

**ADDENDUM I**  
**Heavy/Highway Construction**  
**Wage and Fringe Benefits**  
**Contributions and Deductions**  
**EFFECTIVE: May 1, 2021**

LOCAL UNION NO.	32	727
COUNTIES	Winnebago, DeKalb	Carroll, Lee, Jo Daviess, Whiteside, Stephenson, Ogle
BASIC LABORER RATE	\$38.75	\$41.38
SKILLED	\$41.90	\$44.53
PENSION FUND	\$16.76	\$15.70
ANNUITY PLAN	\$8.00 \$12.00* \$16.00*/	\$6.50 \$9.75* \$13.00*/
NORTH CENTRAL IL WELFARE	\$8.50	\$8.50
NORTHERN IL WELFARE	\$0.85	\$0.85
L.E.C.E.T.	\$0.20	\$0.20
MIDWEST FOUNDATION FOR FAIR CONTRACTING	\$0.12	\$0.12
TRAINING FUND	\$0.80	\$0.80
C.I.A.F.	\$0.54	\$0.47
<b>TOTAL PACKAGE</b>	<b>\$74.52/\$77.67</b>	<b>\$74.52/\$77.67</b>
VACATION FUND	\$3.00**/	\$3.00**/
DUES CHECK OFF	5.00%**	4.50%**
DUES CHECK OFF	\$0.05**/	\$0.38**/
MARKET PROMOTION	\$0.11**/	\$0.06**/
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.

CONTRACT INCREASES  
 May 1, 2021 \$2.20 plus .10 to skilled rate  
 May 1, 2022 \$2.25 plus .10 to skilled rate  
 May 1, 2023 \$2.30 plus .10 to skilled rate