

**ADDENDUM I**  
**Heavy/Highway Construction**  
**Wage and Fringe Benefits**  
**Contributions and Deductions**  
**EFFECTIVE: May 1, 2025**

LOCAL UNION NO.	32	727
COUNTIES	Winnebago, DeKalb	Carroll, Lee, Jo Daviess, Whiteside, Stephenson, Ogle
BASIC LABORER RATE	\$47.04	\$49.17
SKILLED	\$50.39	\$52.52
PENSION FUND	\$16.76	\$15.70
ANNUITY PLAN	\$9.00 \$13.50* \$18.00*/	\$8.00 \$12.00* \$16.00*/
NORTH CENTRAL IL WELFARE	\$8.90	\$8.90
NORTHERN IL WELFARE	\$0.85	\$0.85
L.E.C.E.T.	\$0.26	\$0.26
MIDWEST FOUNDATION FOR FAIR CONTRACTING	\$0.17	\$0.17
TRAINING FUND	\$0.80	\$0.80
C.I.A.F.	\$0.54	\$0.47
<b>TOTAL PACKAGE</b>	<b>\$84.32/\$87.67</b>	<b>\$84.32/\$87.67</b>
VACATION FUND	\$3.00**/	\$3.00**/
DUES CHECK OFF	5.00%**	4.5%**
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, 2024 \$2.60

May 1, 2025 \$2.65

May 1, 2026 \$2.70 All Basic Job Classifications will be moved to Skilled Job Classifications and there will only be one rate.

The Market Promotion Fund and the Industry Advancement Fund contributions shall be in force at the specified rate for the duration of this Agreement unless mutually agreed by the Union and the Northwestern Illinois Contractors Association.

\*Section 1. Fringe Benefits Fund. The Employer agrees to make payments into the above-listed fringe benefits fund as directed by the Union. Such an increase in payments shall be deducted from the hourly rate listed in Addendums.

\*Section 2. Pension Fund. The Employer agrees to make payments to and be bound by the Central Laborers' Pension Fund, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall pay to the Central Laborers' Pension Fund the amount listed above for each Local Union per hour for each hour or portion thereof, including overtime hours worked by an employee covered by this Agreement.

\*\*Section 3. Welfare Fund. The Employer agrees to make payments to and be bound by the North Central Illinois Laborers' Health & Welfare Fund, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall pay to the North Central Illinois Laborers' Health & Welfare Fund the amount listed above for each Local Union per hour for each hour or portion thereof, including overtime hours worked by an employee covered by this Agreement.

\*\*Section 3A. Welfare Fund. The Employer agrees to make payments to and be bound by the Northern Illinois Laborers' Health & Welfare Fund, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall pay to the Northern Illinois Health & Welfare Fund the amount listed above for each Local Union per hour for each hour or portion thereof, including overtime hours worked by an employee covered by this Agreement.

\*\*Section 4. Annuity Plan. The Employer agrees to make payments to and be bound by the Northern Illinois Annuity Plan, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall pay to the Northern Illinois Annuity Plan, the amount listed above for each Local Union per hour for each hour or portion thereof, including overtime hours worked by an employee covered by this Agreement. Payments for the Northern Illinois Annuity Plan shall be sent to the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615-5650.

\*\*Section 5. Training Fund. The Employer agrees to make payments to and be bound by the Illinois Laborers' & Contractors Joint Apprenticeship and Training Program, including any amendments or changes thereto, and the Employer accepts as Trustees those Trustees selected in the manner provided in said Trust Agreement. The Employer shall pay to the Illinois Laborers' & Contractors Joint Apprenticeship and Training Program, the amount listed above for each Local Union per hour for each hour or portion thereof, including overtime hours worked by an employee covered by this Agreement. Payments for the Illinois Laborers' & Contractors Joint Apprenticeship and Training Program shall be sent to the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615-5650.

\*\* Section 6. Construction Industry Advancement Fund. Effective May 1, 2025, the employer shall contribute fifty-four cents (\$.54) per hour for each actual hour worked by each employee within Local 32's jurisdiction covered by this Agreement, and forty-seven cents (\$.47) per hour for each actual hour worked by each employee within 727's jurisdiction covered by this Agreement to the Construction Industry Advancement Fund of Rockford, Illinois. The Employers signatory hereto agree to accept the terms of the Trust Agreement establishing the Construction Industry Advancement Fund, its Rules and Regulations and the Trustees now serving. Primary purposes of the Advancement Fund, as set forth in the Trust Agreement, shall include apprenticeship training, advanced craft training and education, safety education, public relationships, and market development, and other educational and informational betterment of such employees and the common good of the Construction Industry. Payments to the Construction Industry Advancement Fund shall be sent to

the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615-5650. If a contractor, pursuant to an international agreement, refuses to pay monies into the Construction Industry Fund, the amount of that contribution will be added to the gross wage of the individual laborer.

**\*\*Section 7. Working Dues Check-Off.** Commencing with the effective date of this Agreement, the Employer agrees to make payments to and be bound by the Great Plains Laborers' District Council Working Dues Check-Off. The Employer shall, upon receipt of a proper assignment executed by an employee deduct the authorized membership working dues from the wages of each employee and forward such monies promptly to the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615-5650.

The membership working dues within the jurisdiction of Laborers' Local Union Nos. 32 and 727 are listed above in this Addendum.

**\*\*Section 8. Market Promotion Fund.** The Employer agrees to make payments to and be bound by the Market Promotion Fund as listed in this Addendum per hour for each hour or portion thereof worked by an employee. Payments to the Market Promotion Fund shall be sent to the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615-5650.

**\*\*Section 9. Laborers'-Employers' Cooperation & Education Trust (L.E.C.E.T.).** The Employer agrees that by signing this Agreement he becomes bound by and a party to the Agreement and Declaration of Trust creating and establishing the Great Plains District Council Laborers'-Employers' Cooperation & Education Trust (GP-LECET), and all amendments thereto whenever adopted, in the same manner and with the same effect as if the Employer had executed such Agreement and Declaration of Trust. The Employer hereby designates as his representatives such Trustees as may be, from time to time, appointed to serve as Employer Trustees therein.

Effective May 1, 2025, the Employer shall contribute to the Trust the sum of twenty-six cents (\$.26) per hour for each hour worked by or paid to each employee covered by this Agreement, in such manner as shall from time to time be prescribed by the Trustees consistent with the Agreement and Declaration of Trust.

Employers that perform work on Windfarms and Pipelines shall pay a L.E.C.E.T. contribution of \$0.36 per hour.

**\*\*Section 10. Midwest Foundation for Fair Contracting, Inc.** The Employer agrees that by signing this Agreement he becomes bound by and a party to the Agreement and Declaration of Trust creating and establishing the Midwest Foundation for Fair Contracting, Inc., and all amendments thereto whenever adopted, in the same manner and with the same effect as if the Employer had executed such Agreement and Declaration of Trust. The Employer hereby designates as his representatives such Trustees as may be, from time to time, appointed to serve as Employer Trustees therein.

Effective May 1, 2025, the Employer shall contribute to the Trust the sum of seventeen cents (\$.17) per hour for each hour worked by or paid to each employee covered by this Agreement, in such manner as shall from time to time be prescribed by the Trustees consistent with the Agreement and Declaration of Trust.

**\*\*Section 11. Laborers' of Illinois Vacation Fund.** The Employer agrees that by signing this Agreement he becomes bound by and a party to the Agreement and Declaration of Trust creating and establishing the Laborers' of Illinois Vacation Fund, and all amendments thereto, in the same manner and with the same effect as if the Employer had executed such Agreement and Declaration of Trust. The Employer hereby designates as his representatives such Trustees as may be, from time to time, appointed to serve as Employer Trustees therein.

Effective May 1, 2025, the Employer shall deduct from the wages of his employees covered by this Agreement for Laborers' Local 32, the sum of \$3.00 per hour, and for Laborers' Local 727, \$3.00 per hour for each hour worked or paid to the employee and remit the same to the Laborers' of Illinois Vacation Fund, 4208 W. Partridge Way, Unit 3, Peoria,

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Illinois 61615-5650 in the manner as from time to time prescribed by the Trustees of said Fund.

**\*\*Section 12. Organizational Fund.** The Employer agrees to make payments to and be bound by the Organizational Fund as listed in this Addendum per hour for each hour or portion thereof worked by an employee. Payments to the Organizational Fund shall be sent to the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615-5650.

**Section 13.** Payments to the office of the aforesaid Plans and Funds shall be made by the Employer no later than the 15th day of the month following the month for which payments are required.

\*Payments made to the Central Laborers' Pension Fund office, P.O. Box 1267, Jacksonville, Illinois 62651. **MAKE ONE CHECK.**

\*Payments made to the North Central Illinois Laborers' Health & Welfare Fund office, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615-5650. **MAKE ONE CHECK.**


SIGNED this \_\_\_\_\_ day of \_\_\_\_\_, 2025 at Rockford, Illinois.

**FOR THE CONTRACTORS:**

  
Glen L. Turpoff  
NORTHWESTERN ILLINOIS CONTRACTORS ASSOCIATION, INC.

4/10/25  
Date

**FOR THE UNION:**

  
Anthony Penn, Business Manager  
GREAT PLAINS LABORERS' DISTRICT COUNCIL

4/10/2025  
Date

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**CONTRACTOR:**

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE#: \_\_\_\_\_

EMAIL: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

**LOCAL UNION NO. 32**  
Fortunato Salamone, Business Manager  
7404 Cherryvale North Blvd.  
Rockford, Illinois 61112  
Phone: (815) 873-8875  
Fax: (815) 873-8972  
laborers@local32.us

**LOCAL UNION NO. 727**  
James Lawson Jr, Business Manager  
768 Bloody Gulch Road  
Dixon, Illinois 61021  
Phone: (815) 284-2049  
Fax: (815) 284-1318  
local-727@comcast.net