



Residential Construction Employers Council

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RCEC is pleased to inform you that a new residential collective bargaining agreement between the Chicago Regional Council of Carpenters and RCEC has been ratified by RCEC. This new agreement is a residential agreement covering twenty-eight (28) counties in Illinois. It is important to note that the Chicago Regional Council of Carpenters now includes Eighty-One (81) counties. RCEC's agreement does not include other states.

The term of the Contract is three (3) years beginning October 1, 2005 thru September 30, 2008.

The economics are: 10/1/2005 increase \$2.65
 10/1/2006 increase \$3.00
 10/1/2007 increase \$3.25

The allocation of these funds will be determined by the Union; the Union will notify RCEC and its subcontractors of these allocations.

The economic package for the counties of Kane, Kendal, McHenry and Grundy counties will receive a .40¢ increase over the term of the contract, to bring the total package even with the six (6) other collar counties. The increase will be .20¢ the first year and .10¢ each of the following years.

Foreman premium pay is as follows:

A Foreman supervising four (4) or less carpenters will be paid a premium of \$2.00 per hour and a Foreman supervising five (5) or more carpenters will be paid \$2.50 per hour.

In the first article of the contract, the definition of residential construction now eliminates the elevator requirement and states it as all work perform on a residential structure not more than three and one-half (3 ½) stories in height to include work performed in remodeling of or on construction of an addition to such a structure. It shall apply to structures used as a personal dwelling, not maintained for commercial purposes, and to include any apartment or condominium, which are less than three and one-half (3 ½) stories in height.

Any Steward selected from within the bargaining unit of the Employer shall be deemed competent. It notes the job Steward shall be a working carpenter selected by the Business Rep of the Union. Preference shall be given to union members currently employed in the bargaining unit of the Employer on the specific site; however, if the Business Rep finds no presently employed union member is competent to act as a Steward, the Steward shall be selected from outside the bargaining unit. When a Steward is selected from outside the bargaining unit, the Employer shall have three (3) days to assess the Steward's competency and may terminate the Steward within the three (3) days if he or she is deemed by the Employer to be not competent to perform the work. After three (3) days, the Steward shall be deemed competent.

The 175-hour cap on fringe benefits for Cook, Lake and DuPage counties will be eliminated at the end of this 2005-2008 contract.

The bonding provision has been revised to state that the President of the Union, at his sole discretion, may increase the principal amount of the bond of any Employer to an amount not to exceed \$100,000. This article shall not be subject to the Settlement of Dispute Provision.

Under the Settlement of Dispute Provision, conventional grievance and arbitration processes prevail. Please note the time line is extremely important. There should be a meeting between a representative of the



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Union and the Employer within seven (7) days after the dispute has been initiated. If the dispute involves wages or other issues where the Union must have information or documentation in order to proceed, the Employer must provide the required information within ten (10) days. If necessary, an extension may be requested and the Union agrees such a request will not be unreasonably denied.

A Substance Abuse and Recovery Program (CISCO Program) has been incorporated into this agreement. The CISCO program has been utilized in many trade agreements in our region. There are specific caveats for pre-employment testing and reasonable suspicion testing. Added to this program in the RCEC collective bargaining agreement will be a random testing provision. Representatives from RCEC and Representatives from the Union will meet to develop the random testing provision with a September 1, 2006 proposal deadline; the program will be in effect October 1, 2006.

There is a Side Letter, which will illustrate that; the wages and employer fringe benefit contribution will be paid on a "money follows the man" basis within our geographical area. Payment of wage and fringes and where payments are to be made will be noted.

There is a Side Letter relative to Will County which states with the exception of wages and fringe benefit contribution, bonding, substance abuse and recovery program, and Saturday Make Up Day provisions, the terms and conditions of the 1998-2001 Collective Bargaining Agreement between the Chicago and Northeast Illinois District Council of Carpenters and RCEC shall continue to apply to all residential work performed in Will County. The 2005 – 2008 Agreement shall govern the specific items listed above.

Employer contributions for the MIDRESCOM Construction Industry Advancement Trust shall be .04 cents per man hour worked beginning October 1, 2005 as noted in this agreement.

If you have any questions please call Lou Couper at the RCEC office, 630/512-0552.

LKC/jd