

MEMORANDUM OF UNDERSTANDING

WHEREAS: By Notice dated February 16, 2022, the Illinois Laborers & Contractors Joint Apprenticeship & Training Program ("ILCJATP") notified the parties that it has changed the Apprentice Wage Progression Schedule and will no longer follow the Apprentice Wage Progression Schedule contained in the parties' current collective bargaining agreement[s]; and

WHEREAS: The undersigned parties wish to modify the terms of their collective bargaining agreement[s] to address these changes by the ILCJATAP and to adopt the new apprenticeship wage progression attached to this Memorandum as Exhibit A;

Therefore, the Parties agree that their collective bargaining agreement[s] listed in this Memorandum of Understanding will be modified to update the existing Apprenticeship Wage Progression with the new Apprenticeship Wage Progression schedule contained on Exhibit A to this Memorandum of Understanding, to be effective on March 1, 2022.

CENTRAL ILLINOIS BUILDERS of AGC

By: Roger Huebner 3/3/22
Roger Huebner, Executive Vice President Date

THE SOUTHERN AND CENTRAL ILLINOIS LABORERS' DISTRICT COUNCIL
LOCALS #159, #477, #703

By: Rodney Masterson 3-3-2022
Rodney Masterson, Field Representative Date

EXHIBIT A



ILLINOIS LABORERS' & CONTRACTORS JOINT APPRENTICESHIP & TRAINING PROGRAM

1730 750N Avenue
Mount Sterling, Illinois 62353-9537
Phone: (217) 773-2741
Fax: (217) 773-2835

Date: February 16, 2022

To: District Council Business Managers
Local Union Business Managers

From: Terrance Whitecotton, Administrator

In Re: Construction Craft Laborer Apprenticeship Program Changes

The Board of Trustees of the Illinois Laborers' & Contractors Joint Apprenticeship and Training Program has recently approved a change to both the Apprentice Wage Progression Schedule, and Apprentice Related Instruction Schedule.

At the request of the Board, they have asked all District Council's to provide this information to all participating Contractor Associations within their respective areas.

Effective March 1, 2022 these changes are as follows:

Apprenticeship Wage Progression Schedule (All wages include Full Fringe Benefits)

| | | |
|------------------|---------------------------|---|
| 0-750 Hours: | 75% of Journeyworker Rate | |
| 751-1000 Hours: | 80% of Journeyworker Rate | (Must complete 160 hours of related training) |
| 1001-2000 Hours: | 85% of Journeyworker Rate | (Must complete 160 hours of related training) |
| 2001-3000 Hours: | 95% of Journeyworker Rate | (Must complete 160 hours of related training) |

Apprentice Probationary period will remain at 750 hours.

In no case will the starting wages of apprentices be less than that required by any minimum wage law which may be applicable. The apprentice rate shall be based on the appropriate percent of the journeyworker rate of the Collective Bargaining Agreement.

Apprenticeship Related Training

The Related Instruction Training (see attached) will be reduced from 616 total hours to 480 hours for all enrolled apprentices. Apprentices will be required to complete at minimum 160 hours of related training each year of the three (3) year program.

As always, should you have any questions regarding this information please do not hesitate to contact the Fund office at (217) 773-2741.



CONSTRUCTION CRAFT LABORER APPRENTICESHIP PROGRAM

2022 RELATED TRAINING INSTRUCTION - REVISION

All apprentices are required to obtain 1,000 hours of On-Job-Learning, as well as 160 hours of related training each year of the program to wage progress to the next level.

INITIAL TRAINING

| | |
|--|----------|
| New Apprentice-Craft Orientation- <i>Mandatory 1st Class</i> | 40 Hours |
| General Construction- <i>Mandatory 2nd Class</i> | 40 Hours |
| Construction Math- <i>Mandatory 3rd Class</i> | 40 Hours |
| Asphalt Technology & Construction | 40 Hours |
| Concrete Worker | 40 Hours |

REMAINING REQUIRED TRAINING

| | |
|---|----------|
| Blueprint Reading | 40 Hours |
| Grade Checking / Intro to GPS | 40 Hours |
| Mason Tending | 40 Hours |
| Pipelaying | 40 Hours |
| Bridge Construction, Renovation, & Demolition | 40 Hours |
| Hoisting & Rigging | 40 Hours |
| ELECTIVE COURSE | 40 Hours |

TOTAL RELATED TRAINING INSTRUCTION

480 HOURS

ELECTIVE COURSE LISTING SELECTIONS:

Asbestos Worker & Refresher
Concrete Worker Advanced
GPS
Hazardous Waste Operations
Landscaping
OSHA30 / Confined Space / Hazard Communications
Scaffold Builder Tech