

ADDENDUM I
Heavy/Highway Construction
Wage and Fringe Benefits
Contributions and Deductions
EFFECTIVE: May 1, 2017

LOCAL UNION NO.	32	727
COUNTIES	Winnebago, DeKalb	Carroll, Lee, Jo Daviess, Whiteside, Stephenson, Ogle
BASIC LABORER RATE	\$35.00	\$37.88
SKILLED	\$37.75	\$40.63
PENSION FUND	\$13.79	\$12.92
ANNUITY PLAN	\$6.94 \$10.41* \$13.88*/	\$5.00 \$7.50* \$10.00*/
NORTH CENTRAL IL WELFARE	\$7.80	\$7.80
NORTHERN IL WELFARE	\$0.72	\$0.72
L.E.C.E.T.	\$0.18	\$0.18
MIDWEST FOUNDATION FOR FAIR CONTRACTING	\$0.10	\$0.10
TRAINING FUND	\$0.80	\$0.80
C.I.A.F.	\$0.49	\$0.42
TOTAL PACKAGE	\$65.82/\$68.57	\$65.82/\$68.57
VACATION FUND	\$2.00**/	\$3.00**/
DUES CHECK OFF	5.00%**	4.5%**
DUES CHECK OFF	\$0.05***	\$0.35***
MARKET PROMOTION	\$0.09***	\$0.04***
ORGANIZATIONAL FUND	\$0.25***	\$0.25***

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

CONTRACT INCREASES

May 1, 2015 \$2.00 plus .05 to skilled rate
 May 1, 2016 \$2.05 plus .05 to skilled rate
 May 1, 2017 \$2.05 plus .05 to skilled rate