shears, turn tables, presses, casing machines, and all
134 bases, structural and others.

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BENCHES

The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers, and the installation of two tripe will be performed by Millwrights.

BIN ACTIVATORS

The rigging, setting, fabrication, refabrication, welding, bolting, and installation of bin activators, the mixing, rodding, and placing of all cement base materials, grout, por-rok, or any other material or substance used for pumps, compressors, machinery, conveyors, or any other equipment and related equipment that is installed by Millwrights.

BINDICATORS

Installation of all load cells, eddy current clutches, bindicators, and magnetic separators regardless of type.

Installation of all bindicators in their entirety (paddle wheel and probe type).

BIOLOGICAL SHIELDS

Exterior plates and/or forms of biological shields where void is poured with concrete shall be considered a form and shall be placed and secured in its entirety by millwrights.

BIOLOGICAL SHIELD INTERIOR PLATES

The installation and securing of biological shield interior plates.

BOLLARDS

The installation, construction, and maintenance of bollards, regardless of composition will be the work of the Millwrights. The installation and maintenance of protective barriers, architectural perimeters, diversionary posts, visual deterrents, obstacles, or materials used to protect equipment, property or individuals will also be the work of the Millwrights. Any other devices with the above mentioned purposes, which may be developed in time will also be considered work of Millwrights.

BOTTLING/CANNING

The installation of equipment related to bottling and canning.

BOWLING ALLEYS

The installation of recreational equipment in connection with bowling alleys, such as pin-setters and related equipment in its entirety.

BRACKETS

The mounting and adjusting of limit switches, brackets, and mounting bases and limit switch actuators or auxiliary forms of trips, triggers, and/or switches.

BRIDGE TRUSSES

Framing and setting of all bridge trusses of wood, all foundation beams or timbers used for the reception of machinery.

BROACHING

All drilling, tapping, honing, broaching, lapping.

CALIBRATION

The calibration and adjustment of tools and instruments.

CASING MACHINES

Installation, rigging, fabrication, and welding in its entirety of electric furnaces, rolling mills (ruffing or finished) shears, turn tables, presses, casing machines, and all bases, structural and others.

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CHUTES

The fabrication, maintenance or installation of chutes, open and closed chutes and spouting shall be performed by Millwrights.

CINCH ANCHORS

The installing of anchor bolts, cinch anchors, self tapping anchors, and any device for the securing of machinery and its adjuncts.

COAL HANDLING MACHINERY

All coal handling machinery, drive crushers, and conveyors of steel or wood, pipe, or fibre.

CONTAINMENT VESSEL

All apertures or openings; including access door frames, etc., in the containment vessel will be rigged, placed, aligned, and secured by any means by Millwrights.

Any exterior forms of the containment vessel.

COMMINUTORS

The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers, and the installation of two tripe will be performed by Millwrights.

CONTROL PANELS

The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers, and the installation of two tripe will be performed by Millwrights.

CONTROL RODS AND DRIVES

Installation of control rods and drives, shut-down rods and drives and guide sleeves.

The field welding in conjunction with the control rod drive housing will be performed by Millwrights.

The setting, welding, and installation of the supporting steel for the control rod drives.

CONVEYORS

The installation of all materials handling conveyors whether they be temporary or permanent.

The installation of all conveyor systems in banks or savings and loan associations regardless of trade names or methods of operation of conveyors.

The repairing of all hand trucks, overhead chain conveyors, and power driven conveyors. Description of one type of conveyor: A conveyor is a machine which, after assembled, will perform work the same as any other mechanical machine or equipment.

All fabrication, installation, dismantling and maintaining of all conveyors, including screw, belt, bucket, roller, and slate, spiral chutes, and all channel type free trolley I-beams and all types of monorails and tram rails including conveyors built of wood, steel, pipe, or fibre, riveted, bolted, welded, and all supports and adjuncts connected therewith.

All fabrication, installation, dismantling, and maintaining of all chain-type, dragline, airveyor, power-driven, pipe-constructed conveyors including all other supports and adjuncts necessary for their installation.

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COOLING TOWERS

The installation of cooling towers regardless of type or material.

CORE STARTERS

The wiring of core starters, core winders, or any similar work on machinery.

CRIBBING

The handling and installation of all cribbing.

CYLINDERS

The installation of all air-veyors, cable draglines, and its guides, all hydraulic cylinders and linkage whether they be operated by air, oil, or electricity.

The rigging and installation of all cylinders, air or hydraulic regardless of their function.

DAM ROLLERS

The installation of all dam rollers in its entirety and its adjuncts.

DEGREASER, DEHAIRING MACHINES, DEHUMIDIFIER, DISINTEGRATOR

The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers, and the installation of two tripe will be performed by Millwrights.

DEHUMIDIFIER

The handling and installation of vibratory conveyor neutralized, shadow grafts, extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and dynamometers will be performed by Millwrights.

DENTAL CHAIRS

The installation, rigging, and setting of all dental chairs and related dental equipment.

DERRICKS

The erection of all derricks to be used by millwrights and the installation and dismantling of machinery in flour, cereal, cotton, wool, sugar refineries, fertilizer plants, ice plants, twine, paper, steel, saw, cement, power houses, breweries, distilleries, grain elevators, feed mills, and other factories where shafting and machinery is used, and any other work where millwright tools are used.

DIVING EQUIPMENT

Pile driving and the handling of all diving equipment and diving.

DOCKLEVELERS

The installation of dock levelers, bumpers, boards, shelters, and associated equipment regardless of name.

DRAW SPAN BRIDGES

Any and all machinery, equipment, gearing, shafting, bearings, etc. regarding the operation of draw span bridges, including the rigging by any means, is recognized as the work of and will be performed by the Millwright.

DRILLING

All drilling, tapping, honing, broaching, lapping.

DRIVES

All drives, such as rope, belt, chain, friction, gears, and raw hide.

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DRIVER SCREENS

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All driver screens, dodge belts and gears, extractors and expellers, all agitators, barrel hooping machines, sewing machines, and case sealing machines.

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DRONE

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All work pertaining to the use of drones in construction, warehousing, and manufacturing shall come under the Millwright jurisdictional claim. The use of drones for the inspection, calibration, alignment, and positioning of machinery or equipment shall be the work of Millwrights.

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Millwrights shall also use drones for; layout, documenting work, measuring, creating orthomosaic maps, anchor bolt setting or alignment. Millwrights will also use drones for: visual inspection of job sites, visual inspection of machinery and equipment, monitoring job site progress and the delivery of supplies and equipment. **DUST COLLECTORS AND BAGHOUSES**

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Installation of baghouses and dust collectors including supports, bags and cages, explosion devices, isolation valves, cannons, rotary valves, ductwork, chutes, slides; shall be performed by Millwrights.

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DYNAMOMETERS

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The handling and installation of vibrators conveyor neutralized, shadow grafts, extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and dynamometers will be performed by Millwrights.

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EDDY CURRENT CLUTCHES

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Installation of all load cells, eddy current clutches, bindicators, and magnetic separators regardless of type.

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ELEVATORS AND ESCALATORS

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The installation of all escalators, elevators, shoe cleaning machines, and traveling walkways, jet or rocket powered machinery.

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EXTRUDERS

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The handling and installation of vibratory conveyor neutralized, shadow grafts, extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and dynamometers will be performed by Millwrights.

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EVOLUTION OF TIME

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All work pertaining to machinery and equipment used for manufacturing purposes or amusement devices which will come with the evolution of time shall come under the Millwrights jurisdictional claim.

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FILTER PRESSES AND FREEZERS

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The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers, and the installation of two tripe will be performed by Millwrights.

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FLOOR RAILS

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Installation of floor rails regardless of type.

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FURNACES

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Transfer cars and its rails for heat treat or similar furnaces.

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Installation, rigging, fabrication, and welding in its entirety of electric furnaces, rolling mills (ruffing or finished) shears, turn tables, presses, casing machines, and all bases, structural and other.

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The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,

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324 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
325 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
326 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
327 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

GARAGE EQUIPMENT

329 The installation and handling of all garage equipment including hoists, wash racks,
330 and aligning equipment.

GAUGE TESTS

332 The power rigging and installation of comminutors, barminutors, degreaser,
333 rotometer, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic
334 units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint
335 booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter
336 presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers,
337 and the installation of two tripe will be performed by Millwrights.

GRINDERS

339 The set up and operation of all machine tools on the job site whether they be portable
340 or stationery, such as lathes, milling machines, shapers, saws, grinders, etc., used for the
341 setting and fitting of any equipment.

GROUT

343 The rigging, setting, fabrication, refabrication, welding, bolting, and installation of
344 bin activators, the mixing, rodding, and placing of all cement base materials, grout, por-rok,
345 or any other material or substance used for pumps, compressors, machinery, conveyors, or
346 any other equipment and related equipment that is installed by Millwrights.

347 All grouting (wet or dry) of machinery and equipment.

348 The forming, mixing of grout, grouting, and dri-packing of all machinery.

GRAIN HANDLING DEVICES

350 All grain handling devices, all scales, all grain mills, crushers, and beaters.

GUIDE SLEEVES

352 Installation of control rods and drives, shut-down rods and drives and guide sleeves.

GYM EQUIPMENT

354 The installation of gym equipment such as basketball back stops.

HAND AND POWER RIGGING

356 The handling of all hand and power rigging.

HEADERS AND HANGERS

358 The installation and maintenance of all Headers, hangars, clips, and all header steel
359 related to supporting conveyor systems or other types of structural components regardless
360 of composition, used in conveyors or conveyor systems will be the work of the Millwrights.
361 Any other types of structural support related to conveyors which come with the evolution of
362 time will also be the work of the Millwrights.

HONING

364 The drilling, tapping, honing, broaching and lapping of machinery regardless of type
365 or name.

HOPPERS

367 Installation, erection of hoppers and support structures including liner plates, rotary
368 valves, slide gates and grizzlies.

HYDRAULIC UNITS

370 The power rigging and installation of comminutors, barminutors, degreaser,
371 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,

372 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
373 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
374 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
375 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

376 **JET OR ROCKET POWERED MACHINERY**

377 The installation of all escalators, elevators, shoe cleaning machines, and traveling
378 walkways, jet or rocket powered machinery.

379 **KITCHEN**

380 The installation of all laundry, kitchen, and restaurant equipment.

381 **LABORATORY EQUIPMENT**

382 The handling and installation of vibratory conveyor neutralized, shadow grafts,
383 extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and
384 dynamometers will be performed by Millwrights.

385 **LADLE CARS**

386 The assembly of ladle cars.

387 **LAPPING**

388 All drilling, tapping, honing, broaching, lapping.

389 **LATHES**

390 The set up and operation of all machine tools on the job site whether they be portable
391 or stationery, such as lathes, milling machines, shapers, saws, grinders, etc., used for the
392 setting and fitting of any equipment.

393 **LAUNDRY**

394 The installation of all laundry, kitchen, and restaurant equipment.

395 **LIMIT SWITCH ACTUATORS AND LIMIT SWITCHES**

396 The mounting and adjusting of limit switches, brackets, and mounting bases and
397 limit switch actuators or auxiliary forms of trips, triggers, and/or switches.

398 **LIVE BOTTOM HOPPERS**

399 The power rigging and installation of comminutors, barminutors, degreaser,
400 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
401 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
402 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
403 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
404 bottom hoppers and the installation of two tripe will be performed by Millwrights.

405 **LOAD CELLS**

406 Installation of all load cells, eddy current clutches, bindicators, and magnetic
407 separators regardless of type.

408 Installation of all load cells regardless of type.

409 **LOCKS AND DAMS**

410 All work in relation to machinery and equipment on locks and dams, and the rigging
411 by any means of such, including but not limited to, dam rollers, lock gates, tainter valves,
412 and their respective operation mechanisms, anchorages, and seals will be the work of the
413 Millwright.

414 **LUBRICATION**

415 Lubrication of all equipment and machinery is the work of Millwrights.

416 The installation of lubricators and the lubrication of all machinery and equipment.

417 All start up and run in crews for flushing of lubricating systems, filters, and
418 reservoirs.

419 Lubricating systems and filters, before and after initial starting of pumps,
420 compressors, machinery, and equipment to be served shall be cleaned by Millwrights.

421 Control of all equipment used for purpose of heating and/or cooling the oil flowing
422 through lubricating system.

423 **MACHINERY**

424 The rebabbiting of all machinery, all cutting, burning, and fabrication of all supports
425 connected therewith.

426 The installing of anchor bolts, cinch anchors, self tapping anchors, and any device for
427 the securing of machinery and its adjuncts.

428 The running in of all machinery; the covering, making and installation of all skids for
429 machinery regardless if they are wood, steel, or fiber, and removing of same.

430 Handling, cleaning, erecting, installing, and dismantling of all machinery and
431 equipment.

432 The fabrication, setting, and dri-packing of all shims, sole plates, and machine bases,
433 whether they are steel, wood, or fibre for the installation of machinery, equipment, and its
434 adjuncts.

435 **MACHINERY AND EQUIPMENT PROTECTION**

436 The EMPLOYER agrees materials used for the purposes of machinery and
437 equipment protection and/or cleaning such as solvents, oils, visqueen, burlap, cheesecloth,
438 etc. will be handled, used, and applied by employees of the bargaining unit only.

439 **MAGNETIC SEPARATORS**

440 Installation of all load cells, eddy current clutches, bindicators, and magnetic
441 separators regardless of type.

442 **MANUFACTURING PURPOSES**

443 All work pertaining to machinery and equipment used for manufacturing purposes or
444 amusement devices which will come with the evolution of time shall come under the
445 Millwrights jurisdictional claim.

446 **MECHANICAL EQUIPMENT**

447 Installation of the rod pressure housing, push rods, and mechanical equipment in
448 connection with same.

449 **MECHATRONICS**

450 The handling, rigging, assembling, installation, dismantling and maintenance of all
451 Robotic, Mechatronic or electromechanical devices along with associated control panels,
452 whether they be temporary or permanent, will be performed by Millwrights. The
453 programming and fine tuning of the PLCs (Programmable Logic Controllers) associated
454 with Mechatronics, robotics, and electromechanical devices shall be performed by
455 Millwrights. All other work pertaining to Robotic or Mechatronic equipment which will
456 come with the evolution of time shall come under the Millwrights jurisdictional claim.

457 **MILLS**

458 The power rigging and installation of paper, steel, plastic, and aluminum rolling
459 mills and related equipment.

460 The set up and operation of all machine tools on the job site whether they be portable
461 or stationery, such as lathes, milling machines, shapers, saws, grinders, etc., used for the
462 setting and fitting of any equipment.

463 **MOUNTING BASES**

464 The mounting and adjusting of limit switches, brackets, and mounting bases and
465 limit switch actuators or auxiliary forms of trips, triggers, and/or switches.

466 **OPTICAL TOOLING EQUIPMENT**

467 The handling of all optical tooling equipment, transits and precision instruments for
468 the setting of machinery.

469 **PAINT BOOTHS**

470 The power rigging and installation of comminutors, barminutors, degreaser,
471 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
472 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
473 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
474 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
475 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

476 **PALLET RACKS**

477 Erecting and fabrication of all pallet racks.

478 The unloading, installation of palletizers, Z-loaders, S-loaders, palletizers, and Triax
479 equipment.

480 **PAPER MAKING MACHINES**

481 The handling, assembly and installation of paper making machines regardless of type
482 or name.

483 **PHOTO CELLS**

484 Mounting and alignment of photo cells and its reflectors, brackets, and their
485 respective mounting bases on all machinery, conveyors, and equipment.

486 **PIPE ORGANS**

487 Installation of pipe organs in their entirety.

488 **PIPE THREADERS**

489 The power rigging and installation of comminutors, barminutors, degreaser,
490 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
491 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
492 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
493 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
494 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

495 **PLASTIC MATERIAL**

496 Installation, fabrication, and welding of plastic materials.

497 **PLATFORMS AND EQUIPMENT PLATFORMS**

498 Millwrights shall be responsible for the fabrication, erection and installation of
499 platforms and equipment platforms. Millwrights shall also be responsible for the
500 installation, rigging, maintenance or demolition of equipment platforms.

501 **POROUS MIXERS**

502 Setting and maintaining of all porous mixers, the making, setting, drilling, and
503 pouring of all bolts for the installation of machinery and equipment.

504 **POSTAL EQUIPMENT**

505 Installation of all mail handling and postal equipment, chutes, spouts, conveyors, and
506 rigging, fabrication, welding, refabrication of same.

507 **POWER EQUIPMENT**

508 The power and hand rigging for unloading, loading, transporting, and assembly of
509 conveyors, machinery, materials, and related equipment will be performed by employees
510 covered under this Agreement. Fork trucks, tugger motors, electric and air hoists, and
511 similar hand operated equipment will be a tool of the trade. The machinery, conveyors, and
512 equipment fabricated by Millwrights will be installed by Millwrights.

513 **POWER RIGGING**

514 The handling of all hand and power rigging.

515 **PRE-ENGINEERED BUILDINGS**

516 The installation of pre-engineered buildings regardless of material, installation and
517 fabrication of machinery and conveyors, bases, headers, and hangers.

518 **PRESSES**

519 Installation, rigging, fabrication, and welding in its entirety of electric furnaces,
520 rolling mills, (ruffing or finished) shears, turn tables, presses, casing machines, and all
521 bases, structural and others.

522 **PUMPS**

523 Millwrights shall perform the rigging, installation, mounting, grouting and
524 maintenance of all pumps regardless of type or purpose. The troubleshooting and diagnosis
525 of pump conditions shall be included.

526 **PUSH RODS**

527 Installation of the rod pressure housing, push rods, and mechanical equipment in
528 connection with same.

529 **RACKING**

530 Millwrights shall perform the installation and maintenance of all racking including
531 but not limited to pallet racks whether they are push back, drive through, automated
532 storage and retrieval systems (ASRS), pick modules and other types of existing rack or
533 racking systems. Millwrights shall perform the installation and maintenance of Multi-
534 Shuttles, including automated racking systems and other types of existing shuttling
535 systems or those which may come with the evolution of time.

536 **RAILS**

537 All rails regardless whether carrying mechanical activated equipment or not and the
538 installation of all standard railroad track.

539 The installation of rails for transfer cars, gantry and overhead cranes regardless of
540 size or type.

541 **REACTOR VESSEL**

542 The placing, leveling, and aligning of the reactor vessel including the use of optical
543 instruments, laser or maser beams.

544 **REFRIGERATORS**

545 The handling and installation of vibratory conveyor neutralized, shadow grafts,
546 extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and
547 dynamometers will be performed by Millwrights.

548 The power rigging and installation of comminutors, barminutors, degreaser,
549 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
550 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
551 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
552 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
553 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

554 **RESERVOIRS**

555 All cleaning of reservoirs and filling by any means of reservoirs.

556 **RESTAURANT EQUIPMENT**

557 The installation of all laundry, kitchen, and restaurant equipment.

558 **RIGGING**

559 The handling of all hand-power rigging and cribbing required to unload, transfer,
560 assemble, disassemble, and set machinery, equipment, and its adjuncts.

561 The installation of all rigging beams whether they be temporary or permanent.

562 **RING GIRDER**

563 The complete setting, the leveling by any means of the ring girder or base plus any
564 necessary cleaning, scraping, or machining.

565 **ROCK SAND AND GRAVEL PLANTS, BATCH, OR AGGREGATE PLANTS**

566 Millwrights will be responsible for the installation of all crushers, conveyors,
567 recycling equipment, chutes from one piece of mechanical equipment to another piece of
568 mechanical equipment, or from one vessel into a conveyor, or into other places or
569 mechanical equipment or other mechanical equipment used (for description purposes only)
570 to excavate material from one area to another from highways, roadways or elsewhere.

571 **ROLLING MILLS**

572 Installation, rigging, fabrication, and welding in its entirety of electric furnaces,
573 rolling mills (ruffing or finished) shears, turn tables, presses, casing machines, and all
574 bases, structural and others.

575 **ROD PRESSURE HOUSING**

576 The installation of the rod pressure housing, push rods, and mechanical equipment in
577 connection with same.

578 **ROTARY FILTERS AND ROTOMETER**

579 The power rigging and installation of comminutors, barminutors, degreaser,
580 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
581 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
582 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
583 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
584 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

585 **S-LOADERS**

586 The unloading, installation of Z-loaders, S-loaders, palletizers, and Triax Equipment.

587 **SAWS**

588 The set up and operation of all machine tools on the job site whether they be portable
589 or stationery, such a lathes, milling machines, shapers, saws, grinders, etc., used for the
590 setting and fitting of any equipment.

591 **SCAFFOLDING**

592 The fabrication and erection of all scaffolding required for the installation of
593 machinery and equipment.

594 The erection of all scaffolds, regardless of type.

595 **SCALE MACHINES**

596 The power rigging and installation of comminutors, barminutors, degreaser,
597 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
598 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
599 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
600 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
601 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

602 **SELF TAPPING ANCHORS**

603 The installing of anchor bolts, cinch anchors, self tapping anchors, and any device for
604 the securing of machinery and its adjuncts.

605 **SEWAGE AND WATER TREATMENT PLANTS**

606 The Millwright craft jurisdiction shall include all activities necessary in the
607 construction, repair and maintenance of sewer and water treatment plants including: the
608 disassembly, fabricating, rigging, erecting, and alignment of skimmers, rake mechanisms,

609 feed wells, baffles, scum troughs, de-gritting equipment, bar screens, comminutors, mixers,
610 pumps, aeration systems, blowers, membrane filtration systems, sequencing batch reaction
611 systems, including related filter presses sand filtration systems, ultra violet rack systems,
612 mechanical drive assemblies, conveyors, monorails, gates and setting odor control
613 equipment. The setting of tru-clean bar. Straight line bar, trash tritor drum, and disc
614 screens, straight line grit, circulene grit, circulene sludge and circulene mixer collectors,
615 straight line, flash, horizontal slow, vertical slow, and vibra flow feeder machines, per-
616 aeration and settling tanks. Covers for tanks, bowls and basins including stationary or
617 mechanical covers regardless of materials. Thickeners, rotoline distributors, sludge bed
618 cleaners, digestion systems, heaters, dyna-grind sewage screening grinders, screw pumps,
619 spiral classifier, agitators, junk remover, hydro pulper, cooling fans, lube systems,
620 selectifier screens, hydro-sensors, fuel blowers, grizzly screens, trommels, rotary screens,
621 table feeders, dryers, optical sorters, high tension separators, grip dewatering screens, flash
622 mixer, horizontal slower mixer, vertical slow mixer, filter, cone and rotary presses,
623 comminutors, barminutors, degreasers, rotometers, and all other equipment which may
624 come with time that will be used in sewage and water treatment facilities. Any new
625 equipment or technology designed to replace any equipment described above shall remain
626 in the craft jurisdiction of the Millwrights.

SEWAGE DISPOSAL SYSTEMS

628 The power rigging and installation of sewage disposal systems, and the respective
629 covers for bowls, tanks or basins regardless of material, pollution equipment, bakery
630 equipment, meat processing equipment, rendering equipment, laboratory equipment, pallet
631 racks, storage bins, hoods, supermakret, warehouse equipment, and food dispensing
632 equipment, dock boards, and scraping out of machinery and its related equipment.

SHADOW GRAFTS

634 The handling and installation of vibratory conveyor neutralized, shadow grafts,
635 extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and
636 dynamometers will be performed by Millwrights.

SHAPERS

638 The set up and operation of all machine tools on the job site whether they be portable
639 or stationery, such as lathes, milling machines, shapers, saws, grinders, etc., used for the
640 setting and fitting of any equipment.

SHEARS

642 Installation, rigging, fabrication, and welding in its entirety of electric furnaces,
643 rolling mills (ruffing or finished) shears, turn tables, presses, casing machines, and all
644 bases, structural and others.

SHELVING

646 The power rigging and installation of comminutors, barminutors, degreaser,
647 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
648 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
649 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
650 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
651 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

SHOE CLEANING MACHINES

653 Installation of all escalators, elevators, shoe cleaning machines, and traveling
654 walkways, jet or rocket powered machinery.

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SHROUD BOXES

656

The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottomhoppers, and the installation of two tripe will be performed by Millwrights.

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SHUT-DOWN RODS AND DRIVES

663

Installation of control rods and drives, shut-down rods and drives and guide sleeves.

664

SOLAR FIELD INSTALLATION

665

The mounting, alignment, and maintenance of solar panels and its brackets, and their respective mounting bases and related equipment. All installations, erection, and connection of, but not limited to, building integrated photovoltaic arrays, solar shingles, ground mount systems (commercial, industrial, and residential), roof mount systems (commercial, industrial, and residential), and utility scale ground mount systems (shade structures, self-supporting structures, parking structures, awning structures) solar panels, arrays, modules, concentrating panels, flat panels, photovoltaic panels, including their supporting structures, shade structures, stand alone, etc., both on and off shore. Structural upgrades to buildings or roof systems, including but not limited to, installation or replacement of joists, purlins, beams, laminated beams, ledger bolts, ledgers, expansion joints, sheeting, and applying or replacing of roofing materials.

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SOLE PLATES

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The handling, setting, and machining of all sole plates, regardless of what they support; all drilling, tapping, and welding that may be required.

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STAGE EQUIPMENT

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The rigging, setting, and installation of all stage equipment, stage lifts, background equipment, curtains, cables, shives, hydraulic devices, and all other related stage equipment installed in art buildings, theatrical buildings and music buildings.

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STEAM CLEANING

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The steam cleaning of all machinery.

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STEEL MILL PLANTS

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Power rigging and installation of all machinery and equipment located in Steel Mill plants and all basic metal producing facilities, paper mills, foundries, ore reduction, palletizing, automotive, farm implement, newsprint, and stamping plants.

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STOVES AND STUNNING PENS

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The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers, and the installation of two tripe will be performed by Millwrights.

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TAPPING

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All drilling, tapping, honing, broaching, lapping.

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TESTING EQUIPMENT

699

The handling and installation of vibratory conveyor neutralized, shadow grafts, extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and dynamometers will be performed by Millwrights.

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702 **TOOLS OF THE TRADE**

703 Millwrights will freely use various tools and equipment to perform job functions. The
704 operation and control of the equipment necessary for the execution of Millwright work shall
705 be the domain of the Millwright. This includes but is not limited to forklifts, electric hoists,
706 welding machines, telehandlers, Boomtrucks, Carrydecks and Versalifts. Should it be
707 necessary for Millwrights to use other tool or equipment to perform or expedite Millwright
708 work, this too shall be considered tools of the trade. When optical instruments such as
709 automatic levels, builders transits, precision jib transits, tilting levels, theodolites, GPS
710 devices or other precision tools and instruments used to locate and set machines, these too
711 are considered a tool of the Millwright trade and are to be used by Millwrights for
712 informational use to set equipment or machinery. Any new equipment or technology
713 designed to replace any of the equipment described above shall remain in the craft
714 jurisdiction of the Millwrights.

715 **TORQUING OF BOLTS**

716 The precision alignment and leveling, including bolting and cleaning, scraping or
717 machining and the measuring the torquing of bolts.

718 **TRIAx EQUIPMENT**

719 The unloading, installation of Z-loaders, S-loaders, palletizers, and Triax Equipment.

720 **TRAVELING WALKWAYS**

721 The installation of all escalators, elevators, shoe cleaning machines, and traveling
722 walkways, jet or rocket powered machinery.

723 **TRIFE**

724 The power rigging and installation of comminutors, barminutors, degreaser,
725 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
726 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
727 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
728 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
729 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

730 **TURBINES**

731 The Millwright craft jurisdiction shall include all activities necessary to set, install
732 and maintain all types of turbines. This would include but is not limited to steam turbines,
733 wind turbines, hydro turbines, hydroelectric turbines, water turbines, Kaplan turbines,
734 impulse, gas turbines and other types of turbine designs. New equipment or technology
735 designed to replace any of the equipment above shall remain in the craft jurisdiction of the
736 Millwrights.

737 **TURN TABLES**

738 Installation, rigging, fabrication, and welding in its entirety of electric furnaces,
739 rolling mills, (ruffing or finished), shears, turn tables, presses, casing machines, and all
740 bases, structural and others.

741 **UTILITY SHEDS**

742 The power rigging and installation of comminutors, barminutors, degreaser,
743 rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment,
744 shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe
745 threaders, paint booths, gauge tests, shroud boxes, scale machines, disintegrator, dehairing
746 machines, filter presses, rotary filters; and the installation of stunning pens and doors, live
747 bottom hoppers, and the installation of two tripe will be performed by Millwrights.

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VALVES

The installation of control, rotary valves, slide valves, stop, trip, throttle and all other turbine related valves (mechanical or hand operated), chutes and spouts regardless of gauge.

VEHICLE

Operation of vehicles to transport tools and equipment used by employees in the bargaining unit or to transport personnel.

VIBRATORY CONVEYOR NEUTRALIZED

The handling and installation of vibratory conveyor neutralized, shadow grafts, extruders, dehumidifiers, testing equipment, laboratory equipment, refrigerators, and dynamometers will be performed by Millwrights.

WASHERS AND WELDING EQUIPMENT

The power rigging and installation of comminutors, barminutors, degreaser, rotometer, dehumidifier, benches, control panels, washers, anvils, welding equipment, shelving, hydraulic units, furnaces, utility sheds, refrigerators, stoves, deep freezers, pipe threaders, paint booths, gauge tests, shroud boxes, scalemachines, disintegrator, dehairing machines, filter presses, rotary filters; and the installation of stunning pens and doors, live bottom hoppers, and the installation of two tripe will be performed by Millwrights.

X-RAY EQUIPMENT

The installation of all x-ray equipment.

Z-LOADERS

The unloading, installation of Z-loaders, S-loaders, palletizers, and Triax Equipment.

ARTICLE II MANAGEMENT RIGHTS

In the exercise of its functions of management, the EMPLOYER shall have the right to plan, direct and control the operation of all its work, hire employees, direct the working forces, assign EMPLOYEES to their jobs, discharge or suspend for proper cause, transfer, promote or demote EMPLOYEES, layoff EMPLOYEES because of lack of work or other legitimate reasons, require EMPLOYEES to observe the EMPLOYERS rules and regulations not inconsistent with this agreement, regulate the use of all equipment and other property of the EMPLOYER, decide the amount of equipment to be used, the number of workers needed and shall be free to contract work anywhere and shall decide the method of work and the source from which material and equipment is obtained provided, however, the EMPLOYER will not use these rights for the purpose of discrimination against any employee.

ARTICLE III GRIEVANCES AND ARBITRATION

ARTICLE III, SECTION 1 GRIEVANCES AND ARBITRATION

Except as provided in ARTICLE XI and ARTICLE XIV, SECTION 2 relating to the EMPLOYER'S obligation to submit contribution to the fringe benefit trust funds and ARTICLE XIII relating to the EMPLOYER'S obligation to secure a wage and fringe benefit bond, any dispute concerning the proper interpretation and application of this Agreement shall be resolved according to the provisions contained in this article.

All grievances shall be filed under the provisions of this Article within two (2) weeks of the event first giving rise to the grievance.

STEP ONE:

A grievance shall first be taken up between the Union's Representative and a designated representative of the EMPLOYER.

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STEP TWO:

In the event the grievance cannot be resolved by the Step One conference within seven (7) working days after the receipt by the UNION and the EMPLOYER of the written grievance; the grieving party shall contact Federal Mediation and Conciliation Service, who shall direct the parties to meet with a mediator within the next ten (10) days to resolve the issue.

STEP THREE:

- A) In the event the grievance cannot be resolved by the Step Two Mediation, the grievance shall be submitted within thirty (30) days to a neutral arbitrator. If the UNION and the EMPLOYER cannot agree on an arbitrator, then an arbitrator shall be selected in accordance with the rules and procedures of the American Arbitration Association.
- B) The EMPLOYER and the UNION shall furnish each other with all information requested in writing for the purpose of investigating the grievance or for the purpose of submitting the data in arbitration.
- C) The EMPLOYER shall make available in arbitration all witnesses requested to be present. No employee requested as a witness shall be docked or attending the arbitration hearing.
- D) The cost of such arbitration shall be borne equally by both parties to the arbitration and the decision of the arbitrator shall be final and binding on all parties and individuals bound by this Agreement.

815 **ARTICLE III, SECTION 2 JURISDICTIONAL DISPUTE**

816 In the event an Employer enters into a collective bargaining agreement with another
817 labor organization that claims work assigned to the Millwrights under ARTICLE I,
818 SECTION 5 ; the Employer certifies, warrants and guarantees the preference of the
819 Employer is to use Millwrights of the Carpenter Union to perform any disputed work.

820 **ARTICLE IV SUBCONTRACTING**

821 **ARTICLE IV, SECTION 1 SUBCONTRACTING - UNIT WORK**

822 The territorial and occupational jurisdiction of the UNION, as stated in this
823 Agreement for field work, shall be recognized to the end that the EMPLOYER shall not
824 subcontract or contract out such work nor utilize the services of any other person, company,
825 or concern to perform such work without the express written consent of the UNION. If the
826 UNION consents in writing to the subcontracting or contracting out of any such work, the
827 EMPLOYER agrees that it shall not use for the performance of such work, any person,
828 company, or concern that does not observe the same wages, fringe benefits, hours, and
829 conditions of employment as enjoyed by the employees covered by this Agreement.

830 **ARTICLE V UNION SHOP**

831 **ARTICLE V, SECTION 1 UNION SHOP**

832 All employees shall be obligated to become members of the UNION after the 7th, but
833 not later than the 8th day of employment or the date of the execution of this Agreement,
834 whichever occurs later, as a condition of continued employment.

835 **ARTICLE V, SECTION 2 MAINTENANCE OF MEMBERSHIP**

836 All employees shall maintain their membership in the UNION as a condition of
837 continued employment.

838 **ARTICLE V, SECTION 3 DISCHARGE**

839 Any employee who fails to become a member of the UNION or fails to maintain their
840 membership therein in accordance with the provisions of ARTICLE V, SECTION 1 , and
841 ARTICLE V, SECTION 2 shall forfeit their right of employment and the EMPLOYER
842 shall, within two (2) working days of being notified by the UNION in writing as to the
843 failure of an employee to join the UNION or to maintain their membership therein,
844 discharge such employee. For this purpose, the requirements of membership and
845 maintaining membership shall be consistent with Federal and State Law. The
846 EMPLOYER shall not be in default unless it fails to act within the required period after
847 receipt of written notice.

848 **ARTICLE V, SECTION 4 REPEAL AND GREATER SECURITY**

849 In case of repeal or amendment of the Labor-Management Relations Act of 1947, or
850 in case of new legislation rendering permissible any union security to the UNION greater
851 than that specified in this paragraph of this Agreement then, and in such event, such
852 provisions shall automatically be deemed substituted in lieu thereof. In such event, and if
853 permissible under law, the UNION agrees to supply adequate, competent, and qualified
854 employees for the job requirements of the EMPLOYER in the classifications covered by this
855 Agreement, and if the UNION fails to do so within forty-eight (48) hours, the EMPLOYER
856 may secure such employees from any source.

857 **ARTICLE VI NO STRIKE OR LOCKOUT**

858 Subject to the provisions of this Agreement, there shall be no strikes or lockouts
859 during the term of this Agreement.

860 **ARTICLE VII HIRING AND NOTICE**

861 **ARTICLE VII, SECTION 1 RESPONSIBILITY FOR HIRING**

862 The EMPLOYER shall have the sole and exclusive responsibility for hiring and may
863 hire from any source it desires without paying heed to membership in the UNION or
864 referral or clearance therefrom.

865 **ARTICLE VII, SECTION 2 NO DISCRIMINATION**

866 The parties shall not discriminate against any employees or applicant for
867 employment as regards to race, religion, national origin, age, or sex.

868 **ARTICLE VII, SECTION 3 LEGAL AUTHORIZATION**

869 The EMPLOYER is exclusively engaged in the building and construction industry
870 and the parties have elected to come under the provisions of Section 8 (f), Part 3 of the
871 National Labor Relations Act, as amended, which permit the parties to make an agreement
872 requiring the EMPLOYER to:

- 873 a) Notify the UNION of opportunities for employment; and
874 b) Give the UNION an opportunity to refer qualified applicants for employment.

875 **ARTICLE VII, SECTION 4 PROCEDURE**

876 In the application and administration of ARTICLE VII, SECTION 3 , the following
877 shall govern:

- 878 a) The EMPLOYER shall advise the UNION of all available openings and job
879 requirements at least forty-eight (48) hours prior to the EMPLOYER'S fulfilling
880 such job requirements if possible.
881 b) If the UNION elects, a pre-job conference prior to commencement of work it shall
882 be held or if the need is for additional employees after the job has started, then

- 883 the conference shall be held before the additional hiring commences if the UNION
884 elects. At the pre-job conference, the EMPLOYER shall advise the UNION of its
885 requirements as to the employees required in the respective classifications, the
886 probable starting date, duration of the job, and the working schedules.
887 The EMPLOYER agrees to provide the names and addresses of all of its known
888 sub-contractors on the specific project, including their respective contractual scope
889 of work upon request of the UNION. If the EMPLOYER is exclusively a
890 millwright employer, it shall not be required to participate in a pre-job conference.
891 c) The UNION shall be given an opportunity to refer qualified applicants for
892 employment.
893 d) Applicants so referred shall not be given preference of priority by the EMPLOYER
894 over non-referred applicants and the EMPLOYER shall have the sole and
895 exclusive right of accepting or rejecting the applicants so referred.
896 e) The EMPLOYER recognizes the UNION as the principal source of Employees to
897 perform the work covered by this Agreement, and agrees to give the UNION first
898 opportunity to provide the Employees needed. Nothing herein shall prohibit the
899 EMPLOYER from hiring or recruiting Employees from any source it desires
900 subject to ARTICLE VII, SECTION 4 subsections (a) and (c).
901 f) The UNION recognizes the EMPLOYER'S right to recall past Employees. The
902 UNION must be notified within twenty-four (24) hours of the EMPLOYER'S
903 recall of past employees.

904 **ARTICLE VII. SECTION 5 SEVERABILITY AND INVALIDITY**

905 It is the intention of the parties hereto to comply with the provision of the National
906 Labor Relations Act, as amended, and in the event this Article is declared to be unlawful,
907 then it shall become inoperative and void and the parties shall immediately meet to
908 negotiate a legal mutually acceptable substitute. The other legal provisions of the
909 Agreement shall not be affected thereby.

910 **ARTICLE VII. SECTION 6 BUSINESS OFFICE**

911 As a service to the ASSOCIATION and its members and also the individual
912 independent EMPLOYERS, the UNION agrees to maintain a business office and a full-time
913 Representative. This provision shall in no way affect the other provisions of this
914 Agreement.

915 **ARTICLE VIII BUSINESS UNION REPRESENTATIVE/JOB STEWARD**

916 **ARTICLE VIII. SECTION 1 ACCESS TO JOBSITE**

917 A Representative of the UNION shall be allowed access to any Shop or Field job at
918 any reasonable time where EMPLOYEES are employed under the terms of this agreement
919 for the conducting of UNION business if the owner permits. The EMPLOYER agrees that
920 they will make an effort to secure a pass to all job sites when restrictions exist because of
921 security by the clients. The UNION agrees to notify the EMPLOYER of their intent to visit
922 a job site.

923 **ARTICLE VIII. SECTION 2 STEWARDS**

924 A) The Union Representative shall appoint a Steward or Stewards without
925 interference from the EMPLOYER. The Steward shall be a qualified workman,
926 capable of performing the duties required. Stewards shall be allowed reasonable
927 time to see that this Agreement is being lived up to. The Stewards shall also take
928 up grievances at the First Step Level and shall first present any complaints to the

929 EMPLOYER. In no case shall the steward be discharged until the UNION
930 Representative and the EMPLOYER attempt to settle the matter. The
931 EMPLOYER at this time will present to the UNION REPRESENTATIVE its
932 reasons for the request to discharge the steward. In the event the Steward is laid
933 off and the lawful activities in behalf of the Union are found to be the cause of
934 such discharge, the steward shall be reinstated in the same capacity with back
935 pay. The Stewards shall have the right to see that the safety provisions of this
936 Agreement are properly enforced.
937 B) Job Stewards will be included on all overtime work when possible.
938 C) In the case of accident, a member of the bargaining unit shall see that the
939 employee's personal belongings are cared for.

940 **ARTICLE IX HOURS OF WORK AND OVERTIME**

941 **ARTICLE IX, SECTION 1 WORK DAY - WORK WEEK**

942 Eight hours constitutes a day's work from 7:00 a.m. to 3:30 p.m., Monday through
943 Friday. The regular work week shall be forty (40) hours. The EMPLOYER may deviate
944 from the regular work day with the approval of the Representative of the UNION.
945 EMPLOYEES shall be at their job sites prepared to start work at the scheduled starting
946 time.

947 After the Employer notifies the Union and the Union Representative agrees in
948 writing prior to the commencement of work, the workday may be ten (10) hours per day,
949 Monday through Thursday or Tuesday through Friday or as determined by the Union
950 Representative for a minimum of forty (40) hours unless beyond the control of the Employer
951 as verified by the Customer. If the terms of this four (4) ten (10) hour day's provision is
952 violated by the Employer, the Union Representative may cancel the provision and the
953 regular eight (8) hour day and overtime terms of this agreement shall prevail.

954 **ARTICLE IX, SECTION 2 PAYMENT OF WAGES**

955 There shall be an established payday once per week with a maximum of four days
956 pay held back by the EMPLOYER. The EMPLOYER may elect to make wage and
957 reimbursement payments electronically. The EMPLOYER agrees to give each EMPLOYEE
958 a check stub or a receipt showing the amounts deducted from the gross paycheck and also
959 the amount paid for fringe benefits.

960 **ARTICLE IX, SECTION 3 TERMINATION OF EMPLOYMENT**

961 If Millwrights are laid-off or discharged, they shall be paid at the time of layoff or
962 discharge. If layoff check is not mailed (postmarked by the next federally recognized
963 business day), a two (2) hour penalty will be assessed. If not paid within seventy two (72)
964 hours, a four (4) hour penalty will be assessed. When layoff occurs outside the regular work
965 day the employer may mail checks on the next business day without any penalty provided
966 the checks are postmarked for the first business day following the layoff. In the event work
967 continues beyond 3:30 P.M. same shall be governed by 0. If a Millwright quits, pay shall be
968 mailed to the employee on the next regular payday.

969 **ARTICLE IX, SECTION 4 SHOW UP PAY AND MINIMUM TIMES**

970 If a Millwright reports for work and there is no work and they had not been notified
971 that work had been cancelled due to and reasons beyond the control of the EMPLOYER,
972 they shall receive a minimum of two (2) hours pay (an employee may be required to remain
973 on the job in order to receive their show up pay).

974 If a Millwright starts to work, they shall receive a minimum of four (4) hours pay. If
975 work continues beyond four (4) hours and less than eight (8) hours, they shall be paid for
976 actual hours worked. This paragraph does not apply in Zone 2.

977 **ARTICLE IX, SECTION 5 OVERTIME**

978 Time and one-half (1 1/2) shall be paid for any work before and after the normal
979 working hours, Monday through Friday, and all work performed on Saturday. All other
980 overtime work including all work performed on Sundays and Holidays, or days celebrated
981 as such, shall be performed at double the hourly rate.

982 If any other employee of the Contractor working on the same job site is working
983 overtime the same time Millwrights are working overtime and is receiving more than time
984 and one-half (1 1/2) for overtime work, then the Millwright employees shall receive the
985 same overtime rate as those other employees.

986 **ARTICLE IX, SECTION 6 HOLIDAYS**

987 Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Day,
988 Memorial Day, Fourth of July, and Labor Day to be observed on such date as is stipulated
989 by the Federal Government, or days celebrated as such, shall be considered holidays for the
990 purpose of this Agreement. The day of Christmas Eve shall also be considered a holiday for
991 employees working after the regular day shift and the second and third shift shall be paid
992 at double (2) time. No work shall be done on Labor Day under any consideration, except in
993 extreme emergency. When a holiday falls on Sunday, the Monday following shall be
994 observed as a holiday and be considered a double (2) time day. Holidays which occur on
995 Saturday shall be observed on the preceding Friday.

996 Veterans' Day shall not be considered a holiday. Holiday rates shall not apply. Any
997 Employee who chooses to not work on Veterans' Day may do so without being penalized.

998 **ARTICLE IX, SECTION 7 SHIFT WORK**

999 Extra shifts may be established but only with the advance notification of the
1000 Representative of the Union. The starting time for shift work shall be agreed upon in
1001 advance by the Company and the Representative of the Union. A work day may be
1002 established to coincide with the starting time of the 1st shift and run for twenty-four (24)
1003 hours until the start of the 1st shift on the following day provided that this is agreed upon
1004 in advance by the Company and the Representative of the Union.

1005 When extra shifts are required, the first shift shall work eight (8) hours at the
1006 regular straight time rate of pay. The second shift shall work 7-1/2 hours and receive eight
1007 (8) hours pay. The third shift shall work seven (7) hours and receive eight (8) hours pay. A
1008 thirty minute lunch period shall be mutually agreed to between the Company and the
1009 Union Representative and shall not be considered as time worked. The hourly rate of pay
1010 for the second and third shift shall be the regular straight time rate plus a five percent (5%)
1011 shift premium. Zone 2 and 8 only The shift premium shall be seventy five cents (\$.75) for
1012 2nd shift and one dollar (\$1.00) for 3rd shift, any other shift provisions not specifically
1013 excluded shall apply.

1014 Overtime rates shall apply to any work performed outside of the established shift
1015 hours.

1016 No employee shall lose pay and compensation when a shift is terminated and said
1017 employee is transferred to the next shift, this paragraph does not apply to Zone 2 and 8.

1018 **ARTICLE IX, SECTION 8 LUNCH & BREAK PERIOD**

1019 The lunch period shall be at the midway point or time agreed upon between the
 1020 Employer and the Union Representative. A ten (10) minute coffee break shall be allowed at
 1021 a mid point between the starting time of the shift and the established lunch break on an
 1022 eight (8) hour shift. It is understood that the employee shall take their break in close
 1023 proximity to their working area. When an employer establishes a shift of at least ten (10)
 1024 hours in length up to and including twelve (12) hours, a second ten minute coffee break will
 1025 be implemented at a halfway point between lunch time and quitting time.

1026 An employee working through the lunch period shall receive double (2) time for such
 1027 work during the lunch period along with being afforded a reasonable period on company
 1028 time to eat their lunch. The EMPLOYER shall be allowed to establish a regular lunch
 1029 period no more than five and one half (5 1/2) hours after the start of the shift. There will
 1030 not be any organized coffee breaks, rest periods or other non-working time established
 1031 during the working hours; however, employees will be permitted to have personal thermos
 1032 bottles of coffee which may be consumed at their designated work station in manner that
 1033 does not interfere with their work. After the regularly scheduled lunch period, the
 1034 employees shall receive an additional one-half (1/2) hours paid meal period after six (6)
 1035 hours of work, provided work continues after twelve and one half (12 ½) hours. When the
 1036 Employer and employee agree, the later lunch period may be waived for one hour's pay
 1037 above hours worked.

1038 **ARTICLE X WAGES**

1039 **ARTICLE X, SECTION 1 WAGES**

1040 The minimum rate of wages for all journeyman Millwrights working within the nine
 1041 (9) active zones of jurisdictional area of Local Union 2158 shall be:

ZONE 1	Total Package per hour
Effective June 1, 2023 – Total increase \$2.34 per hour	\$64.69
Effective June 1, 2024 – Total increase \$2.43 per hour	\$67.11
Effective June 1, 2025 – Total increase \$2.52 per hour	\$69.63
Effective June 1, 2026 – Total increase \$2.61 per hour	\$72.24
Effective June 1, 2027 – Total increase \$2.71 per hour	\$74.95

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ZONE 2	Total Package per hour
Effective June 1, 2023 – Total increase \$2.22 per hour plus \$0.02 increase to the Industry Advancement Fund	\$61.33
Effective June 1, 2024 – Total increase \$2.30 per hour	\$63.63
Effective June 1, 2025 – Total increase \$2.39 per hour	\$66.01
Effective June 1, 2026 – Total increase \$2.47 per hour	\$68.49
Effective June 1, 2027 – Total increase \$2.57 per hour	\$71.06

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ZONE 3	Total Package per hour
Effective June 1, 2023 – Total increase \$2.85 per hour	\$78.96
Effective June 1, 2024 – Total increase \$2.96 per hour	\$81.93
Effective June 1, 2025 – Total increase \$3.07 per hour	\$85.00
Effective June 1, 2026 – Total increase \$3.19 per hour	\$88.18
Effective June 1, 2027 – Total increase \$3.31 per hour	\$91.49

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ZONE 4	Total Package per hour
Effective June 1, 2023	\$87.66
Effective June 1, 2024 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2025 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2026 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2027 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	

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ZONE 5	Total Package per hour
Effective June 1, 2023 – Total increase \$2.86 per hour	\$79.14
Effective June 1, 2024 – Total increase \$2.97 per hour	\$82.11
Effective June 1, 2025 – Total increase \$3.08 per hour	\$85.19
Effective June 1, 2026 – Total increase \$3.19 per hour	\$88.38
Effective June 1, 2027 – Total increase \$3.31 per hour	\$91.70

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ZONE 6	Total Package per hour
Effective June 1, 2023 – Total increase \$2.47 per hour plus \$0.02 increase to the Industry Advancement Fund	\$68.40
Effective June 1, 2024 – Total increase \$2.56 per hour	\$70.97
Effective June 1, 2025 – Total increase \$2.66 per hour	\$73.63
Effective June 1, 2026 – Total increase \$2.76 per hour	\$76.39
Effective June 1, 2027 – Total increase \$2.86 per hour	\$79.25

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ZONE 7	Total Package per hour
Effective June 1, 2023	\$87.66
Effective June 1, 2024 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2025 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2026 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2027 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	

ZONE 8	Total Package per hour
Effective June 1, 2023 – Total increase \$2.09 per hour	\$57.77
Effective June 1, 2024 – Total increase \$2.17 per hour	\$59.93
Effective June 1, 2025 – Total increase \$2.25 per hour	\$62.18
Effective June 1, 2026 – Total increase \$2.33 per hour	\$64.51
Effective June 1, 2027 – Total increase \$2.42 per hour	\$66.93

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ZONE 9	Total Package per hour
Effective June 1, 2023	\$87.66
Effective June 1, 2024 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2025 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2026 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	
Effective June 1, 2027 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5.	

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The zones of jurisdiction are:

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Zone 1. The following counties in Illinois: Carroll, Henderson, Henry, Mercer, Rock Island County (except that area contained within Zones 5 and 9). The following counties in Iowa: Clinton, Louisa (North of the Iowa River), Muscatine, and Scott Counties.

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Zone 2. The following counties in Iowa: Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Cerro Gordo, Chickasaw, Clayton, Delaware, Des Moines (that portion not covered in Zone 8), Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Howard, Iowa, Jackson, Johnson, Jones, Keokuk, Kossuth, Linn (excluding Zone 6), Louisa (South of the Iowa River), Mahaska, Mitchell, Monroe, Tama, Wapello (entire western half of Wapello County bordered on the east by Highways 149 and 63), Washington, Winnebago, Winneshiek, Worth, and Wright.

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Zone 3. The following counties in Illinois: Boone, Jo Daviess, Ogle (except that area contained within Zone 4), Stephenson, and Winnebago.

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Zone 4. Covering the portion of Ogle County, Illinois that is south of Ash Road (on a line west to the Rock River), north of Spring Creek Road (on a line west to the Rock River), east of the Rock River and west of German Church Road.

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Zone 5. The following counties in Illinois: Bureau, DeKalb, LaSalle (except that area contained within Zone 7), Lee, Marshall, Putnam, Rock Island County only that area contained within the following boundaries: South of 192nd Ave N, West of 258th St N, North of 178th Ave N, and East of IL State Route 84, Stark, Whiteside.

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Zone 6. The portion of Linn County, Iowa that is South of the Cedar River, North of Highway 94, East of the Benton county line, and West of Blairs Ferry Road.

Zone 7. Covering the portion of LaSalle County, Illinois that is south of N 23rd Road, north of N 21st road, east of 25th Road and west of Illinois State Route 170.

1077 **Zone 8.** That portion of the following counties in Iowa: Des Moines county except
 1078 that area bordered on the East by the Mississippi River, on the south by the Des Moines
 1079 and Lee County line, on the West by the Burlington Northern Rail Line, and on the North
 1080 by Glenmark Drive, Appanoose, Davis, Henry, Jefferson, Lee, Van Buren, Wapello (entire
 1081 eastern half of Wapello County bordered on the west by Highways 149, Business 63. and
 1082 63) and Wayne.

1083 **Zone 9.** Covering the portion of Rock Island County, Illinois that is south of 222nd
 1084 Avenue N, north of 192nd Ave N, east of River Road N and the Mississippi River, west of
 1085 Illinois State Route 84.

1086 Upon the recommendations of the affiliated trust funds, the allocation of the
 1087 negotiated yearly increase among wages and other contributions with the exception of the
 1088 Industry Development and Administrative Fund, ARTICLE XI, SECTION 5 shall be at the
 1089 discretion of the Executive Committee of the Union. Notice in writing of the allocation shall
 1090 be given to the Employer by the Union thirty (30) days prior to the effective date.

1091 **ARTICLE X. SECTION 2 FOREMAN**

1092 Foreman shall be selected from any source and at the discretion of the EMPLOYER.
 1093 Foreman shall receive the following rates:

Zone 1	Six percent (6%) per hour above the journeyman wage rate
Zone 2	Four percent (4%) per hour above the journeyman wage rate
Zone 3	Ten percent (10%) above the journeyman wage rate
Zone 4	Ten percent (10%) above the journeyman wage rate
Zone 5	Ten percent (10%) above the journeyman wage rate
Zone 6	Five percent (5%) per hour above the journeyman wage rate
Zone 7	Ten percent (10%) above the journeyman wage rate
Zone 8	Four percent (4%) per hour above the journeyman wage rate
Zone 9	Ten percent (10%) above the journeyman wage rate

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1095 **ARTICLE X. SECTION 3 GENERAL FOREMAN**

1096 General Foreman shall be selected from any source and at the discretion of the
 1097 EMPLOYER. General Foreman shall receive the following rates:

Zone 1	Nine percent (9%) per hour above the journeyman wage rate
Zone 2	Five and one half percent (5.5%) per hour above the journeyman wage rate
Zone 3	Twenty percent (20%) above the journeyman wage rate

Zone 4	Twenty percent (20%) above the journeyman wage rate
Zone 5	Twenty percent (20%) above the journeyman wage rate
Zone 6	Eight percent (8%) per hour above the journeyman wage rate
Zone 7	Twenty percent (20%) above the journeyman wage rate
Zone 8	Eight and two tenths percent (8.2%) per hour above the journeyman wage rate
Zone 9	Twenty percent (20%) above the journeyman wage rate

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1099 **ARTICLE X, SECTION 4 WELDING PREMIUM**

1100 When Welding Tests are required as a condition of employment, said tests shall be
 1101 given on company time and paid for by the EMPLOYER at the appropriate zone rate. The
 1102 EMPLOYER shall furnish the welder with a copy of Certification Papers if the employee
 1103 remains on the job to its completion, or for thirty (30) days, whichever occurs first. At the
 1104 request of the JATC or the EMPLOYEE the EMPLOYER shall provide all documentation
 1105 required to the JATC to provide tracking for welding certification. If welding certification is
 1106 required the EMPLOYEE shall be paid the appropriate Journeyman wage rate including all
 1107 fringe benefits.

1108 **ARTICLE X, SECTION 5 GRAIN RATE**

1109 Zone 2 rates and language will apply to all work performed for and at all grain
 1110 processing and handling facilities, feed processing and fertilizer production businesses in all
 1111 zones covered by this agreement. With notification of assignment to the Union
 1112 Representative prior to the start of project.

1113 **ARTICLE X, SECTION 6 ZONE 1, 3, 5 MAINTENANCE RATE**

1114 Zone 1, 3, 5 A maintenance rate of ninety five percent (95%) of the base wage rate
 1115 and full fringe benefits shall be established for work under the following provision: 1)
 1116 Project by project approved by a Union Representative, 2) All work assigned to millwrights
 1117 unless signed off on, 3) The maintenance rate shall not be used on NMAPC, PHMMA or
 1118 new construction projects.

1119 **ARTICLE X, SECTION 7 RENEWABLE FUELS**

1120 The Renewable Fuel market is an expanding market in which the Union and Illowa
 1121 Contractors Association, Inc. share an interest in securing the market.

1122 Renewable Fuel shall be defined as a production facility designed to process plant
 1123 derived product such as corn, soybean and switchgrass into a fuel source.

1124 An Employer wishing to work at a Renewable Fuel production facility may submit a
 1125 request to the Marketing Fund for approval of the usage of the Zone 2 total wage package
 1126 and applicable contract language in the performance of said project.

1127 An Employee working at a Renewable Fuel production facility shall be paid the
 1128 applicable Zone rate in which the project is located. The Employer will be reimbursed the
 1129 difference in the total wage package between the Zone in which the work is performed and
 1130 the Zone 2 Total wage package rate for the individual classification of each Employee.

1131 **ARTICLE XI FRINGE BENEFITS, EMPLOYER CONTRIBUTIONS AND**
1132 **OTHER WAGE DEDUCTIONS**

1133 **ARTICLE XI. SECTION 1 FRINGE BENEFITS**

1134 Each EMPLOYER shall pay and transmit to a depository mutually agreed upon
1135 between the UNION and the Association as defined in the following sections Welfare,
1136 Pension and Retirement, Apprenticeship and Journeyman Training, Industrial
1137 Development and Administrative Fund, UBC Health & Safety & Apprenticeship & Training
1138 funds of North America and Labor Management Education and Development fund, Market
1139 Recovery Fund, Dues Funds, Vacation and Savings for each employee in the bargaining
1140 unit, for the following purposes and such depository shall distribute and transmit the
1141 appropriate proportions as set forth in ARTICLE XVIII of this Agreement to the
1142 appropriate funds for the use and purpose below and in the documents, as amended,
1143 establishing such funds.

1144 With prior written approval of the UNION, the Employer may make welfare, pension
1145 and retirement contributions on behalf of permanent and traveling employees to that
1146 employee's home or permanent funds within the geographical jurisdiction of the Mid-
1147 America Carpenters Regional Council. The Employer agrees to provide documentation of
1148 those contributions.

1149 **ARTICLE XI. SECTION 2 WELFARE**

- 1150 1) Heartland Healthcare Fund or Successor Plan if Established. A contribution
1151 rate as designated for the applicable zone in the Wage and Fringe Benefit
1152 allocation sheet to provide life, accident, sickness, and hospitalization
1153 insurance and other benefits for the employees and their dependents.
1154 2) The Construction Industry Welfare Fund of Rockford, Illinois or Successor
1155 Plan if Established. A contribution rate as designated for the applicable zone
1156 in the Wage and Fringe Benefit allocation sheet to provide life, accident,
1157 sickness, and hospitalization insurance and other benefits for the employees
1158 and their dependents.

1159 **ARTICLE XI. SECTION 3 PENSION AND RETIREMENT**

- 1160 1) Carpenters Pension Fund of Illinois. A contribution rate as designated for the
1161 applicable zone in the Wage and Fringe Benefit allocation sheet for the
1162 purpose of providing pensions for the employees in the bargaining unit as
1163 determined by the Trustees of the Fund utilized and set forth in a pension plan
1164 or plans established and amended by them from time to time, in accordance
1165 with the eligibility requirements thereof, which plan or plans have become
1166 'qualified' in accordance with the requirements of the Internal Revenue Code.
1167 2) Construction Industry Retirement Fund of Rockford, Illinois. A contribution
1168 rate as designated for the applicable zone in the Wage and Fringe Benefit
1169 allocation sheet for the purpose of providing retirement income for the
1170 employees in the bargaining unit as determined by the Trustees of the Fund
1171 utilized and set forth in a retirement plan or plans established and amended
1172 by them from time to time, in accordance with the eligibility requirements
1173 thereof, which plan or plans have become 'qualified' in accordance with the
1174 requirements of the Internal Revenue Code.
1175 3) The Union may, upon reasonable notice to the Association and the Employer
1176 members it represents and also the individual independent EMPLOYERS,

1177 allocate portions of the negotiated Pension/Retirement contribution rates to
1178 the two (2) different Pension or Retirement Funds above.

1179 **ARTICLE XI, SECTION 4 APPRENTICESHIP AND JOURNEYMAN**
1180 **EDUCATIONAL FUND**

1181 Pursuant to the trust document, the contribution rate per hour shall be determined
1182 by the Mid-America Carpenters Regional Council Apprenticeship and Training Program as
1183 designated in the wage and fringe benefits allocation sheet.

1184 By agreement of the Union and the ILLOWA Millwright Contractors Association,
1185 Inc. and in accordance with the terms of the Mid-America Carpenters Regional Council
1186 Apprenticeship and Training Program Trust Agreement, the parties may designate a
1187 successor fund.

1188 The collection of amounts due the Mid-America Carpenters Regional Council
1189 Apprenticeship and Training Program shall not be subject to the Arbitration provision
1190 contained in ARTICLE III herein.

1191 **ARTICLE XI, SECTION 5 INDUSTRIAL DEVELOPMENT AND ADMINISTRATIVE**
1192 **FUND**

1193 A contribution rate as designated for the applicable zone in the Wage and Fringe
1194 Benefit allocation for the purpose of providing administrative expenses for any funds
1195 established hereunder or to which an EMPLOYER is established hereunder or to which an
1196 EMPLOYER is required to contribute hereunder now or hereafter legally established in
1197 collective bargaining by the parties hereto covering the instant bargaining unit as the
1198 UNION and the ILLOWA MILLWRIGHT CONTRACTORS ASSOCIATION, INC. may,
1199 from time to time, determine as the need arises, and for the further purpose of promoting
1200 research, journeyman skill, improvements and training, and for other educational
1201 programs. The administration of this Fund shall be solely in the hands of the said
1202 ASSOCIATION and no EMPLOYER shall pay or deliver any funds to any representative of
1203 their employees except for actual services rendered, provided further that any documents
1204 establishing such Fund, and any amendments thereto, shall be first approved by the
1205 UNION. An annual audit of the Fund shall be made by a certified public accountant and
1206 the said ASSOCIATION, at no cost to the UNION, shall furnish a copy of the same to the
1207 UNION. The UNION, at all reasonable time during regular working hours, upon request,
1208 shall have the right, through its representatives, auditors, or attorneys, to examine the
1209 books and records of the Fund and to extract portions thereof and make copies. The Fund,
1210 the trustees thereof and the said ASSOCIATION agree to indemnify and hold harmless the
1211 UNION, its officers, agents, representatives, and members from any claim, suit, cause of
1212 action, or otherwise as regards a creation of the Fund, its administration or any act or
1213 action in connection therewith and such indemnity and agreement to hold harmless shall
1214 include the payment of costs and attorneys' fees in behalf of the beneficiaries of such
1215 indemnity and shall require immediate notification to the UNION of any claim or potential
1216 cause of action which might, in any way, affect the UNION, its officers, agents,
1217 representatives, or members. The instrument creating the Fund shall contain the
1218 provisions of this sub-paragraph. If the EMPLOYER does not contribute to the Industrial
1219 Development and Administrative Fund, then the contribution rate established for the
1220 Industrial Development and Administrative Fund shall be paid into the Apprenticeship and
1221 Journeyman Educational Fund.

1222 **ARTICLE XI, SECTION 6 CARPENTERS INTERNATIONAL TRAINING FUND.**

1223 In addition to any contributions otherwise called for herein, the parties agree that
1224 the Employer shall make a contribution as designated for in the applicable zone in the wage
1225 and fringe benefit allocation sheet for each hour worked for each employee covered by this
1226 agreement to the Carpenters International Training Fund ("Training Fund"). Payment
1227 shall be made to the Carpenters International Training Fund or to such collection agent as
1228 it is designated by the Training Fund on or before the 20th day of the month following the
1229 month of the work performed. The Employer hereby agrees to be bound by the Agreements
1230 and Declarations of Trust for the Training Fund as they exist and as they may be amended
1231 or restated, and to such rules, regulations and other governing documents adopted
1232 pursuant to such Trust. The UNION reserves the right to directly collect this contribution
1233 at a later date.

1234 **ARTICLE XI, SECTION 7 UBC MILLWRIGHTS LABOR-MANAGEMENT**
1235 **INDUSTRY PROMOTION FUND**

1236 In addition to any contributions otherwise called for herein, the parties agree that
1237 the Employer shall make a contribution of five cents (\$0.05) per hour worked for each
1238 millwright employee covered by this agreement to the UBC Millwrights Labor-Management
1239 Industry Promotion Fund ("Millwright Fund"). Payment shall be made to the Millwright
1240 Fund or to such collection agent as is designated by the Millwright Fund on or before the
1241 20th day of the month following the month of the work performed. The Employer hereby
1242 agrees to be bound by the Agreement and Declaration of Trust for the Millwright Fund as it
1243 exists and as it may be amended restated, and to such rules, regulations or other governing
1244 documents adopted pursuant to such trust.

1245 **ARTICLE XI, SECTION 8 MILLWRIGHT MARKETING FUND**

1246 A contribution rate as designated for the applicable Zone in the Wage and Fringe
1247 Benefit allocation sheet for the purpose of promoting, identifying and expanding work
1248 opportunities for Millwrights and their employers in the industry. This fund shall be
1249 jointly administered as pursuant to the trust document.

1250 **ARTICLE XI, SECTION 9 VACATION AND SAVINGS FUND(S)**

1251 A contribution rate as designated for the applicable zone in the Wage and Fringe
1252 Benefit allocation sheet to be deducted from the employees earnings to provide a vacation
1253 payment or savings account for the employee into the IH Mississippi Valley Credit Union.

1254 **ARTICLE XI, SECTION 10 VOLUNTARY DUES FUND DEDUCTION**

1255 Upon receipt of an employee's written authorization, which shall be irrevocable for
1256 not more than one (1) year, or beyond the termination date of this Agreement, whichever
1257 occurs sooner, each EMPLOYER shall deduct from the employee's wages, in accordance
1258 with this Agreement, an amount to be determined by the Mid-America Carpenters Regional
1259 Council with a list of the names of Employees from whose pay deductions were made.
1260 There may be adjustments to the working assessment provided there is a thirty (30) day
1261 written notice. The assessment shall be remitted to the depository established in the
1262 ARTICLE XI, SECTION 1 above (which depository shall, in turn transmit same to the
1263 UNION) together with a list of the names of the employees from whose pay deductions were
1264 made setting forth the hours worked. The amounts so deducted and transmitted are the
1265 working assessment of the UNION. Such a written authorization may be revoked by the
1266 employee by written notice by registered mail to the EMPLOYER and to the UNION
1267 received by both during the ten (10) day period prior to the end of any such applicable

1268 yearly period or during the ten (10) day period prior to the termination date of any
1269 applicable collective bargaining agreement, whichever occurs sooner. In the absence of such
1270 notice of revocation sent and received in accordance with the foregoing, the authorization
1271 shall be renewed for additional yearly periods, or until the end of the Collective Bargaining
1272 Agreement, whichever occurs sooner. The UNION agrees to indemnify and hold harmless
1273 the ASSOCIATION and the EMPLOYERS as the result of any claim that the deductions
1274 were inappropriately or illegally made.

1275 **ARTICLE XI, SECTION 11 LOCAL UNION 2158 DUES CHECK-OFF**

1276 Upon receipt of an employee's written authorization, which shall be irrevocable for
1277 not more than one (1) year, or beyond the termination date of this Agreement, whichever
1278 occurs sooner, each EMPLOYER shall deduct from the employee's wages, in accordance
1279 with this Agreement, an amount to be determined by Millwright Local Union 2158 with a
1280 list of the names of Employees from whose pay deductions were made. There may be
1281 adjustments to the working assessment provided there is a thirty (30) day written notice.
1282 The assessment shall be remitted to the depository established in the ARTICLE XI,
1283 SECTION 1 above (which depository shall, in turn transmit same to the UNION) together
1284 with a list of the names of the employees from whose pay deductions were made setting
1285 forth the hours worked. The amounts so deducted and transmitted are the working
1286 assessment of the UNION. Such a written authorization may be revoked by the employee
1287 by written notice by registered mail to the EMPLOYER and to the UNION received by both
1288 during the ten (10) day period prior to the end of any such applicable yearly period or
1289 during the ten (10) day period prior to the termination date of any applicable collective
1290 bargaining agreement, whichever occurs sooner. In the absence of such notice of revocation
1291 sent and received in accordance with the foregoing, the authorization shall be renewed for
1292 additional yearly periods, or until the end of the Collective Bargaining Agreement,
1293 whichever occurs sooner. The UNION agrees to indemnify and hold harmless the
1294 ASSOCIATION and the EMPLOYERS as the result of any claim that the deductions were
1295 inappropriately or illegally made.

1296 **ARTICLE XI, SECTION 12 TRUST AGREEMENTS AND COMPLIANCE WITH LAW**

1297 The Funds established hereunder, except as otherwise specified (and except as
1298 regards Welfare and Pension, the amounts required to be contributed relative to same shall
1299 be transmitted to the Heartland Healthcare Fund and Carpenters Pension Fund of Illinois
1300 and/or the Construction Industry Funds of Rockford, Illinois, whichever is applicable) shall
1301 be jointly administered by an equal number of Trustees representing each party to this
1302 Agreement, which administration and the various documents establishing the various
1303 Funds shall be in accordance with the requirements of the National Labor Relations Act, as
1304 amended, and any other Federal Laws pertaining to the subject matter relative to each
1305 individual Fund. All payments required to be made, including those to the Heartland
1306 Healthcare Fund and Carpenters Pension Fund of Illinois, and/or the Construction Industry
1307 Funds of Rockford, Illinois, shall be made and transmitted in accordance with the rules and
1308 regulations established by the Trustees of the particular Fund and all forms required to be
1309 completed shall be so completed. As regards the enforcement of collections and the
1310 payment of the required amounts into the Funds, the parties shall be bound by the
1311 determinations of the Trustees of each particular Fund. The failure of an individual
1312 Employer to comply with the provisions of this Agreement and any agreement or
1313 declaration of trust establishing any of the Funds for which contributions or payments are
1314 made under this Article shall constitute a breach of this Agreement and individual

1315 employers who fail to remit regularly in accordance with the requirements of this Article or
1316 any of the provisions of the agreements or declaration of trusts establishing any of the
1317 Funds shall be subject to having this Agreement terminated by the UNION, by the giving of
1318 forty-eight (48) hours' notice in writing to such EMPLOYER, unless the Employer has
1319 lodged with the UNION a legal bond with a reputable surety company which would
1320 adequately guarantee the payment by such surety company of any claimed amounts due.
1321 The remedy provided for herein shall not be exclusive of any other remedy by way of suit in
1322 law or in equity, or otherwise, for the collection of the amounts due either by the UNION or
1323 the Trustees or Administrators of any of the individual Funds. The employer may request a
1324 copy of any trust document mentioned in this agreement by writing to the specific fund
1325 office.

1326 **ARTICLE XI. SECTION 13 FORMS, PAYMENT DATE, AND AUDIT RIGHTS**

1327 Forms to be supplied by the Trustees of the various Funds shall be completed by each
1328 EMPLOYER and the EMPLOYER shall transmit the required amount of the depository on
1329 or before the 15th day of each month for all contributions attributable to the prior calendar
1330 month. A ten percent (10%) penalty will be assessed to all due payments that are not
1331 postmarked by the 17th of the month or received by the 20th (or the next federally accepted
1332 business day) of the month. In the event of the Trustees of any Fund or the UNION
1333 question the authenticity or accuracy of the information completed on the forms or in the
1334 event of a belief that the amounts being transmitted are not in accordance with the terms of
1335 this Agreement, the Trustees of any Fund or the UNION shall have the right on behalf of
1336 the welfare of employees covered by this Agreement, to inspect the books of the
1337 EMPLOYER relating to or bearing upon said funds, upon reasonable notice, or to have
1338 examination of same made by a certified public accountant. In the event any discrepancy is
1339 discovered, the EMPLOYER shall bear the accounting costs incurred by the Trustees or the
1340 UNION. Late payments shall include an additional ten (10%) percent of the amounts due.

1341 **ARTICLE XI. SECTION 14 AUTHORITY FOR TRANSMISSION**

1342 This Agreement constitutes the authority for transmission to the various funds above
1343 and such transmission of funds shall be automatic with the depository which shall transmit
1344 to the various funds without any further authority. The Mid-America Carpenters Regional
1345 Council reserves the right to directly collect or designate a depository for all fringe benefit
1346 contributions and any other payroll deduction referred to in this agreement.

1347 **ARTICLE XII WORKMEN'S COMPENSATION AND UNEMPLOYMENT**
1348 **COMPENSATION**

1349 Each EMPLOYER shall carry Workmen's Compensation Insurance with a company
1350 authorized to do business within the territorial jurisdiction covered by this Agreement and
1351 shall, in addition, contribute for each employee employed, irrespective of the number of
1352 employees employed, to the state where work is being performed so that each employee will
1353 be covered by Unemployment Compensation. Each EMPLOYER will furnish a Certificate
1354 of Insurance to the UNION for verification of their Workman's Compensation Insurance
1355 covering employees of this Collective Bargaining Agreement.

1356 **ARTICLE XIII BONDING AND DEFAULT**

1357 A) The EMPLOYER signatory to this Agreement shall be required to procure a
1358 surety bond in the principal sum as indicated below. Such bond shall be written by
1359 an insurance carrier authorized, licensed, or permitted to do business in the State of
1360 Iowa - Illinois. The surety bond shall be payable to "Mid-America Carpenters

1361 Regional Council" as trustee for the benefits of employees employed by the
 1362 EMPLOYER and for those acting on the employees' behalf to insure prompt payment
 1363 of wages and contributions to Health, Welfare, Pension and Retirement; Vacation
 1364 and Savings; Apprenticeship and Journeyman Educational; Industrial Development
 1365 Funds and Market Recovery Fund. The principal amount of the Bond shall be:
 1366 One (1) to Five (5) Employees \$10,000.00
 1367 Six (6) to Ten (10) Employees \$20,000.00
 1368 Eleven (11) or more Employees \$30,000.00
 1369 \$2,000 per person for 16 or more Employees
 1370 B) Irrespective of the other remedies for herein, and not to the exclusion of any other
 1371 remedy, in the event of failure of the EMPLOYER to comply with the payments and
 1372 conditions identified in sub-paragraph A of this Section, the UNION, upon the giving
 1373 of forty-eight (48) hours written notice to the EMPLOYER, may, without liability,
 1374 and subject to the provisions of ARTICLE VI of this agreement but irrespective of
 1375 any other provision of this Agreement, remove the employees from the job until the
 1376 payments and conditions have been met.
 1377 C) Effective June 1, 2003, any employer who fails to comply with ARTICLE XI,
 1378 SECTION 13 must within three (3) working days produce a surety bond in
 1379 accordance with ARTICLE XIII .

ARTICLE XIV APPRENTICES

ARTICLE XIV. SECTION 1 WAGES

1381 Wage rates for apprentice indentures will be structured under the following
 1382 percentages of the Journeyman scale:
 1383

	Zones 1, 2, 3, 4, 5, 6, 7, 8 and 9
FIRST YEAR	60% of Journeyman Scale
SECOND YEAR	70% of Journeyman Scale
THIRD YEAR	80% of Journeyman Scale
FOURTH YEAR	90% of Journeyman Scale

ARTICLE XIV. SECTION 2 APPRENTICE FRINGE BENEFIT CONTRIBUTIONS

1384 Apprentice pension and/or annuity contributions shall be calculated at twenty five
 1385 percent (25%) of the appropriate apprentice base wage rate. All other fringe benefit
 1386 contributions and wage deductions shall be the same as the Journeyman millwright. Refer
 1387 to the wage and fringe benefit allocation sheet.
 1388

Zone 2 Only

	First year apprentice will receive six percent (6%) of the appropriate apprentice base wage rate not to exceed the journeyman pension contribution per the applicable zone and the second year apprentice will receive eight percent (8%) of the appropriate apprentice base wage rate not to exceed the journeyman pension contribution per the applicable zone.
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1391 **ARTICLE XIV, SECTION 3 JOINT APPRENTICESHIP AND TRAINING**
1392 **COMMITTEE**

1393 It is the intent of the Mid-America Carpenters Regional Council Joint Apprenticeship
1394 and Training Committee (JATC) to provide continued education to the entire membership
1395 of Local Union 2158. The Mid-America Carpenters Regional Council JATC Committee will
1396 continue to meet and define future goals and commitments pertaining to continued
1397 journeyman education.

1398 The details of the Apprenticeship and Training Program including but not limited to,
1399 the ratio of apprentices to journeymen, the guarantee of employment, the confinement of
1400 work and all matters related to the said Program shall be determined and governed by a
1401 Joint Apprenticeship and Training Committee. There shall be a full-time Coordinator for
1402 this Program paid by this Fund.

1403 These Apprenticeship and Training Standards shall be included by reference in all
1404 Collective Bargaining Agreements entered into on behalf of the Union and the Employer.
1405 These Standards shall become a part of any Collective Bargaining Agreement, and any
1406 violation of these standards shall be considered a material violation of the agreement and
1407 shall be enforceable and subject to adjustment under the "Settlement and Dispute" section
1408 of the Collective Bargaining Agreement.

1409 **ARTICLE XIV, SECTION 4 DISCHARGE OF AN APPRENTICE**

1410 A) Any apprentice who fails to comply with the Apprenticeship Standards, the rules
1411 and regulations of the Joint Apprenticeship and Training Committee, or who fails
1412 to attend school, as required, shall be discharged by the EMPLOYER immediately
1413 upon receipt of notification to such effect from the Joint Apprenticeship and
1414 Training Committee. If an individual so discharged, believes that the facts upon
1415 which the discharge was based are untrue, they may challenge such facts by filing
1416 a written statement with UNION and the EMPLOYER within three (3) working
1417 days from the date of such discharge and within five (5) working days thereafter a
1418 hearing shall be held before an equal number of EMPLOYER and UNION
1419 representatives for the purpose of passing upon the claim of such individual. In
1420 the event of a disagreement between the UNION and the EMPLOYER, the
1421 matter shall be deemed in dispute and submitted to arbitration in accordance
1422 with the arbitration provision of this agreement.

1423 B) In discharging an apprentice for reasons of employment production, attendance,
1424 or performance, the EMPLOYER will contact the Apprentice Coordinator or the
1425 UNION in an attempt to rectify any adverse conditions.

1426 **ARTICLE XIV, SECTION 5 MILLWRIGHT QUALIFICATION PROGRAM**

1427 The Union and the Association and the Employer members it represents and also the
1428 individual independent EMPLOYERS agree to establish a committee to draft and formulate
1429 qualification guidelines for millwrights. Said guidelines are aimed at establishing
1430 minimum qualification requirements for millwrights and to establish recommended criteria
1431 to assist the union in placing and referring millwrights to various jobs. Nothing herein
1432 shall alter or amend ARTICLE VII regarding the hiring and notice but shall merely serve to
1433 assist the union in referring and placing millwrights.

1434 **ARTICLE XV PRE-APPRENTICE**

1435 Any pre-apprentice employed shall be paid a minimum of fifty percent (50%) of the
1436 applicable Zone journeyman base wage rate.

1437 The EMPLOYER shall make benefit contributions for Apprenticeship, UBC National
1438 Fund, UBC Millwright Fund, Industry Advancement, Millwright Marketing Fund, and
1439 single rate coverage for Health and Welfare to the Heartland Healthcare Fund as required.

1440 No contributions are required for Pension or Retirement Funds.

1441 The EMPLOYER shall deduct from the gross wages a work assessment determined
1442 by the Mid-America Carpenters Regional Council .

1443 **ARTICLE XVI GENERAL WORKING CONDITIONS**

1444 **ARTICLE XVI, SECTION 1 TOOLS**

1445 There shall be no restriction as to the use of machinery or tools provided, however, that
1446 Journeyman Millwrights or Apprentice Millwrights supervised by Journeyman shall
1447 operate all power tools which shall be furnished by the EMPLOYER. All expendable
1448 tools, such as files, drill bits, saw blades, taps, die nuts, etc., shall be furnished by the
1449 EMPLOYER as well as work gloves, welding gloves, and nonprescription safety glasses
1450 that will be replaced when old glasses are returned. Each EMPLOYEE will furnish steel
1451 toed leather work boots per ANSI standard Z41.1-1967, welding hood, burning goggles,
1452 prescription safety glasses with permanently affixed side shields per ANSI standard
1453 Z87-1989.

1454 The millwright tools required shall be established by the Mid-America Carpenters
1455 Regional Council Joint Apprenticeship and Training program.

1456

1457

1458 A. When a tool crib is utilized, EMPLOYEES in the bargaining unit may man such crib.
1459 The EMPLOYER shall have the authority to use any craft or employee to man such
1460 crib.

1461 B. No EMPLOYEE will, as a condition of employment, be required to sign any forms
1462 that holds the EMPLOYEE financially responsible for the contractors tools,
1463 equipment, or materials.

1464 C. EMPLOYEES will not furnish any power actuated tools whether pneumatic,
1465 hydraulic and electric.

1466 **ARTICLE XVI, SECTION 2 TRANSPORTATION**

1467 No subsistence, travel allowance, mileage or pay for travel time will be paid to any
1468 employee covered by this agreement. If EMPLOYEES meet at the shop prior to their shift
1469 or return to the shop at the end of the shift, any time spent loading, unloading or set up
1470 time prior to travel or after travel shall be compensated at the appropriate rate. Only
1471 employees driving company vehicles shall be compensated at their regular straight time
1472 rate of pay, while driving such vehicles for company business. While employed by a Local
1473 Union contractor, subsistence will be paid for over night stays outside the jurisdiction of
1474 this agreement.

1475 **ARTICLE XVI, SECTION 3 HEALTH - STORAGE**

1476 The EMPLOYER shall provide suitable storage areas (not individual toolboxes) on
1477 the job sites in areas that can be locked or secured. The EMPLOYER also agrees to provide
1478 replacement of EMPLOYEE tools against fire, burglary or catastrophe, but, not against loss
1479 due to employee carelessness. Replacement will only be honored if the EMPLOYEE has
1480 made available to the EMPLOYER a list of their tools prior to employment and the
1481 EMPLOYER has been given the right by the EMPLOYEE to verify the list. It is the

1482 EMPLOYEE'S responsibility to update their tool list in order to maintain accuracy. When
1483 tools are to be moved from one job to another, they shall be moved on EMPLOYER'S time.

1484 The EMPLOYER shall provide suitable and sanitary toilet accommodations on all
1485 buildings and jobs. Every EMPLOYER shall provide a suitable place for the protection of
1486 the Millwrights during inclement weather, in which they may store their tools free from
1487 any material or equipment. The EMPLOYER shall provide drinking water, properly cooled
1488 in season, and to also provide a suitable place for eating lunch according to season when
1489 possible.

1490 **ARTICLE XVI. SECTION 4 SAFETY**

1491 The EMPLOYER shall take all precautions necessary to provide for the safety of the
1492 employees on the job.

1493 **ARTICLE XVI. SECTION 5 MINIMUM CREWS AND CREW COMPOSITION**

1494 **A. Millwright Crews.**

1495 A minimum millwright crew shall consist of one (1) journeyman and one (1) working
1496 foreman within the entire company. For every nine (9) employees there shall be at
1497 least one (1) working foreman. All zones including apprentices, or fraction thereof,
1498 there shall be at least one (1) working foreman designated from such group of
1499 employees. When two (2) or more Millwright crews are working on the same project,
1500 one (1) Millwright foreman may be designated as the General Foreman.

1501 **B.** This paragraph applies to the above mentioned sub-paragraph A of this Section.
1502 Foremen may work with their tools but not to the point where it interferes with their
1503 duties as Foremen. Such individual or individuals shall have no authority to, nor
1504 shall they exercise any of the functions customarily exercised by supervisors as
1505 defined in the National Labor Relations Act, as amended; nor shall they, in any way,
1506 be deemed to be an agent of the UNION. The apprentices shall count as part of the
1507 minimum number of employees required for foremen requirements.

1508 **ARTICLE XVI. SECTION 6 INJURY ON THE JOB**

1509 Employees injured on the job shall not lose any pay going to the doctor or for
1510 treatment on the day of the occurrence. On days subsequent thereto, if an employee is
1511 required to go to a doctor or hospital or for treatment relating to such injury, and if no
1512 appointment may be made during off hours, they shall go on company time if they are
1513 working, and receive one (1) hour of compensation at the appropriate rate.

1514 All injuries on the job must be reported to the EMPLOYER or Supervisor with full
1515 details on the day of occurrence, if possible.

1516 **ARTICLE XVI. SECTION 7 METATARSAL WORK BOOTS**

1517 The EMPLOYER will reimburse an EMPLOYEE thirty dollars (\$30.00) toward the
1518 purchase of a pair of new metatarsal work boots when metatarsal boots are a requirement
1519 of the safety policy of a plant. The EMPLOYEE must present a sales receipt to the
1520 EMPLOYER in order to receive the reimbursement.

1521 **ARTICLE XVII DRUG TESTING**

1522 **ARTICLE XVII. SECTION 1 EMPLOYER PROGRAM**

1523 The EMPLOYER may establish a drug and alcohol testing program for all
1524 EMPLOYEES covered by this agreement. All bargaining unit members covered under this
1525 Agreement will agree to participate in a drug and alcohol testing program established, that
1526 conforms to state and federal regulations.

1527 **ARTICLE XVII. SECTION 2 PROPOSED JOINT PROGRAM**

1528 The UNION and the ASSOCIATION and the EMPLOYER members it represents
1529 and also the individual independent EMPLOYERS recognize the problems created by drug
1530 and alcohol abuse and the need to develop prevention and treatment programs. The
1531 EMPLOYER and the UNION seek to protect people and property, and to provide a safe
1532 working environment. The purpose of a drug/substance abuse program is to establish and
1533 maintain a drug free, alcohol free, safe, healthy work environment for all the EMPLOYEES.

1534 The ASSOCIATION and the UNION agree to establish a committee to discuss,
1535 develop and negotiate a third party administrated, Drug Testing Program and a joint
1536 Labor-Management Drug Testing Trust Fund that conforms to state and federal
1537 regulations.

1538 The ASSOCIATION reserves the right, upon the approval of the UNION, to fund a
1539 joint Labor-Management Drug Testing Fund for the purpose of implementing a third party
1540 administrated, Drug Testing Program.

1541 **ARTICLE XVIII DEPOSITORIES**

1542 **ARTICLE XVII. SECTION 1 ZONES 1, 2, 4, 5, 6, 7, 8, AND 9**

1543 **MONTHLY REPORT OF PAYMENTS INSTRUCTIONS:**

1544 **1) CONTRIBUTIONS FOR WELFARE, PENSION, CARPENTERS**
1545 **INTERNATIONAL TRAINING FUND, UBC MILLWRIGHTS LABOR-**
1546 **MANAGEMENT INDUSTRY PROMOTION FUND, AND DUES FUND:**

1547 Please make check payable to and MAIL along w/GREEN COPY & ALL
1548 ATTACHMENTS TO:

1549 **CARPENTERS PENSION FUND OF ILLINOIS**

1550 **PO BOX 94416**

1551 **CHICAGO, IL 60690-4416**

1552 **2) CONTRIBUTIONS FOR RETIREMENT FUND:**

1553 Please make check payable to and MAIL along w/YELLOW COPY & ALL
1554 ATTACHMENTS TO:

1555 **CONSTRUCTION INDUSTRY FUND - RETIREMENT SAVINGS**

1556 **PO BOX 7405**

1557 **CAROL STREAM, IL 60197-7405**

1558 **3) CONTRIBUTIONS FOR:**

1559 **o INDUSTRIAL DEVELOPMENT FUND**

1560 **o MILLWRIGHT MARKETING FUND**

1561 **o LU 2158 DUES CHECK-OFF**

1562 **o VACATION/SAVINGS FUND:**

1563 Please make check payable to "Millwright LU 2158 Fringe Benefit Funds" and
1564 MAIL CHECK along w/PINK COPY & ALL ATTACHMENTS TO:

1565 **I H MISSISSIPPI VALLEY CREDIT UNION**

1566 **PO BOX 868**

1567 **MOLINE, IL 61266**

- 1568 **4) CONTRIBUTIONS FOR APPRENTICESHIP FUND:**
1569 Please make check payable to "Mid-America Carpenters Regional Council
1570 Joint Apprenticeship and Training Fund" and MAIL CHECK along w/GOLD
1571 COPY TO:
1572 **MID-AMERICA CARPENTERS TRAINING CENTER**
1573 1256 ESTES AVE
1574 ELK GROVE VILLAGE, IL 60007
- 1575 **5) MAIL WHITE COPY & ALL ATTACHMENTS TO:**
1576 **MILLWRIGHT LOCAL UNION 2158**
1577 428 CARPENTER COURT
1578 EAST MOLINE IL 61244
- 1579 **ARTICLE XVIII, SECTION 2 ZONE 3**
1580 **MONTHLY REPORT OF PAYMENTS INSTRUCTIONS:**
1581 **1) CONTRIBUTIONS FOR WELFARE (EXCLUDING PRE-APPRENTICES).**
1582 **RETIREMENT FUND AND DUES FUND:**
1583 Please make check payable to and MAIL along w/GREEN COPY & ALL
1584 ATTACHMENTS TO:
1585 **CONSTRUCTION INDUSTRY FUND**
1586 PO BOX 7405
1587 CAROL STREAM, IL 60197-7405
- 1588 **2) CONTRIBUTIONS FOR PENSION FUND, CARPENTERS**
1589 **INTERNATIONAL TRAINING FUND, UBC MILLWRIGHTS LABOR-**
1590 **MANAGEMENT INDUSTRY PROMOTION FUND AND IF EMPLOYING PRE-**
1591 **APPRENTICES, PRE-APPRENTICE WELFARE:**
1592 Please make check payable to and MAIL along w/YELLOW COPY & ALL
1593 ATTACHMENTS TO:
1594 **CARPENTERS PENSION FUND OF ILLINOIS**
1595 PO BOX 94416
1596 CHICAGO, IL 60690-4416
- 1597 **3) CONTRIBUTIONS FOR:**
1598 o **INDUSTRIAL DEVELOPMENT FUND**
1599 o **MILLWRIGHT MARKETING FUND**
1600 o **LU 2158 DUES CHECK-OFF**
1601 o **VACATION/SAVINGS**
1602 Please make check payable to "Millwright LU 2158 Fringe Benefit Funds" and
1603 MAIL CHECK along w/PINK COPY & ALL ATTACHMENTS TO:
1604 **I H MISSISSIPPI VALLEY CREDIT UNION**
1605 PO BOX 868
1606 MOLINE, IL 61266
- 1607 **4) CONTRIBUTIONS FOR APPRENTICESHIP FUND:**
1608 Please make check payable to "Mid-America Carpenters Regional Council
1609 Joint Apprenticeship and Training Fund" and MAIL CHECK along w/GOLD
1610 COPY TO:
1611 **MID-AMERICA CARPENTERS TRAINING CENTER**
1612 1256 ESTES AVE
1613 ELK GROVE VILLAGE, IL 60007

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5) Please MAIL WHITE COPY & ALL ATTACHMENTS TO:
MILLWRIGHT LU 2158
428 CARPENTER COURT
EAST MOLINE IL 61244

ARTICLE XVIII. SECTION 3 COLLECTION OF FRINGE BENEFITS AND DEDUCTIONS

The negotiating parties agree that by mutual consent a new depository for all fringe benefit contributions and any other payroll deductions referred to in this agreement may be established.

ARTICLE XIX FAVORED NATIONS

In the event the UNION enters into an agreement that contains more favorable terms or conditions the EMPLOYER will have the right to adopt said agreement, in whole or in part, immediately. The Union shall provide notice to the Employer Labor Committee of any term that is different from this Agreement within twenty four (24) hours of the new term becoming effective.

ARTICLE XX DURATION, AMENDMENT, AND TERMINATION

ARTICLE XX. SECTION 1 TERM

This Agreement shall become effective June 1, 2023, and remain in effect to and including May 31, 2028. Collective Bargaining between the two parties shall begin on or before March 1st of any year that this Agreement expires.

Both parties agree to utilize the final offer, issue by issue method of arbitration for the settlement of unresolved issues. In the event that the United Brotherhood of Carpenters and Joiners of America have the mechanism for arbitration, it will be utilized. If the United Brotherhood of Carpenters and Joiners of America do not have the mechanism, the American Arbitration Association will be utilized.

The decision of the arbitrator will be final and binding on both parties. Either party can submit the stipulated unresolved issues to the Arbitration Board. In order for the employees to receive retroactive pay from the employers, the Union must submit the unresolved issues and supportive documents to the arbitration board at least thirty (30) days prior to the expiration date of said year. The arbitrator shall be prohibited from compromising between any issues. The cost of arbitration shall be borne equally between the two parties.

This Agreement shall remain in effect to and including May 31, 2028, and shall continue in effect from year to year thereafter June 1st to and including May 31st of each year unless notice for amendment or termination is given in the manner provided for herein.

ARTICLE XX. SECTION 2 NOTICE TO AMEND OR TERMINATE

Either party desiring to amend or terminate this Agreement must notify the other in writing at least sixty (60) days prior to expiration date.

ARTICLE XX. SECTION 3 MUTUAL AMENDMENT AT ANY TIME

This Agreement shall be subject to amendment at any time by mutual consent of the parties hereto. Such amendment shall be reduced to writing, state the effective date thereof, and be approved and executed in the same manner as this Agreement.

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ARTICLE XXI INVALIDITY AND SEVERABILITY

The parties have entered into an Agreement which, in their opinion, is consistent with Federal Law and with State Law, where State Law is applicable and not preempted. In the event of the invalidity of any provision of this Agreement, such provision shall be considered void and not enforceable and the remaining provisions of the Agreement shall not be affected, but shall remain in full force and effect. If either party desires, upon notice to the other, both parties will negotiate a legal provision as a substitute to any provision deemed to be invalid.

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ARTICLE XXI, SECTION 1 CONSISTENCY WITH FEDERAL LAW

All provisions of this Article shall be interpreted, construed, and applied in a legal manner consistent with the Laws of the United States and not in conflict thereof.

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ARTICLE XXII ENTIRE AGREEMENT OF THE PARTIES

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This represents the entire agreement of the parties, it being understood that there is no other agreement or understanding, either oral or written. The EMPLOYER and the ASSOCIATION and the Employer members it represents and also the individual independent EMPLOYERS understands that the UNION is a fraternal society and, as such, and, in keeping with the provisions of the Labor-Management Relations Act of 1947, as amended, has the right to prescribe its own rules and regulations with respect to the acquisition or retention of membership in the UNION or with respect to any other matters for its own use. However, such rules or regulations, whether contained in a By-Laws, Constitution, or Otherwise, shall have no effect, directly or indirectly upon this Collective Bargaining Agreement, any employment relationship or the relationship between the parties.

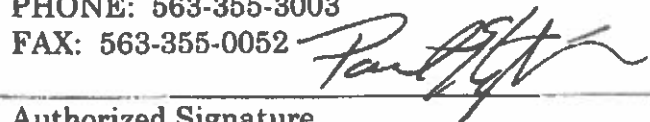
IN WITNESS WHEREOF, the parties have executed this Agreement, the 1st day of June, 2023.

MID-AMERICA CARPENTERS
REGIONAL COUNCIL
MILLWRIGHT LOCAL UNION 2158

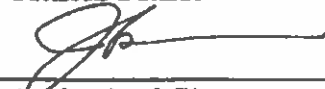
(please print or type firm name below)
ILLOWA MILLWRIGHT CONTRACTORS
ASSOCIATION INC
PO BOX 1540
DAVENPORT IA 52809-1540
PHONE: 563-355-3003
FAX: 563-355-0052



Authorized Signature
GARY PERINAR
EXECUTIVE SECRETARY-
TREASURER



Authorized Signature
PAUL ELGATIAN
DIRECTOR



Authorized Signature
JEFFREY ISAACSON, PRESIDENT

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
MID-AMERICA CARPENTERS REGIONAL COUNCIL
WWW.CARPENTERSUNION.ORG

May 2024

**TO: ALL EMPLOYERS EMPLOYING MEMBERS UNDER THE JURISDICTION
OF THE MID-AMERICA CARPENTERS REGIONAL COUNCIL
MILLWRIGHT**

Dear Employer:

This letter is to inform you of the wage and fringe benefit rate allocation per the Collective Bargaining Agreements negotiated by the Mid-America Carpenters Regional Council in full force and effect from June 1, 2023 through May 31, 2028. The following schedules summarize the negotiated increases for June 1, 2024 through May 31, 2025 for the following counties: Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, La Salle, Lee, Marshall, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago counties of Illinois, and Allamakee, Appanoose, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Cerro Gordo, Chickasaw, Clayton, Clinton, Davis, Delaware, Des Moines, Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Henry, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Kossuth, Lee, Linn, Louisa, Mahaska, Mitchell, Monroe, Muscatine, Scott, Tama, Van Buren, Wapello, Washington, Wayne, Winnebago, Winneshiek, Worth, Wright, in Iowa.

It is important that all Employers make the rates reported in this document payable on June 1, 2024. Thank you for your cooperation.

Sincerely,

MID-AMERICA CARPENTERS REGIONAL COUNCIL

KEVIN MCLAUGHLIN
Executive Secretary-Treasurer

JOEL POGOSE
President

12 East Erie St, Chicago, Illinois 60611-2796
Phone 312-787-3076 • Fax 312-951-1516 • www.carpentersunion.org
Kevin McLaughlin, Executive Secretary-Treasurer • Joel Pogose, President

MILLWRIGHT - ZONE 1

Covering the Illinois counties of Carroll, Henderson, Henry, Mercer, Rock Island County (except that area contained within Zones 5 and 9). The following counties in Iowa: Clinton, Louisa (North of the Iowa River), Muscatine, and Scott.

\$2.43 Allocation	
Journeyman wages	Increase wages \$1.87 per hour
Carpenters Pension Fund of Illinois	Increase \$0.50 per hour from \$15.90 to \$16.40
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$0.20 to \$0.25

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$37.55	\$39.80	\$40.93
Heartland Healthcare Fund	10.86	10.86	10.86
Carpenters Pension Fund of Ill	16.40	16.40	16.40
Construction Ind Retirement Fund	1.00	1.00	1.00
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$67.12	\$69.37	\$70.50

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 1

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$22.53	\$26.29	\$30.04	\$33.80
Heartland Healthcare Fund	10.86	10.86	10.86	10.86
Carpenters Pension Fund of Ill	5.63	6.57	7.51	8.45
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.19	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$40.33	\$45.03	\$49.72	\$54.42

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – an increase of \$2.52 per hour – allocation by union
- Effective June 1, 2026 – an increase of \$2.61 per hour – allocation by union
- Effective June 1, 2027 – an increase of \$2.71 per hour – allocation by union

MILLWRIGHT - ZONE 2

Covering the Iowa counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Cerro Gordo, Chickasaw, Clayton, Delaware, Des Moines (that portion not covered in Zone 8), Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Howard, Iowa, Jackson, Johnson, Jones, Keokuk, Kossuth, Linn (excluding Zone 6), Louisa (South of the Iowa River), Mahaska, Mitchell, Monroe, Tama, Wapello (entire western half of Wapello County bordered on the east by Highways 149 and 63), Washington, Winnebago, Winneshiek, Worth, and Wright.

\$2.30 Allocation	
Journeyman wages	Increase wages \$1.38 per hour
Heartland Healthcare Fund	Increase \$0.10 per hour from \$10.04 to \$10.14
Carpenters Pension Fund of Illinois	Increase \$0.50 per hour from \$13.35 to \$13.85
Construction Industry Retirement Fund	Increase \$0.26 per hour from \$3.06 to \$3.32
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$0.20 to \$0.25

Wage Rates Effective June 1, 2024– May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$35.08	\$36.48	\$ 37.01
Heartland Healthcare Fund	10.14	10.14	10.14
Carpenters Pension Fund of Ill	13.85	13.85	13.85
Construction Ind Retirement Fund	3.32	3.32	3.32
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.12	.12	.12
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$63.63	\$65.03	\$65.56

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 2

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$21.05	\$24.56	\$28.06	\$31.57
Heartland Healthcare Fund	10.14	10.14	10.14	10.14
Carpenters Pension Fund of Ill	1.26	1.96	7.02	7.89
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement	.12	.12	.12	.12
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$33.69	\$37.90	\$46.46	\$50.84

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – an increase of \$2.39 per hour – allocation by union
- Effective June 1, 2026 – an increase of \$2.47 per hour – allocation by union
- Effective June 1, 2027 – an increase of \$2.57 per hour – allocation by union

MILLWRIGHT - ZONE 3

Covering the Illinois counties of Boone, Jo Daviess, Ogle (except that area contained within Zone 4), Stephenson, and Winnebago.

\$2.96 Allocation	
Journeyman wages	Increase wages \$1.88 per hour
Construction Industry Welfare Fund	Increase \$0.25 per hour from \$11.95 to \$12.20
Carpenters Pension Fund of IL	Increase \$0.50 per hour from \$1.00 to \$1.50
Construction Ind Retirement Fund	Increase \$0.27 per hour from \$16.64 to \$16.91
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$0.20 to \$0.25

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$50.00	\$55.00	\$60.00
Construction Ind Welfare Fund	12.20	12.20	12.20
Carpenters Pension Fund of IL	1.50	1.50	1.50
Construction Ind Retirement Fund	16.91	16.91	16.91
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$81.92	\$86.92	\$91.92

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 3

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$30.00	\$ 35.00	\$40.00	\$45.00
Construction Ind Welfare Fund	12.20	12.20	12.20	12.20
Carpenters Pension Fund of IL	1.50	1.50	1.50	1.50
Construction Ind Retirement Fund	6.00	7.25	8.50	9.75
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.19	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$51.01	\$57.26	\$63.51	\$69.76

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – an increase of \$3.07 per hour – allocation by union
- Effective June 1, 2026 – an increase of \$3.19 per hour – allocation by union
- Effective June 1, 2027 – an increase of \$3.31 per hour – allocation by union

MILLWRIGHT - ZONE 4

Covering the portion of Ogle County, Illinois that is south of Ash Road (on a line west to the Rock River), north of Spring Creek Road (on a line west to the Rock River), east of the Rock River and west of German Church Road.

\$1.18 Allocation (Fringe Benefits - Zone 5)	
Heartland Healthcare Fund	Increase \$0.12 per hour from \$11.91 to \$12.03
Carpenters Pension Fund of IL	Increase \$0.50 per hour from \$16.25 to \$16.75
Construction Ind Retirement Fund	Increase \$0.50 per hour from \$2.25 to \$2.75
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$0.20 to \$0.25

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$56.00	\$61.60	\$67.20
Heartland Healthcare Fund	12.03	12.03	12.03
Carpenters Pension Fund of Ill	16.75	16.75	16.75
Construction Ind Retirement Fund	2.75	2.75	2.75
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$88.84	\$94.44	\$100.04

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 4

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$33.60	\$39.20	\$44.80	\$50.40
Heartland Healthcare Fund	12.03	12.03	12.03	12.03
Carpenters Pension Fund of Ill	8.40	9.80	11.20	12.60
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.19	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$55.34	\$62.34	\$69.34	\$76.34

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. – allocation by union
- Effective June 1, 2026 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. – allocation by union
- Effective June 1, 2027 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. – allocation by union

MILLWRIGHT - ZONE 5

Covering the following counties in Illinois: Bureau, DeKalb, LaSalle (except that area contained within Zone 7), Lee, Marshall, Putnam, Rock Island County only that area contained within the following boundaries: South of 192nd Ave N, West of 258th St N, North of 178th Ave N, and East of IL State Route 84, Stark, and Whiteside.

\$2.97 Allocation	
Journeyman wages	Increase wages \$1.79 per hour
Heartland Healthcare Fund	Increase \$0.12 per hour from \$11.91 to \$12.03
Carpenters Pension Fund of Illinois	Increase \$0.50 per hour from \$16.25 to \$16.75
Construction Industry Retirement Fund	Increase \$0.50 per hour from \$2.25 to \$2.75
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$0.20 to \$0.25

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$49.27	\$54.20	\$59.12
Heartland Healthcare Fund	12.03	12.03	12.03
Carpenters Pension Fund of Ill	16.75	16.75	16.75
Construction Ind Retirement Fund	2.75	2.75	2.75
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$82.11	\$87.04	\$91.96

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 5

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$29.56	\$34.49	\$39.42	\$44.34
Heartland Healthcare Fund	12.03	12.03	12.03	12.03
Carpenters Pension Fund of Ill	7.39	8.62	9.86	11.09
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.19	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$50.29	\$56.45	\$62.62	\$68.77

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – an increase of \$3.08 per hour – allocation by union
- Effective June 1, 2026 – an increase of \$3.19 per hour – allocation by union
- Effective June 1, 2027 – an increase of \$3.31 per hour – allocation by union

MILLWRIGHT - ZONE 6

Covering the portion of Linn County, Iowa that is South of the Cedar River, North of Highway 94, East of the Benton county line, and West of Blairs Ferry Road.

\$2.56 Allocation	
Journeyman wages	Increase wages \$2.00 per hour
Carpenters Pension Fund of Illinois	Increase \$0.50 per hour from \$15.10 to \$15.60
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$0.20 to \$0.25

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$43.66	\$45.84	\$47.15
Heartland Healthcare Fund	10.46	10.46	10.46
Carpenters Pension Fund of Ill	15.60	15.60	15.60
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.12	.12	.12
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$70.96	\$73.14	\$74.45

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 6

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$26.20	\$30.56	\$34.93	\$39.29
Heartland Healthcare Fund	10.46	10.46	10.46	10.46
Carpenters Pension Fund of Ill	6.55	7.64	8.73	9.82
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.12	.12	.12	.12
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$44.45	\$49.90	\$55.36	\$60.81

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – an increase of \$2.66 per hour – allocation by union
- Effective June 1, 2026 – an increase of \$2.76 per hour – allocation by union
- Effective June 1, 2027 – an increase of \$2.86 per hour – allocation by union

MILLWRIGHT - ZONE 7

Covering the portion of LaSalle County, Illinois that is south of N 23rd Road, north of N 21st road, east of 25th Road and west of Illinois State Route 170.

\$1.18 Allocation (Fringe Benefits - Zone 5)	
Heartland Healthcare Fund	Increase \$0.12 per hour from \$11.91 to \$12.03
Carpenters Pension Fund of IL	Increase \$0.50 per hour from \$16.25 to \$16.75
Construction Ind Retirement Fund	Increase \$0.50 per hour from \$2.25 to \$2.75
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$0.20 to \$0.25

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$56.00	\$61.60	\$67.20
Heartland Healthcare Fund	12.03	12.03	12.03
Carpenters Pension Fund of Ill	16.75	16.75	16.75
Construction Ind Retirement Fund	2.75	2.75	2.75
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$88.84	\$94.44	\$100.04

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 7

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$33.60	\$39.20	\$44.80	\$50.40
Heartland Healthcare Fund	12.03	12.03	12.03	12.03
Carpenters Pension Fund of Ill	8.40	9.80	11.20	12.60
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.19	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$55.34	\$62.34	\$69.34	\$76.34

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 - Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. - allocation by union
- Effective June 1, 2026 - Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. - allocation by union
- Effective June 1, 2027 - Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. - allocation by union

MILLWRIGHT - ZONE 8

Covering the following counties in Iowa: Des Moines county except that area bordered on the East by the Mississippi River, on the south by the Des Moines and Lee County line, on the West by the Burlington Northern Rail Line, and on the North by Glenmark Drive, Appanoose, Davis, Henry, Jefferson, Lee, Van Buren, Wapello (entire eastern half of Wapello County bordered on the west by Highways 149, Business 63, and 63) and Wayne.

\$2.17 Allocation	
Journeyman wages	Increase wages \$1.66 per hour
Carpenters Pension Fund of Illinois	Increase \$0.50 per hour from \$13.35 to \$13.85
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$34.44	\$35.82	\$ 37.26
Heartland Healthcare Fund	10.39	10.39	10.39
Carpenters Pension Fund of Ill	13.85	13.85	13.85
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.20	.20	.20
TOTAL PACKAGE	\$59.94	\$61.32	\$62.76

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 8

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$20.66	\$24.11	\$27.55	\$31.00
Heartland Healthcare Fund	10.39	10.39	10.39	10.39
Carpenters Pension Fund of Ill	5.17	6.03	6.89	7.75
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.19	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.20	.20	.20	.20
TOTAL PACKAGE	\$37.48	\$41.79	\$46.09	\$50.40

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – an increase of \$2.25 per hour – allocation by union
- Effective June 1, 2026 – an increase of \$2.33 per hour – allocation by union
- Effective June 1, 2027 – an increase of \$2.42 per hour – allocation by union

MILLWRIGHT - ZONE 9

Covering the portion of Rock Island County, Illinois that is south of 222nd Avenue N, north of 192nd Ave N, east of River Road N and the Mississippi River, west of Illinois State Route 84.

\$1.18 Allocation (Fringe Benefits - Zone 5)	
Heartland Healthcare Fund	Increase \$0.12 per hour from \$11.91 to \$12.03
Carpenters Pension Fund of IL	Increase \$0.50 per hour from \$16.25 to \$16.75
Construction Ind Retirement Fund	Increase \$0.50 per hour from \$2.25 to \$2.75
UBC National Fund (CITF)	Increase \$0.01 per hour from \$0.13 to \$0.14
Millwright Marketing Fund	Increase \$0.05 per hour from \$.20 to \$.25

Wage Rates Effective June 1, 2024 – May 31, 2025	Journeyman	Foreman	General Foreman
Base Wage Rate	\$56.00	\$61.60	\$67.20
Heartland Healthcare Fund	12.03	12.03	12.03
Carpenters Pension Fund of Ill	16.75	16.75	16.75
Construction Ind Retirement Fund	2.75	2.75	2.75
MACRC Apprenticeship Fund	.68	.68	.68
Industry Advancement Fund	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14
UBC Millwright Fund	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25
TOTAL PACKAGE	\$88.84	\$94.44	\$100.04

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Total Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

Apprentices – Zone 9

The minimum wage for Apprentices shall be the following percentages of the rate paid to journeymen:

	First Year (60%)	Second Year (70%)	Third Year (80%)	Fourth Year (90%)
Base Wage Rate	\$33.60	\$39.20	\$44.80	\$50.40
Heartland Healthcare Fund	12.03	12.03	12.03	12.03
Carpenters Pension Fund of Ill	8.40	9.80	11.20	12.60
MACRC Apprenticeship Fund	.68	.68	.68	.68
Industry Advancement Fund	.19	.19	.19	.19
UBC National Fund (CITF)	.14	.14	.14	.14
UBC Millwright Fund	.05	.05	.05	.05
Millwright Marketing Fund	.25	.25	.25	.25
TOTAL PACKAGE	\$55.34	\$62.34	\$69.34	\$76.34

Wage Deductions:

Working Assessment is four percent (4%) of gross wages. A savings/vacation deduction will be deducted at four percent (4%) of Gross Earnings, and Local Union 2158 Dues Check-off will be deducted at one percent (1%) of Total Gross Wages.

The following are the negotiated increases through May 31, 2028:

- Effective June 1, 2025 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. – allocation by union
- Effective June 1, 2026 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. – allocation by union
- Effective June 1, 2027 – Total Package is based on the highest base wage rate between Millwright Local 2158 and Millwright Local 1693 Will County. Fringe benefits are based on Millwright Local 2158 Zone 5. – allocation by union