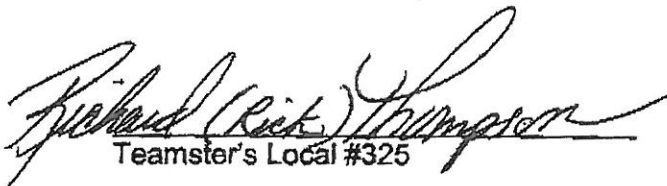


MEMORANDUM OF AGREEMENT

TEAMSTERS AND NICA

This Memorandum of Agreement by and between the Northwestern Illinois Contractor's Association (NICA) and Teamster's Local #325 provides for the following as of June 1, 2014:

- 1) A three-year contract terminating May 31, 2017;
- 2) Increase in year one (1) of \$1.00 per hour including wages and pension. In addition a \$0.25 increase to the Organizational Fund will be put in place and the increase in Health & Welfare cost will be covered by the employer (30¢);
- 3) As of June 1, 2015 an increase of \$1.00 per hour to include all wages and pension. Additionally any increase in the cost of Health coverage in the Construction Industry Health & Welfare Fund is to be paid by the employer;
- 4) As of June 1, 2016 an increase of \$1.00 per hour to include all wages and pension. Additionally any increase in the cost of Health coverage in the Construction Industry Health & Welfare Fund is to be paid by the employer;


Teamster's Local #325


Northwestern Illinois Contractor's
Association

Dated: 5/27/14

Teamster Memorandum