

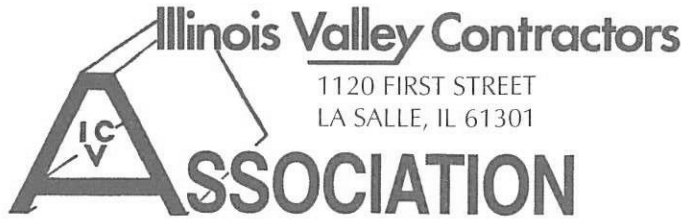
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Formed December 6th, 1948

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December 1, 2009

TO ALL CONTRACTORS EMPLOYING ROOFERS LOCAL UNION #11 — LA SALLE CONTRACT

This is to advise you that the Roofers contract for the above listed Local Union calls for a \$1.00 per hour increase effective December 01, 2009. The current wage breakdown is as follows:

EFFECTIVE December 1, 2009 THRU May 31, 2010

WAGES

\$29.16 Journeyman

\$31.16 Foreman

APPRENTICE WAGES

1st Year **\$14.71**

2nd Year **\$16.18**

3rd Year **\$17.65**

4th Year **\$20.59**

PRE-APPRENTICE WAGE

\$12.94

FRINGE BENEFITS

\$ 7.50 Health & Welfare Fund

\$ 5.02 Local #11 Pension Fund

\$.05 Reserve Fund

\$ 1.00 International Pension (NRIPP)

\$.33 Apprenticeship & Training

\$.11 Promotional & Organizational

\$.02 Il. Valley Labor-Management

\$.07 Il. Valley Industry Advancement Fund

\$14.10 Total Fringes

VACATION DEDUCTION

\$.50/hr

\$.50/hr

50% of Journeyman's wages

\$.25/hr

55% of Journeyman's wages

\$.30/hr

60% of Journeyman's wages

\$.35/hr

70% of Journeyman's wages

\$.40/hr

44% of Journeyman's wages

\$.22/hr

(After 90 calendar days, full benefits are paid)

Wages **\$29.16**
Fringes **\$14.10**
TOTAL PACKAGE: \$43.26

Fringe benefits are to be paid for each hour worked by all qualified employees covered by the Agreement.

Illinois Valley Contractors Association, Inc.

Daniel F. Aussem
Executive Director

Roofers Local Union #11

Richard Mathis
President