

## **MEMORANDUM OF AGREEMENT**

This Agreement is made and entered into on the dates indicated below by and between the KANKAKEE & IROQUOIS COUNTIES PLUMBING AND PIPING CONTRACTORS ASSOCIATION INC., (the "K&ICP&PCA"), and PLUMBERS' LOCAL UNION 130, U.A. (the "Union").

WHEREAS, the K&ICP&PCA and the Union have engaged in negotiations for a new collective bargaining agreement between them for the period June 1, 2020 to May 31, 2024; and

WHEREAS, the K&ICP&PCA and the Union have conclude negotiations for a new Agreement effective June 1, 2020 through May 31, 2024.

NOW, THEREFORE, IT IS AGREED by and between the K&ICP&PCA and the Union that the K&ICP&PCA shall adopt and agree to be bound to the terms and conditions of the June 1, 2020 through May 31, 2024 of the PCA/WSA collective bargaining agreement with Plumbers Local 130 and said agreement is incorporated by reference as if fully set forth herein and shall govern the parties' relationship and conduct except as those terms are expressly modified below:

1. The parties agree that all references to the "PCA or WSA" throughout the Agreement will be replaced with "K&ICP&PCA."
2. The parties agree that all references to the "Plumbing Council or WSA Industry Fund" in the Agreement will be replaced with "K&ICP&PCA Industry Fund." The parties further agree that Section 9.4 of the Agreement will be replaced by the following language: "Effective June 1, 2020, each K&ICP&PCA Employer shall contribute to the K&ICP&PCA Industry Fund at a rate \$.60 per hour for each hour worked by each of its bargaining unit employees."

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3. The parties agree that the “Joint Arbitration Board” created by Section 3.2 of the Old Agreement and referenced throughout the Old Agreement will be replaced by a Joint Arbitration Board consisting of members appointed by the K&ICP&PCA and five members appointed by the Union.

4. The economic packages increase in Article 6.1 and Appendix C shall be modified to reflect a total economic package as follows:

<b>2020-2024 Economic Package</b>	
6/1/2020-5/31/2021	\$2.29
Effective 6/1/2020	\$0.54 <sup>1</sup>
Effective 7/1/2020	\$1.75
6/1/2021-5/31/2022	\$2.25
6/1/2022-5/31/2023	\$2.25
6/1/2023-5/31/2024	\$2.25
<b>Total 4 Year Package</b>	<b>\$9.04</b>

→ *Retroactive on the check*

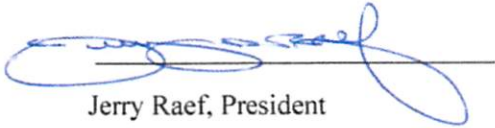
*<sup>1</sup>All employers shall provide employees with a check for the June 1, 2020 increase for any hours worked in June 2020 on or before July 15, 2020.*

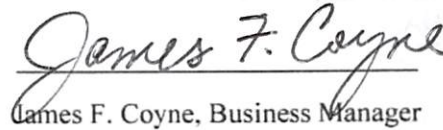
5. This instrument contains all the terms and conditions agreed upon by the parties hereto with respect to this Interim Agreement, and no provisions or requirements expressed herein may be altered, modified or canceled, except upon the express written consent of all parties hereto.

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IN WITNESS WHEREOF, the KANKAKEE & IROQUOIS COUNTIES  
PLUMBING AND PIPING CONTRACTORS ASSOCIATION INC., and the  
PLUMBERS' LOCAL UNION 130, U.A., by their duly authorized representatives and  
agents, have signed and executed this Interim Agreement on the dates indicated

**KANKAKEE & IROQUOIS COUNTIES      PLUMBERS LOCAL 130 UA**  
**PLUMBING AND PIPING**  
**CONTRACTORS ASSOCIATION INC.**

  
Jerry Raef, President

  
James F. Coyne, Business Manager

Date: 6/26/20

Date: 6-29-2020