EASTERN IOWA CARPENTERS WINDOW AND DOOR AGREEMENT- LOCAL #678,
2019 CONTRACT NEGOTIATIONS
SUMMARY OF TENTATIVE AGREEMENTS

DURATION: May 1, 2019 through April 30, 2022

WAGE INCREASES: ALL ZONES
May 1, 2019: $1.40
May 1, 2020: $1.40
May 1, 2021: $1.40

KEY LANGUAGE CHANGES
Funerals added to Excused Personal Reasons
Grievance Filing Timeline Extended to Ten Days
Apprentice Ratio Moved to 2:1

BARGAINING COMMITTEE MEMBERS:
Royce Peterson- Business Representative (1260)
Derek Duehr – Business Representative (678)

<table>
<thead>
<tr>
<th>Zone 1-678</th>
<th>Wages</th>
<th>Dues</th>
<th>Mkt. Rec.</th>
<th>Health</th>
<th>DB</th>
<th>DC</th>
<th>App/Ed</th>
<th>UBC</th>
<th>ACE</th>
<th>JLM Trust</th>
<th>Total</th>
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<tbody>
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<td>2019 INCREASE</td>
<td>$0.40</td>
<td>$0.25</td>
<td>$0.75</td>
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<td>JM RATE</td>
<td>$23.46</td>
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www.northcountrycarpenter.org