

2010-2011 MEMORANDUM OF AGREEMENT

Administrative District Council 1 of Illinois of the International Union of Bricklayers and Allied Craftworkers, AFL-CIO (“District Council”), on the one hand, and the Mason Contractors Association of Greater Chicago, Builders Association, Lake County Contractors Association, Fox Valley Associated General Contractors, and Contractors Association of Will and Grundy Counties, by the Northern Illinois Mason Employers’ Council, their bargaining representative, on the other hand, agree that the terms of their collective bargaining agreement for June 1, 2009 - May 31, 2010, set forth in the Joint Agreement and Working Rules for the period June 1, 2006 through May 31, 2009, between Illinois District Council No. 1 of the International Union of Bricklayers and Allied Craftworkers, predecessor to the District Council, and the designated employer associations (the “Red Book”), as modified and revised by the Memorandum of Agreement between them for June 1, 2009 through May 31, 2010 (“2009-2010 Memorandum”) shall be their agreement for June 1, 2010 through May 31, 2011, subject to the following revisions:

1. All references in Items 2 and 3, and in the concluding paragraph, of the 2009-2010 Memorandum to “2009” are changed to “2010,” and all such references to “2010” are changed to “2011.”

2. Article VII, Section 7.4 is revised to provide that the Standard Payment for work performed effective as of June 10, 2010, to the District Council Training Center Fund shall be \$.38 per hour and to the Labor-Management Cooperation Committee shall be \$.20 per hour.

3. Article XVI, Section 16.2 is revised to provide as follows:

16.2 Appointment of Stewards

The Union, acting through its authorized representative, shall have the right to appoint and place a steward of its own choosing on all jobs.

4. Article XXIV, Section 24.1, is revised so the first two sentences will provide as follows, with the final two sentences of the section remaining unchanged:

24.1 Bond Obligation

Any Employer that (i) becomes bound to a new agreement with the District Council on or after June 1, 2010, or (ii) is or becomes delinquent in any obligations owed under this Agreement, regardless of

whether it subsequently cures the delinquency, must furnish a satisfactory surety company's bond, in the amount stated in Section 24.2, to guarantee payment of all obligations under this Agreement. Any Employer that was bound to an agreement with the District Council before June 1, 2010, and was not required to provide a bond, will not be required to provide a bond unless it incurs any delinquency, in which case that Employer must provide a bond in the amount stated in Section 24.2; and any Employer that was bound to an agreement with the District Council as of May 31, 2010, and maintained a bond in the proper amount as of that date may retain the bond in that amount unless it incurs any delinquency, in which case that Employer must increase its bond to the amount stated in Section 24.2.

5. Article XXIV, Section 24.2, is revised as follows, with the rest of the section remaining unchanged:

1. The first sentence will provide as follows:

The bond shall be in the amount of \$10,000.00 if the Employer has two (2) employees or fewer working under this Agreement; in the amount of \$30,000.00 if the Employer has three (3) to five (5) such employees; in the amount of \$60,000.00 if the Employer has six (6) to ten (10) such employees; in the amount of \$120,000.00 if the Employer has eleven (11) to twenty (20) such employees; in the amount of \$180,000.00 if the Employer has twenty-one (21) to thirty (30) such employees; and shall increase \$60,000.00 for each additional ten (10) employees.

2. The following sentence is added, to appear as the next to last sentence of Section 24.2:

An Employer that had a bond as of May 31, 2010, but is not required because of a delinquency to increase the amount of that bond to the amounts stated in the first sentence of this Section 24.2, is subject to and responsible for changes in the bond amount based on changes in the number of employees, but any such changes will be based on the bond amounts set forth in the first sentence of the version of 24.2 in effect on May 31, 2010.

IN WITNESS WHEREOF, the Parties have caused this Memorandum of Agreement to be executed effective as of June 1, 2010.

ADMINISTRATIVE DISTRICT
COUNCIL 1 OF ILLINOIS OF THE
INTERNATIONAL UNION OF
BRICKLAYERS AND ALLIED
CRAFTWORKERS, AFL-CIO

NORTHERN ILLINOIS MASON EMPLOYERS'
COUNCIL, bargaining representative for:

MASON CONTRACTORS ASSOCIATION OF
GREATER CHICAGO
BUILDERS ASSOCIATION
LAKE COUNTY CONTRACTORS ASSOCIATION
FOX VALLEY ASSOCIATED GENERAL
CONTRACTORS
CONTRACTORS ASSOCIATION OF WILL AND
GRUNDY COUNTIES

By: _____
James Allen

By: _____
Richard Lauber

Date: _____

Date: _____