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SECRETARY/FIELD REPRESENTATIVE

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VICE PRESIDENT/FIELD REPRESENTATIVE

MICHAEL A. BELL
RECORDING SECRETARY / FIELD REPRESENTATIVE

Construction and General Laborers, Local 264

OF THE
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
Affiliated with the
A.F.L.-C.I.O.

1101 East 87th Street
(816) 361-1000 • Fax (816) 361-2020
KANSAS CITY, MISSOURI 64131



March 31, 2011

ATTENTION ALL SIGNATORY CONTRACTORS

Effective April 1, 2011 the total economic increase to the Joint Agreement between Laborers' Local Union Nos. 264 and 1290 and the Builders Association of Missouri is fifty cents per hour **(\$.50)**. Supplemental dues "*which is included in the base rate of pay*" will remain one dollar and ten cents. Health & Welfare will increase by fifty cents **(\$.50)** per hour. We have provided you with the breakdown of the fringe benefit package and wages for April 1, 2011.

The Foreman wage rate shall be \$2.00 above the highest classification of employee working under the foreman's jurisdiction.

Local Union #'s 264 and 1290

Area I

Area I Counties of Cass, Clay, Jackson and Platte in Missouri and Wyandotte and Johnson in Kansas)

CLASSIFICATION

RATE OF PAY PER HOUR EFFECTIVE APRIL 1, 2011 BASE WAGE RATES

General Laborer	\$ 25.45
Semi-Skilled Laborer/ Hod Carrier/Tender	\$ 25.85
Skilled Laborer/Specialist Laborer	\$ 26.25

AREA II (Counties of Lafayette and Ray in Missouri and Leavenworth and Miami in Kansas)
All classifications for Area II are \$1.00 less than those in Area I

AREA III (Counties of Carroll and Saline in Missouri)
CLASSIFICATIONS

RATE OF PAY PER HOUR
EFFECTIVE APRIL 1, 2011

BASE WAGE RATES

General Laborer	\$ 23.10
Semi-Skilled Laborer/ Hod Carrier/Tender	\$ 23.50
Skilled Laborer/Specialist Laborer	\$ 23.90

Fringe Benefits & Supplementary Dues Payment Schedule
Effective 4-1-11

LABORERS HEALTH & WELFARE FUND	\$ 6.00
LABORERS PENSION FUND	5.60
LABORERS ADMINISTRATIVE ACCOUNT	.01
LABORERS INDUSTRY ADVANCEMENT	.30
LABORERS TRAINING FUND	.50
CISAP (DRUG POLICY)	.05
LABORERS VACATION FUND (add to & deduct from base rate)*	<u>1.30</u>
	\$13.76
SUPPLEMENTAL DUES (deduct from wages, included in base rate)**	<u>1.10</u>
TOTAL FRINGE CONTRIBUTION	\$14.86

ARTICLE XIV-APPRENTICESHIP

Effective April 1, 2011

Apprenticeship rates for Area I:

Area I Counties of Cass, Clay, Jackson and Platte in Missouri and Wyandotte and Johnson in Kansas)

Hours of credit based on percentage of Journeyman wage rate of General Laborer \$25.45 base wage rate.

0	- 960	hours 50%	\$12.73 + \$1.30 vacation = \$14.03
961	- 1920	hours 60%	\$15.27 + \$1.30 vacation = \$16.57
1921	- 2880	hours 70%	\$17.81 + \$1.30 vacation = \$19.12
2881	- 3840	hours 80%	\$20.36 + \$1.30 vacation = \$21.66
3841	- 4800	hours 90%	\$22.90 + \$1.30 vacation = \$24.21

Hours of credit based on percentage of Journeyman wage rate of Semi skilled Laborer \$25.85 base wage rate.

0	- 960	hours 50%	\$12.93 + \$1.30 vacation = \$14.23
961	- 1920	hours 60%	\$15.51 + \$1.30 vacation = \$16.81
1921	- 2880	hours 70%	\$18.10 + \$1.30 vacation = \$19.40
2881	- 3840	hours 80%	\$20.68 + \$1.30 vacation = \$21.98
3841	- 4800	hours 90%	\$23.27 + \$1.30 vacation = \$24.57

Hours of credit based on percentage of Journeyman wage rate of Skilled/Specialist Laborer 26.25 base wage rate.

0	- 960	hours 50%	\$13.12 + \$1.30 vacation = \$14.43
961	- 1920	hours 60%	\$15.75 + \$1.30 vacation = \$17.05
1921	- 2880	hours 70%	\$18.38 + \$1.30 vacation = \$19.68
2881	- 3840	hours 80%	\$21.00 + \$1.30 vacation = \$22.30
3841	- 4800	hours 90%	\$23.63 + \$1.30 vacation = \$24.93

Apprenticeship rates for Area II, Counties of Lafayette, Ray in Missouri and Leavenworth and Miami in Kansas are as follows:

Hours of credit based on percentage of Journeyman wage rate of General Laborer \$24.45 base wage rate.

0	- 960	hours 50%	\$12.23 + \$1.30 vacation = \$13.53
961	- 1920	hours 60%	\$14.67 + \$1.30 vacation = \$15.97
1921	- 2880	hours 70%	\$17.12 + \$1.30 vacation = \$18.42
2881	- 3840	hours 80%	\$19.56 + \$1.30 vacation = \$20.86
3841	- 4800	hours 90%	\$22.01 + \$1.30 vacation = \$23.31

Hours of credit based on percentage of Journeyman wage rate of Semi-skilled Laborer \$24.85 base wage rate.

0	-	960	hours	50%	\$12.43 + \$1.30 vacation = \$13.73
961	-	1920	hours	60%	\$14.91 + \$1.30 vacation = \$16.21
1921	-	2880	hours	70%	\$17.40 + \$1.30 vacation = \$18.70
2881	-	3840	hours	80%	\$19.88 + \$1.30 vacation = \$21.18
3841	-	4800	hours	90%	\$22.37 + \$1.30 vacation = \$23.67

Hours of credit based on percentage of Journeyman wage rate of Skilled/Specialist Laborer \$25.25 base wage rate.

0	-	960	hours	50%	\$12.63 + \$1.30 vacation = \$13.93
961	-	1920	hours	60%	\$15.15 + \$1.30 vacation = \$16.45
1921	-	2880	hours	70%	\$17.68 + \$1.30 vacation = \$18.98
2881	-	3840	hours	80%	\$20.20 + \$1.30 vacation = \$21.50
3841	-	4800	hours	90%	\$22.73 + \$1.30 vacation = \$24.03

Effective April 1, 2011

Apprenticeship rates for Area III, Counties of Carroll and Saline in Missouri are as follows:

Hours of credit based on percentage of Journeyman wage rate of General Laborer \$23.10 base wage rate.

0	-	960	hours	50%	\$11.55 + \$1.30 vacation = \$12.85
961	-	1920	hours	60%	\$13.86 + \$1.30 vacation = \$15.16
1921	-	2880	hours	70%	\$16.17 + \$1.30 vacation = \$17.47
2881	-	3840	hours	80%	\$18.48 + \$1.30 vacation = \$19.78
3841	-	4800	hours	90%	\$20.79 + \$1.30 vacation = \$22.09

Hours of credit based on percentage of Journeyman wage rate of Semi-skilled Laborer \$23.50 base wage rate.

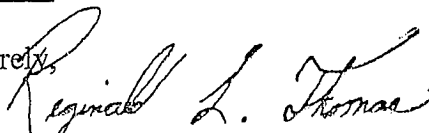
0	-	960	hours	50%	\$11.75 + \$1.30 vacation = \$13.05
961	-	1920	hours	60%	\$14.10 + \$1.30 vacation = \$15.40
1921	-	2880	hours	70%	\$16.45 + \$1.30 vacation = \$17.75
2881	-	3840	hours	80%	\$18.80 + \$1.30 vacation = \$20.10
3841	-	4800	hours	90%	\$21.15 + \$1.30 vacation = \$22.45

Hours of credit based on percentage of Journeyman wage rate of Skilled/Specialist Laborer \$23.90 base wage rate.

0	-	960	hours	50%	\$11.95 + \$1.30 vacation = \$13.25
961	-	1920	hours	60%	\$14.34 + \$1.30 vacation = \$15.64
1921	-	2880	hours	70%	\$16.73 + \$1.30 vacation = \$18.03
2881	-	3840	hours	80%	\$19.12 + \$1.30 vacation = \$20.42
3841	-	4800	hours	90%	\$21.51 + \$1.30 vacation = \$22.81

Apprenticeship Pension rate is \$2.80 per hour

Sincerely,



Reginald L. Thomas, Business Manager
Construction and General
Laborers' Local Union No. 264

LABOR BULLETIN

THE BUILDERS' ASSOCIATION

Serving Missouri and Kansas



720 Oak Street • Kansas City, Missouri 64106 • (816) 531-4741 • www.buildersassociation.com

March 29, 2011

TO: CONTRACTORS SIGNATORY THROUGH THE BUILDERS' ASSOCIATION TO THE JOINT (COMMERCIAL) AGREEMENT WITH LABORERS' LOCALS NO. 264 AND 1290 AND THE WESTERN MO AND KS LABORERS' DISTRICT COUNCIL (CONTRACT TERM: EFFECTIVE APRIL 1, 2011, EXPIRING MARCH 31, 2014)

The Laborers' District Council and the Builders' Association have reached a new three year agreement with increases of \$.50 for the first year, \$.60 for 2012 and \$1.05 for 2013. The Laborers' District Council and the Builders' Association have agreed to allocate the \$.50, April 1, 2011 annual economic increase as follows: fifty cents (\$.50) per hour shall be allocated to the Health and Welfare Fund.

This distribution will result in the following wage and fringe benefit rates:

AREA I (Missouri counties of Clay, Cass, Jackson and Platte; Johnson and Wyandotte in Kansas) Effective April 1, 2011, the General Laborer classification wage rate will be \$25.45 per hour; Semi-Specialist classification (formerly called Hod Carrier/Tender), \$25.85 per hour; and a Specialist Laborer, \$26.25 per hour.

AREA II (counties of Lafayette and Ray in Missouri, and Leavenworth and Miami in Kansas) All classifications in Area II are \$1.00 less than the rates of Area I, above.

AREA III (counties of Carroll and Saline in Missouri) Effective April 1, 2011, the General Laborer classification wage rate will be \$23.10 per hour; Semi-Specialist classification (formerly called Hod Carrier/Tender classification), \$23.50 per hour; and Specialist Laborer, \$23.90 per hour.

Effective April 1, 2011, the **Foreman** wage rate shall be \$2.00 above the highest classification of employee working under the foreman's jurisdiction.

In addition to Wages listed above, effective April 1, 2011: fringe benefit contributions will be: Health and Welfare, Six Dollars (\$6.00) per hour; Pension, Five Dollars and sixty cents (\$5.60) per hour (Apprentice Pension will be \$2.80 per hour). Regarding Pension, of the \$5.60 per hour, \$1.25 is non-accrued or paid to off-set the current unfunded liability. The Vacation shall be One Dollar and thirty cents (\$1.30) per hour; Industry Advancement, thirty cents (\$.30) per hour; Training, fifty cents (\$.50) per hour; Administration, one cent (\$.01) per hour, and CISAP (Drug Testing Program), five cents (\$.05) per hour. The hourly Vacation monies shall be added to wages in making the required statutory deductions and the full hourly amounts shall be remitted with the other fringe benefits. Supplemental Dues, (to be taxed and **DEDUCTED** from Wages), shall be One Dollar and ten cents (\$1.10) per hour.

Contract Changes:

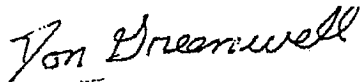
1. Two classifications have been added: General Laborers will now include a "General Concrete Worker" for all Areas at the same rate as the General Laborer. Semi-Specialist Laborer will now include "Concrete Technician" for all Areas at the same rate as the Semi-Specialist Laborer.

2. The Apprenticeship group wage rates will be adjusted as follows:

0 - 960 hours of credit	50% of Journeyman scale
961 - 1920 hours of credit	60% of Journeyman scale
1921 - 2880 hours of credit	70% of Journeyman scale
2881 - 3840 hours of credit	80% of Journeyman scale
3841 - 4800 hours of credit	90% of Journeyman scale
4801 =	100% of Journeyman scale

If you have any questions, please call the Association office at 816/595-4107.

THE BUILDERS' ASSOCIATION



Don Greenwell
President
/MM