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HARDY & BACON

OFFICE OF GENERAL

November 17, 2016

William C. Martucci

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Assistant General Counsel  
Federal Election Commission  
Office of Complaints Examination and Legal Administration  
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Re: Terry Miles Complaint; MUR 7137 – Position Statement  
of Precision Pipeline, LLC

Dear Mr. Jordan:

Precision Pipeline, LLC submits the following in response to the Commission's correspondence dated September 27, 2016 and as a statement of its position regarding the above referenced charge filed by Terry L Miles. Precision Pipeline appreciates the Commission's extension of time in which to respond and the Commission's consideration of its position. This firm represents Precision Pipeline with respect to Mr. Miles's charge, and future communications on this matter should be directed to the undersigned. This submission constitutes Precision Pipeline's initial response to Mr. Miles's charge. If further information becomes available, we will supplement this submission, as appropriate.

**Key Factual Background Explaining  
the Basis for the Administration of the Payroll  
Deduction Undertaken in Good Faith**

By way of brief introduction, Precision Pipeline is a liquid and gas pipeline contracting firm based out of Eau Claire, Wisconsin with projects across the United States. As a union shop, Precision Pipeline is affiliated with the Pipe Line

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Contractors Association (the "PLCA"). When Precision Pipeline began work in Illinois, it entered into an Agreement with the local PLCA. The local PLCA Agreement is attached as **Exhibit A**. That Agreement specified the amount of deductions to be made from each union employee's pay in each zone within the state. The Agreement also specified which deductions needed prior approval from the employee before the deduction could be made. These deductions were marked with asterisks in the Agreement. For example, in Zone 1, Peoria County, the PAC deduction was marked with an asterisk, indicating that the deduction should only be made when authorized by the employee.

Local office managers, such as Ms. Jillian Preller, use the local PLCA Agreements as guides to determine the type, amount, and permissions needed for deductions in their zones. Mr. Miles worked in Zone 8C, Hancock County. While most zones in the PLCA Agreement had an asterisk next to PAC deductions, indicating that such deductions must be authorized by the employee before being taken, the PAC deductions in Zone 8 did not contain an asterisk. Ms. Preller reviewed the PLCA Agreement before taking any deductions from employees' pay. Ms. Preller saw that in Zone 8 the political deductions were not marked with an asterisk, indicating to her that prior employee approval was not required for the deduction to be made. She then took the deduction from Mr. Miles's check based on the assumption that the absence of the asterisk signified that a consent form was not needed in this precise context. The copy of the PLCA Agreement used by Ms. Preller is attached as **Exhibit B**.

When he was hired, Mr. Miles joined the Laborers International Union of North America, Local No. 538 and authorized the union to deduct dues, fees, and assessments from his check. Mr. Miles did not sign the authorization to allow the union to deduct political contribution fees from his pay. Mr. Miles's authorizations are attached as **Exhibit C**.

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In his charge, Mr. Miles alleges that Precision Pipeline improperly took political contribution deductions from his check. When the alleged actions took place Mr. Miles was working on the coating crew for the Dakota Access Pipeline in Hancock County, Illinois. Hancock County, Illinois falls within Local Union No. 231. Precision Pipeline acknowledges that deductions were apparently improperly taken and, upon receiving notice and undertaking full review of the improper deductions, corrective action will be taken. This administrative application was made in good faith and was the result of an inadvertent payroll deduction.

The deduction was taken for only four pay periods. After that time, Mr. Miles moved to a new zone which was within Local Union No. 538. At that point, Ms. Preller again reviewed the appropriate local PLCA Agreement and determined that an asterisk was present next to the political deductions. Because of the asterisk, Ms. Preller reviewed Mr. Miles's Local Union No. 538 authorizations and determined that his political contribution deduction authorization was unsigned. Accordingly, Precision Pipeline immediately ceased making the deduction. To date, the deduction has not been re-imposed, nor will it be in the future. Mr. Miles's pay stubs are attached as **Exhibit D**.

### **Conclusion**

In sum, Precision Pipeline is committed to following all deduction and political contribution laws. Precision Pipeline acknowledges that it in good faith made an administrative application and will undertake steps to correct that error. In preparing this position statement, Precision Pipeline has attempted to provide all pertinent information and supporting documentation. Nonetheless, please do not hesitate to contact the undersigned if additional information is needed or if we can be in any way helpful.

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Respectfully submitted,

William C. Martucci  
Counsel for Precision Pipeline, LLC

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WCM:js  
Enclosures

## ILLINOIS

## ZONE 1 (Local 165)

Peoria County

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$26.33	\$26.98	\$28.00	\$28.60	28.83	\$29.16
Welfare	7.05	7.50	7.70	7.70	7.70	7.70
Pension	8.95	9.85	10.34	10.86	11.94	13.12
Annuity	3.22	3.22	3.61	4.00	4.25	4.35
Training	.80	.80	.80	.80	.80	.80
LECET (ded)	.22	.24	.24	.24	.24	.25
Coll. Trust	.04	.05	.05	.05	.05	.05
National LECET	--	--	--	--	--	--
Pipeline LECET	.10	.10	.10	.10	.10	.10
* PAC	.05	.05	.05	.05	.05	.05
Building Fund (Ded)	.05	.05	.05	.05	.05	.05
Mkt. Pres. (Ded)	.35	.35	.37	.38	.38	.53
Midwest Reg. (Ded)	--	.25	.25	.25	.25	.25

\*(PAC deduction of \$.05 when authorized by employee.)

(Dues deduction of 5% of gross wages when authorized by employee.)

## ZONE 2 (Local 44, 100, 397 and 670)

Madison

St. Clair

	8/1/10 to 8/1/11	8/1/11 to 8/1/12	8/1/12 to 8/1/13	8/1/13 to 8/1/14	8/1/14 to 8/1/15	8/1/15 to 8/1/16
* Rate	\$43.86	\$45.67	\$47.32	\$48.57	\$49.87	\$51.22
Training	--	--	--	--	--	--
LECET	--	--	--	--	--	--
*** Coll. Trust	--	--	--	--	--	--
Pipeline LECET	--	--	--	--	--	--
** PAC	--	--	--	--	--	--

\*(Fringes to be deducted from Rate. Contact PLCA)

\*\*(PAC deduction of \$.05 when authorized by employee.)

\*\*\* (Eff. 5/1/11 - \$0.05)

(Dues deduction when authorized by employee.)

## ZONE 3 (Local 75)

Boone

Grundy

Luke

Cook

Kane

McHenry

DuPage

Kendall

Will

	6/1/10 to 6/1/11	6/1/11 to 6/1/12	6/1/12 to 6/1/13	6/1/13 to 6/1/14	6/1/14 to 6/1/15	6/1/15 to 6/1/16
Rate	\$35.18	\$35.20	\$36.20	\$37.00	\$38.00	\$39.20
* Welfare	10.63	12.18	12.78	13.38	13.78	13.98
* Pension	8.57	8.82	9.02	9.52	10.12	10.72
Training	.45	.45	.50	.50	.50	.50
LMCC	.12	.12	.12	.12	.12	.17
*** Coll. Trust	.04	.05	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10	.10	.10
Area LECET	.07	.07	.07	.07	.07	.07
** PAC	.05	.05	.05	.05	.05	.05
Pringe Escrow	--	--	--	--	--	--

(3.75% dues deduction on gross wages when authorized by employee)

\*(Boone, Kane, Kendall, McHenry: Welfare, \$12.97; Pension \$9.93; eff. 1/1/15 Welfare, \$13.42; Pension, \$10.48; eff. 6/1/15 Welfare \$13.42, Pension \$11.28)

\*\*(PAC deduction of \$.05 when authorized by employee.)

\*\*\* (Eff. 5/1/11 - \$0.05)

## ZONE 4 (Local 393)

Bureau

LaSalle

Putnam

	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 1/1/15	1/1/15 to 5/1/15	5/1/15 to 5/1/16	5/1/16 to 5/1/17
* Rate	\$28.61	\$28.53	\$29.08	\$29.53	\$29.53	<del>PENDING</del>
Welfare	7.50	7.70	7.70	7.70	7.70	
Pension	7.33	7.70	8.08	8.88	9.76	
Training	.80	.80	.80	.80	.80	
LECET	.14	.14	.14	.14	.15	

Coll. Trust	.05	.05	.05	.05	.05
Pipeline LECBT	.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05
Midwest Found.	.10	.10	.10	.10	.10
*** Vacation	2.50	2.50	2.50	2.50	2.50
**** Fed L.P.L.	---	---	---	---	---
**** ILCC	.15	.15	.15	.15	.15
**** MKT PRES	.25	.25	.25	.25	.25
Sapp H & W	.54	.54	.54	.54	.72
Annuity	---	.93	1.50	1.50	1.79
JVLM	---	---	---	.04	.04
Lo Scholar	---	---	---	.05	.05

\*(Dues deduction 4.5%)

\*\*(PAC deduction of \$.05 when authorized by employee)

\*\*\* (Vacation is deducted from net wages)

\*\*\*\* (Deduct)

## ZONE 5 (Local 196, 218, 338, 459, 581, 622, 670, 742 and 1084)

Bond Calhoun Clinton	Green Jersey Macoupin	Monroe Montgomery Randolph	Washington			
	8/1/10 to 8/1/11	8/1/11 to 8/1/12	8/1/12 to 8/1/13	8/1/13 to 8/1/14	8/1/14 to 8/1/15	8/1/15 to 8/1/16
* Rate	\$43.86	\$45.67	\$47.32	\$48.57	\$49.87	\$51.22
Training	---	---	---	---	---	---
National LECBT	---	---	---	---	---	---
*** Coll. Trust	---	---	---	---	---	---
Pipeline LECBT	---	---	---	---	---	---
** PAC	---	---	---	---	---	---

\*(Fringes to be deducted from Rate. Contact PLCA.)

\*\*(PAC deduction of \$.05 when authorized by employee.)

\*\*\* (Eff. 5/1/11 - \$.05)

## ZONE 6 (Local 159)

Clark Edgar	Coles Shelby		Cumberland		Douglas	
	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16 to 5/1/17	5/1/17 to 6/4/17
Rate	\$29.12	\$29.55	\$29.55	\$29.55	<del>\$29.55</del>	+\$1.55TP
Welfare	5.75	6.30	6.30	6.30		
Pension	8.42	8.84	9.72	10.69		
Training	.80	.80	.80	.80		
Annuity	1.50	1.50	2.07	2.59		
Coll. Trust	.05	.05	.05	.05		
Pipeline LECBT	.10	.10	.10	.10		
LECBT	.30	.30	.30	.31		
* Vacation	2.00	2.00	2.00	2.00		
** PAC	.05	.05	.05	.05		
Dues (ded)	2.00	2.15	2.15	2.15		
SATP	--	--	--	--		
LPL (ded)	.10	--	.10	--		

\*(Deduct from net wages)

\*\*(PAC deduction of \$.05 when authorized by employee.)

## ZONE 7 (Local 309)

Mercer	Rock Island					
	1/1/11 to 1/1/12	1/1/12 to 1/1/13	1/1/13 to 1/1/15	1/1/15 to 1/1/16	1/1/16 to 1/1/17	1/1/17 to 1/1/18
Rate	\$24.59	\$25.05	\$26.00	\$26.09	\$26.59	+\$1.50TP
Welfare	6.15	6.45	6.75	6.75	6.80	---
Pension	6.72	7.06	7.41	8.96	9.86	---
Training	.80	.80	.80	.80	.80	---
LECBT	.67	.67	.67	.68	.73	---
*** Coll. Trust	.04	.05	.05	.05	.05	---
* Vacation	1.25	1.25	1.25	1.25	1.25	---
Pipeline LECBT	.10	.10	.10	.10	.10	---
** PAC	.05	.05	.05	.05	.05	---
** Loc Pac	.10	.10	.10	.10	.10	---
* Bldg. Fund	---	---	.10	.10	.10	---



## Annuity

.75

\*(Deduct from net wages)

\*\*(PAC deductions of \$.15 when authorized by employee.)

\*\*\* (Eff. 5/1/11 - \$0.05)

(Dues deduction of 5% when authorized by employee.)

## ZONE 8A (Local 231)

Adams

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$22.81	\$23.71	\$24.00	\$24.22	\$25.07	\$26.06
Welfare	6.55	7.05	7.5	8.00	8.25	8.50
Pension	8.00	8.25	8.50	8.75	9.00	9.25
Training	.80	.80	.80	.80	.80	.80
Annuity	2.00	2.13	3.04	3.44	3.50	3.50
Health & Safety	.03	.03	.03	.03	.03	.03
LBCET	.12	.24	.24	.24	.24	.24
Ill. Leg. (deduct)	.10	.10	.10	.10	.10	.10
Coll. Trust	.04	.05	.05	.05	.05	.08
Pipeline LBCET	.10	.10	.10	.10	.10	.08
PAC (deduct)	.05	.05	.05	.05	.05	.05
MROC (deduct)	.08	.20	.20	.25	.25	.25
LC (deduct)	---	---	---	---	---	---
RE Maint. (Deduct)	.15	.15	.15	.15	.15	.15
LPL (Deduct)	.03	.03	.03	.03	.03	.03
Federal/LPL (Ded.)	.05	.05	.05	.05	.05	.05
LL231 Retiree (Ded.)	.05	.05	.05	.05	.05	.05

(Dues deduction of 5 1/2% of gross wages when authorized by employee + \$.15 per hour.)

## ZONE 8B (Local 231)

Fulton

Titzwell

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$27.39	\$28.21	\$29.01	\$29.06	\$29.94	\$30.49
Welfare	6.55	7.05	7.55	8.00	8.25	8.50
Pension	8.00	8.25	8.50	8.75	9.00	9.25
Training	.80	.80	.80	.80	.80	.80
Annuity	2.74	3.74	4.54	5.31	5.50	6.05
Health & Safety	.03	.03	.03	.03	.03	.03
LBCET	.16	.14	.14	.14	.14	.15
Midwest Found.	.10	.10	.10	.10	.10	.10
Ill. Leg. (Deduct)	.10	.10	.10	.10	.10	.10
Coll. Trust	.04	.05	.05	.05	.05	.05
National LBCET	---	---	---	---	---	---
Pipeline LBCET	.10	.10	.10	.10	.10	.10
PAC (deduct)	.05	.05	.05	.05	.05	.05
MROC (deduct)	.08	.20	.20	.25	.25	.25
RE Maint. (Deduct)	.15	.15	.15	.15	.15	.15
LPL (Deduct)	.03	.03	.03	.03	.03	.03
Federal/LPL (Ded.)	.05	.05	.05	.05	.05	.05
LL23,051 Retiree (Ded.)	.05	.05	.05	.05	.05	.05

(Dues deduction of 5 1/2% of gross wages when authorized by employee + \$.15 per hour.)

## ZONE 8C (Lo 231)

Hancock

McDonough

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$23.27	\$23.90	\$24.60	\$24.74	\$25.67	\$26.18
Welfare	6.55	7.05	7.55	8.00	8.25	8.50
Pension	8.00	8.25	8.50	8.75	9.00	9.25
Training	.80	.80	.80	.80	.80	.80
Annuity	2.00	2.50	3.00	3.50	3.50	4.00
Health & Safety	.03	.03	.03	.03	.03	.03
LBCET	.22	.24	.24	.24	.24	.25
Ill. Leg. (deduct)	.10	.10	.10	.10	.10	.10
Coll. Trust	.04	.05	.05	.05	.05	.05
Pipeline LBCET	.10	.10	.10	.10	.10	.10
PAC (deduct)	.05	.05	.05	.05	.05	.05
MROC (deduct)	.08	.20	.20	.25	.25	.25

RE Maint. (Deduct)	.15	.15	.15	.15	.15	.15
LPL (Deduct)	.03	.03	.03	.03	.09	.03
Federal/LPL (Ded.)	.05	.05	.05	.05	.05	.05
LL231 Retiree (Ded.)	.05	.05	.05	.05	.05	.05

(Dues deduction of 5 1/2% of gross wages when authorized by employee + \$.15 per hour.)

#### ZONE 9 (Locals 32, 727)

Carroll DeKalb	Jo Daviess Lee	Ogle Stephenson		Whiteside Winnebago	
		5/1/12 to		5/1/13 to	
		5/1/13	6/1/14	6/1/14 to	5/1/15 to
		Lo32	Lo727	Lo32	Lo727
Rate		\$31.95	\$32.10	\$33.20	\$34.38
Welfare		7.70	7.70	7.70	7.70
Pension		9.00	8.42	9.45	8.84
Annuity		3.50	4.00	4.50	4.00
Training		.80	.80	.80	.80
LBCET		.14	.14	.14	.14
Coll. Trust		.05	.05	.05	.05
* Vacation		1.05	3.00	1.30	3.00
Pipeline LBCET		.10	.10	.10	.10
** PAC		.05	.05	.05	.05
* MROC		.25	.25	.25	.25
* Working Dues Local 32		5.00%	---	5.00%	---
* Working Dues Local 727		---	4.5%	---	4.5%
Midwest Reg F.C.		.10	.10	.10	.10
Supp. H & W		.54	.54	.54	.54
* Market Promo		.04	.04	.09	.04

\*(Deduct from net wages.)

\*\*PAC deduction of \$.05 when authorized by employee.)

(Lo32 - Dues deduction of 5% of gross wages when authorized by employee + \$.05 per hour. LO727 - Dues deduction of 4 1/2% of gross wages when authorized by employee + \$.35 per hour.)

#### ZONE 10 (Locals 362, 538, 751 and 996)

Ford Henderson Henry	Iroquois Kankakee Knox	*Livingston *Marshall *McLean		*Stark *Warren *Woodford	
		5/1/11 to		5/1/12 to	
		5/1/12	5/1/13	5/1/13	5/1/14
* Rate		\$42.24-52.34	\$43.94-54.11	\$45.54-55.84	\$47.24-57.59
Welfare					
Pension					
Annuity					
Training					
LBCET					
*** Coll. Trust					
Pipeline LBCET					
** PAC					

\*(Contact PLCA for rates/fringes)

\*\*PAC deduction of \$.05 when authorized by employee)

\*\*\*Blt. 5/1/11 - \$0.05

#### ZONE 11 (Local 1197)

Clay Crawford Edwards	Birmingham Fayette Hamilton	Jasper Jefferson Lawrence		Marion Richland Wabash		Wayne White
	4/1/10 to 4/1/11	4/1/11 to 4/1/12	4/1/12 to 4/1/13	4/1/13 to 5/1/14	6/1/14 to 4/1/15	4/1/15 to 4/1/16
Rate	\$23.65	\$24.40	\$25.30	\$25.85	\$26.03	\$26.25
Welfare	5.45	5.55	5.75	5.85	6.35	6.60
Pension	5.09	5.60	5.88	6.17	6.79	7.46
Training	.80	.80	.80	.80	.80	.80
* Vacation	1.15	1.25	1.35	1.35	1.35	1.35
Annuity	3.36	3.85	4.47	4.78	4.78	4.98
LECBT	.30	.30	.30	.30	.30	.31
*** Coll. Trust	.04	.04	.05	.05	.05	.05
Pipeline LECBT 10		.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05	.05
EBOLT	--	--	--	--	--	--
Dues (ded)	1.55	1.60	1.60	1.65	1.65	1.65
LPL (ded)	.05	.05	.10	.10	.10	--



\*(Vacation deducted)  
 \*\*\*(PAC deduction of \$.05 when authorized by employee)  
 \*\*\* (Eff. 5/1/11 - \$0.05)

## ZONE 12 (Local 773)

Alexander Franklin Gallatin	Hardin Jackson Johnson		Massac Perry Pope		Pulaski Saline Union		Williamson
	4/1/10 to 4/1/11	4/1/11 to 4/1/12	4/1/12 to 4/1/13		4/1/13 to 6/1/14	6/1/14 to 4/1/15	4/1/15 to 4/1/16
Rate	\$23.65	\$24.40	\$25.30		\$25.85	\$26.03	\$26.25
Welfare	5.45	5.55	5.75		5.85	6.35	6.60
Pension	5.09	5.60	5.88		6.17	6.79	7.46
Training	.80	.80	.80		.80	.80	.80
Annuity	3.36	3.85	4.47		4.78	4.78	4.98
LECET	.30	.30	.30		.30	.30	.31
*** Coll. Trust	.04	.04	.05		.05	.05	.05
Pipeline LECET	.10	.10	.10		.10	.10	.10
* Vacation	1.15	1.25	1.35		1.35	1.35	1.35
EBOLT	.10	.10	--		--	--	--
** PAC	.05	.05	.05		.05	.05	.05
Dues (ded)	1.55	1.60	1.60		1.65	1.65	1.65
LPL (ded)	.05	.05	.10		.10	.10	--

\*(Deduct from net wages)  
 \*\*\*(PAC deduction of \$.05 when authorized by employee.)  
 \*\*\* (Eff. 5/1/11 - \$0.05)

## ZONE 13 (Locals 231 and 477)

Brown *Cass *Christian	*Logan Mason *Menard	*Morgan Pike *Sungamon	Schuyler *Scott			
	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16 <u>Loc.231</u>	<u>Loc.477</u>
Rate	\$24.71	\$24.91	\$24.96	\$25.57	\$26.06	\$28.47
Welfare	7.05	7.55	8.00	8.25	8.50	6.30
Pension	8.25	8.50	8.75	9.00	9.25	10.69
Training	.80	.80	.80	.80	.80	.80
Ann.	1.13	2.13	2.70	3.00	3.50	2.61
LECET	.24	.24	.24	.24	.25	.31
Coll. Trust	.05	.05	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05	.05
H & S	.03	.03	.03	.03	.03	---
Real Est. Maint., (ded)	---	.15	.15	.15	.15	---
*** Dues (ded)	---	.15	.15	.15	.15	1.05
MROC (ded)	.02	.20	.25	.25	.25	---
LPL Federal (ded)	.05	.05	.05	.05	.05	---
LPL (ded)	.03	.03	.03	.03	.03	---
ILLC (ded)	.10	.10	.10	.10	.10	---
LL231 Retiree (ded)	.05	.05	.05	.05	.05	---
Vacation (Ded)						3.00

\*(Cuss, Christian, Logan, Menard, Morgan, Sungamon, Scott - Local 477 - ~~Loc. 231~~)  
 \*\*\*(PAC deduction of \$.05 when authorized by employee.)  
 (Loc. 231 Dues deduction of 5.5% of gross wages + \$.15 when authorized by employee. Loc. 477 Dues deduction 3.5% of gross wages + \$1.05 when authorized by employee.)

## ZONE 14

## Vermillion (Local 703)

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$27.95	\$28.30	\$29.65	\$29.70	\$30.00	\$30.31
Welfare	5.05	5.75	5.75	6.30	6.30	6.30
Pension	8.24	9.09	9.54	10.02	11.02	12.12
* Vacation	1.00	1.25	2.50	2.50	2.50	2.50
Training	.80	.80	.80	.80	.80	.80
Coll. Trust	.04	.05	.05	.05	.05	.05
LECET	.30	.30	.30	.30	.30	.31
Pipeline LECET	.10	.10	.10	.10	.10	.10
* PAC	.05	.05	.05	.05	.05	.05
Legal	.30	.30	.30	.30	.30	.30
* Dues	1.90	2.00	2.05	2.10	2.15	2.15
Ann.	.25	.25	.25	.57	.72	.80
SATP	.06	.06	---	---	---	---
* LPL	---	---	.10	---	.10	---

\*(deducted)

## ZONE 15 (Local 703)

Champaign	Dewitt	Platt				
	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$27.95	\$28.30	\$29.65	\$29.70	\$30.00	\$30.31
Welfare	5.05	5.75	5.75	6.30	6.30	6.30
Pension	8.24	9.09	9.54	10.02	11.02	12.12
Legal	.30	.30	.30	.30	.30	.30
Training	.80	.80	.80	.80	.80	.80
Annuity	.25	.25	.25	.57	.72	.80
* Vacation	1.00	1.25	2.50	2.50	2.50	2.50
Coll. Trust	.04	.05	.05	.05	.05	.05
LECET	.30	.30	.30	.30	.30	.31
Pipeline LECET	.10	.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05	.05
* Dues	1.50	2.00	2.05	2.10	2.15	2.15
SATP	.06	.06	--	--	--	--
* LPL	--	--	.10	--	.10	--

\*(Deduct)

\*\*(PAC deduction of \$.05 when authorized by employee.)

## ZONE 16 (Local 159)

Macon	Moultrie					
	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$27.25	\$27.72	\$29.12	\$29.55	\$29.55	\$29.55
Welfare	5.05	5.75	5.75	6.30	6.30	6.30
Pension	7.29	8.02	8.42	8.84	9.72	10.69
Training	.80	.80	.80	.80	.80	.80
Coll. Trust	.04	.05	.05	.05	.05	.05
LECET	.30	.30	.30	.30	.30	.31
Pipeline LECET	.10	.10	.10	.10	.10	.10
Annuity	1.50	1.50	1.50	1.50	2.07	2.59
* PAC	.05	.05	.05	.05	.05	.05
* Vacation	2.00	2.00	2.00	2.00	2.00	2.00
SATP	.06	.06	--	--	--	--
* LPL	--	--	.10	--	.10	--

\*(Deduct)

Dues check off \$2.15

## ILLINOIS

## ZONE 1 (Local 165)

Peoria County

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16- 5/1/17	5/1/17- 6/4/17
Rate	\$26.33	\$26.98	\$28.00	\$28.60	28.83	\$29.16	29.21	+ 1.70
Welfare	7.05	7.50	7.70	7.70	7.70	7.70	7.70	
Pension	8.95	9.85	10.34	10.86	11.94	13.12	14.43	
Annuity	3.22	3.22	3.61	4.00	4.25	4.35	4.64	
Training	.80	.80	.80	.80	.80	.80	.80	
LECET (ded)	.22	.24	.24	.24	.24	.25	.25	
Coll. Trust	.04	.05	.05	.05	.05	.05	.05	
National LECET	--	--	--	--	--	--	--	
Pipeline LECET	.10	.10	.10	.10	.10	.10	.10	
* PAC	.05	.05	.05	.05	.05	.05	.05	
Building Fund (Ded)	.05	.05	.05	.05	.05	.05	.05	
Mkt. Pres. (Ded)	.35	.35	.37	.38	.38	.53	.58	
Midwest Reg. (Ded)	--	.25	.25	.25	.25	.25	.25	

\*(PAC deduction of \$.05 when authorized by employee.)

(Dues deduction of 5% of gross wages when authorized by employee.)

## ZONE 2 (Local 44, 100, 397 and 670)

Madison

St. Clair

	8/1/10 to 8/1/11	8/1/11 to 8/1/12	8/1/12 to 8/1/13	8/1/13 to 8/1/14	8/1/14 to 8/1/15	8/1/15 to 8/1/16
* Rate	\$43.86	\$45.67	\$47.32	\$48.57	\$49.87	\$51.22
Training	--	--	--	--	--	--
LECET	--	--	--	--	--	--
*** Coll. Trust	--	--	--	--	--	--
Pipeline LECET	--	--	--	--	--	--
** PAC	--	--	--	--	--	--

\*(Fringes to be deducted from Rate, Contact PLCA)

\*\*(PAC deduction of \$.05 when authorized by employee.)

\*\*\* (Bff. 5/1/11 - \$0.05)

(Dues deduction when authorized by employee.)

## ZONE 3 (Local 75)

Boone  
Cook  
DuPageGrundy  
Kane  
KendallLake  
McHenry  
Will

	6/1/10 to 6/1/11	6/1/11 to 6/1/12	6/1/12 to 6/1/13	6/1/13 to 6/1/14	6/1/14 to 6/1/15	6/1/15 to 6/1/16	6/1/16- 6/1/17
Rate	\$35.18	\$35.20	\$36.20	\$37.00	\$38.00	\$39.20	40.20
* Welfare	10.63	12.18	12.78	13.38	13.78	13.98	14.23
* Pension	8.57	8.82	9.02	9.52	10.12	10.72	11.57
Training	.45	.45	.50	.50	.50	.50	.50
LMCC	.12	.12	.12	.12	.12	.17	.17
*** Coll. Trust	.04	.05	.05	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10	.10	.10	.10
Area LECET	.07	.07	.07	.07	.07	.07	.07
** PAC	.05	.05	.05	.05	.05	.05	.05
Fringe Escrow	--	--	--	--	--	--	--

(3.75% dues deduction on gross wages when authorized by employee)

\*(Boone, Kane, Kendall, McHenry: Welfare, \$12.97; Pension \$9.93; eff. 1/1/15 Welfare, \$13.42; Pension, \$10.48; eff. 6/1/15 Welfare \$13.42, Pension \$11.28) ~~eff. 6/1/16 Welfare \$13.52, Pension \$12.28~~

\*\*(PAC deduction of \$.05 when authorized by employee.)

\*\*\* (Bff. 5/1/11 - \$0.05)

## ZONE 4 (Local 393)

Bureau

LaSalle

Putnam

	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 1/1/15	1/1/15 to 5/1/15	5/1/15 to 5/1/16	5/1/16 to 5/1/17
* Rate	\$28.61	\$28.53	\$29.08	\$29.53	\$29.53	29.74
Welfare	7.50	7.70	7.70	7.70	7.70	7.70
Pension	7.33	7.70	8.08	8.88	9.76	10.74
Training	.80	.80	.80	.80	.80	.80
LECET	.14	.14	.14	.14	.15	.15

(107)

Coll. Trust	.05	.05	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05	.05
Midwest Found.	.10	.10	.10	.10	.10	.10
*** Vacation	2.50	2.50	2.50	2.50	2.50	2.50
**** Fed L.F.L.	--	--	--	--	--	--
**** LLC	.15	.15	.15	.15	.15	.15
**** MKT PRES	.25	.25	.25	.25	.25	.25
Supp H & W	.54	.54	.54	.54	.72	.72
Annuity	--	.93	1.50	1.50	1.79	2.00
IVLM	--	--	--	.04	.04	.04
Lo Scholar	--	--	--	.05	.05	.05

\*(Dues deduction 4.5%)

\*\*(PAC deduction of \$.05 when authorized by employee)

\*\*\* (Vacation is deducted from net wages)

\*\*\*\* (Deduct)

## ZONE 5 (Local 196, 218, 338, 459, 581, 622, 670, 742 and 1084)

Bond Calhoun Clinton	Green Jersey Macoupin	Monroe Montgomery Randolph	Washington
	8/1/10 to 8/1/11	8/1/11 to 8/1/12	8/1/12 to 8/1/13
* Rate	\$43.86	\$45.67	\$47.32
Training	--	--	--
National LECET	--	--	--
*** Coll. Trust	--	--	--
Pipeline LECET	--	--	--
** PAC	--	--	--

\*(Fringes to be deducted from Rate. Contact PLCA.)

\*\*(PAC deduction of \$.05 when authorized by employee.)

\*\*\* (Eff. 5/1/11 - \$0.05)

## ZONE 6 (Local 159)

Clark Edgar	Coles Shelby	Cumberland	Douglas
	5/1/12 to 5/1/13	5/1/13 to 6/1/14	5/1/14 to 5/1/15
Rate	\$29.12	\$29.55	\$29.55
Welfare	5.75	6.30	6.30
Pension	8.42	8.84	10.69
Training	.80	.80	.80
Annuity	1.50	1.50	2.59
Coll. Trust	.05	.05	.05
Pipeline LECET	.10	.10	.10
LECET	.30	.30	.31
* Vacation	2.00	2.00	2.00
** PAC	.05	.05	.05
Dues (ded)	2.00	2.15	2.15
SATP	--	--	--
LPL (ded)	.10	.10	.10

\*(Deduct from net wages)

\*\*(PAC deduction of \$.05 when authorized by employee.)

## ZONE 7 (Local 309)

Mercer	Rock Island					
	1/1/11 to 1/1/12	1/1/12 to 1/1/13	1/1/13 to 1/1/15	1/1/15 to 1/1/16	1/1/16 to 1/1/17	1/1/17 to 1/1/18
Rate	\$24.59	\$25.05	\$26.00	\$26.09	\$26.59	+\$1.50TP
Welfare	6.15	6.45	6.75	6.75	6.80	
Pension	6.72	7.06	7.41	8.96	9.86	
Training	.80	.80	.80	.80	.80	
LECET	.67	.67	.67	.68	.73	
*** Coll. Trust	.04	.05	.05	.05	.05	
* Vacation	1.25	1.25	1.25	1.25	1.25	
Pipeline LECET	.10	.10	.10	.10	.10	
** PAC	.05	.05	.05	.05	.05	
** Loc Pac	.10	.10	.10	.10	.10	
* Bldg. Fund	--	--	.10	.10	.10	

(cont'd)

## Annuity

.75

\*(Deduct from net wages)

\*\*(PAC deductions of \$.15 when authorized by employee.)

\*\*\* (Eff. 5/1/11 - \$0.05)

(Dues deduction of 5% when authorized by employee.)

## ZONE 8A (Local 231)

Adams

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16- 5/1/17
Rate	\$22.81	\$23.71	\$24.00	\$24.22	\$25.07	\$26.06	27.00
Welfare	6.55	7.05	7.5	8.00	8.25	8.50	8.75
Pension	8.00	8.25	8.50	8.75	9.00	9.25	9.50
Training	.80	.80	.80	.80	.80	.80	.80
Annuity	2.00	2.13	3.04	3.44	3.50	3.50	3.50
Health & Safety	.03	.03	.03	.03	.03	.03	.04
LECET	.12	.24	.24	.24	.24	.25	.25
Ill. Leg. (deduct)	.10	.10	.10	.10	.10	.10	.10
Coll. Trust	.04	.05	.05	.05	.05	.08	.05
Pipeline LECET	.10	.10	.10	.10	.10	.08	.10
PAC (deduct)	.05	.05	.05	.05	.05	.05	.05
MROC (deduct)	.08	.20	.20	.25	.25	.25	.25
ILC (deduct)	---	---	---	---	---	---	---
RE Maint. (Deduct)	.15	.15	.15	.15	.15	.15	.15
LPL (Deduct)	.03	.03	.03	.03	.03	.03	.03
Federal/LPL (Ded.)	.05	.05	.05	.05	.05	.05	.05
LL231 Retiree (Ded.)	.05	.05	.05	.05	.05	.05	.05

5/1/17-  
6/4/17  
+1.50 TP

(Dues deduction of 5 1/2% of gross wages when authorized by employee + \$.15 per hour.)

## ZONE 8B (Local 231)

Fulton

Tazwell

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16- 5/1/17
Rate	\$27.39	\$28.21	\$29.01	\$29.06	\$29.94	\$30.49	\$31.29
Welfare	6.55	7.05	7.55	8.00	8.25	8.50	8.75
Pension	8.00	8.25	8.50	8.75	9.00	9.25	9.50
Training	.80	.80	.80	.80	.80	.80	.80
Annuity	2.74	3.74	4.54	5.31	5.50	6.05	6.40
Health & Safety	.03	.03	.03	.03	.03	.03	.04
LECET	.16	.14	.14	.14	.14	.15	.15
Midwest Found.	.10	.10	.10	.10	.10	.10	.10
Ill. Leg. (Deduct)	.10	.10	.10	.10	.10	.10	.10
Coll. Trust	.04	.05	.05	.05	.05	.05	.04
National LECET	---	---	---	---	---	---	---
Pipeline LECET	.10	.10	.10	.10	.10	.10	.10
PAC (deduct)	.05	.05	.05	.05	.05	.05	.05
MROC (deduct)	.08	.20	.20	.25	.25	.25	.25
RE Maint. (Deduct)	.15	.15	.15	.15	.15	.15	.15
LPL (Deduct)	.03	.03	.03	.03	.03	.03	.03
Federal/LPL (Ded.)	.05	.05	.05	.05	.05	.05	.05
LL23.051 Retiree (Ded.)	.05	.05	.05	.05	.05	.05	.05

5/1/17-  
6/4/17  
+1.71

(Dues deduction of 5 1/2% of gross wages when authorized by employee + \$.15 per hour.)

## ZONE 8C (Lo 231)

Hancock

McDonough

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16- 5/1/17
Rate	\$23.27	\$23.90	\$24.60	\$24.74	\$25.67	\$26.18	27.00
Welfare	6.55	7.05	7.55	8.00	8.25	8.50	8.75
Pension	8.00	8.25	8.50	8.75	9.00	9.25	9.50
Training	.80	.80	.80	.80	.80	.80	.80
Annuity	2.00	2.50	3.00	3.50	3.50	4.00	4.14
Health & Safety	.03	.03	.03	.03	.03	.03	.04
LECET	.22	.24	.24	.24	.24	.25	.25
Ill. Leg. (deduct)	.10	.10	.10	.10	.10	.10	.10
Coll. Trust	.04	.05	.05	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10	.10	.10	.10
PAC (deduct)	.05	.05	.05	.05	.05	.05	.05
MROC (deduct)	.08	.20	.20	.25	.25	.25	.25

5/1/17-  
6/4/17  
+1.51This  
is your  
local

Notice how all the other ones have an \*

next to the voluntary deductions... Zone 8C doesn't

RE Maint. (Deduct)	.15	.15	.15	.15	.15	.15	.15
LPL (Deduct)	.03	.03	.03	.03	.09	.03	.03
Federal/LPL (Ded.)	.05	.05	.05	.05	.05	.05	.05
LL231 Retiree (Ded.)	.05	.05	.05	.05	.05	.05	.05

(Dues deduction of 5 1/2% of gross wages when authorized by employee + \$.15 per hour.)

#### ZONE 9 (Locals 32, 727)

	Carroll DeKalb	Jo Daviess Lee	Ogle Stephenson	Whiteside Winnebago						
	5/1/12 to 5/1/13 Lo32 Lo 727	5/1/13 to 6/1/14 Lo32 Lo 727	6/1/14 to 5/1/15 Lo32 Lo 727	5/1/15 to 5/1/16 Lo32 Lo 727	5/1/16 - 5/1/17 Lo32 Lo 727	5/1/17 - 6/1/17 Lo32 Lo 727				
Rate	\$31.95	\$32.10	\$33.20	\$34.38	\$33.56	\$36.30	\$34.34	\$36.74	34.75	37.33
Welfare	7.70	7.70	7.70	7.70	7.70	7.70	7.70	7.70	7.70	7.70
Pension	9.00	8.42	9.45	8.84	10.39	9.72	11.42	10.69	12.56	11.75
Annuity	3.50	4.00	4.50	4.00	6.00	4.00	6.00	4.40	6.50	4.80
Training	.80	.80	.80	.80	.80	.80	.80	.80	.80	.80
LECET	.14	.14	.14	.14	.14	.14	.15	.15	.15	.15
Coll. Trust	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
* Vacation	1.05	3.00	1.30	3.00	1.30	3.00	1.30	3.00	1.75	3.00
Pipeline LECET	.10	.10	.10	.10	.10	.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
* MROC	.25	.25	.25	.25	.25	.25	.25	.25	.25	.25
* Working Dues Local 32	5.00%	--	5.00%	--	5.00%	--	5.0%	--	5.0%	--
* Working Dues Local 727	--	4.5%	--	4.5%	--	4.5%	--	4.5%	--	4.5%
Midwest Reg F.C.	.10	.10	.10	.10	.10	.10	.10	.10	.10	.10
Supp. H & W	.54	.54	.54	.54	.54	.54	.72	.72	.72	.72
* Market Promo	.04	.04	.04	.04	.09	.04	.09	.04	.09	.04

\*(Deduct from net wages.)

\*\* (PAC deduction of \$.05 when authorized by employee.)

(Lo32 - Dues deduction of 5% of gross wages when authorized by employee + \$.05 per hour. LO727 - Dues deduction of 4 1/2% of gross wages when authorized by employee + \$.35 per hour.)

#### ZONE 10 (Locals 362, 538, 751 and 996)

	Ford Henderson Henry	Iroquois Kankakee Knox	*Livingston *Marshall *McLean	*Stark *Warren *Woodford				
	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16 - 5/1/17		
* Rate	\$42.24-52.34	\$43.94-54.11	\$45.54-55.84	\$47.24-57.59	\$48.69-59.53	50.11 - 61.61		
Welfare								
Pension								
Annuity								
Training								
LECET								
*** Coll. Trust								
Pipeline LECET								
** PAC								

\*(Contact PLCA for rates/fringes)

\*\* (PAC deduction of \$.05 when authorized by employee)

\*\*\* (Eff. 5/1/11 - \$.05)

#### ZONE 11 (Local 1197)

	Clay Crawford Edwards	Effingham Fayette Hamilton	Jasper Jefferson Lawrence	Marion Richland Wabash	Wayne White			
	4/1/10 to 4/1/11	4/1/11 to 4/1/12	4/1/12 to 4/1/13	4/1/13 to 6/1/14	6/1/14 to 4/1/15	4/1/15 to 4/1/16	4/1/16 - 4/1/17	4/1/17 - 6/1/17
Rate	\$23.65	\$24.40	\$25.30	\$25.85	\$26.03	\$26.25	26.55	+ 1.45
Welfare	5.45	5.55	5.75	5.85	6.35	6.60	6.72	
Pension	5.09	5.60	5.88	6.17	6.79	7.46	8.19	
Training	.80	.80	.80	.80	.80	.80	.80	
* Vacation	1.15	1.25	1.35	1.35	1.35	1.35	1.35	
Annuity	3.36	3.85	4.47	4.78	4.78	4.98	5.23	
LECET	.30	.30	.30	.30	.30	.31	.31	
*** Coll. Trust	.04	.04	.05	.05	.05	.05	.05	
Pipeline LECET 10	.10	.10	.10	.10	.10	.10	.10	
** PAC	.05	.05	.05	.05	.05	.05	.05	
EBOLIT	--	--	--	--	--	--	--	
Dues (ded)	1.55	1.60	1.60	1.65	1.65	1.65	1.70	
LPL (ded)	.05	.05	.10	.10	.10	--	--	



\*(Vacation deducted)

\*\*(PAC deduction of \$.05 when authorized by employee)

\*\*\* (Eff. 5/1/11 - \$.05)

## ZONE 12 (Local 773)

Alexander Franklin Gallatin	Hardin Jackson Johnson	Massac Perry Pope	Pulaski Saline Union	Williamson		
	4/1/10 to 4/1/11	4/1/11 to 4/1/12	4/1/12 to 4/1/13	4/1/13 to 6/1/14	6/1/14 to 4/1/15	4/1/15 to 4/1/16
Rate	\$23.65	\$24.40	\$25.30	\$25.85	\$26.03	\$26.25
Welfare	5.45	5.55	5.75	5.85	6.35	6.60
Pension	5.09	5.60	5.88	6.17	6.79	7.46
Training	.80	.80	.80	.80	.80	.80
Annuity	3.36	3.85	4.47	4.78	4.78	4.98
LECET	.30	.30	.30	.30	.30	.31
*** Coll. Trust	.04	.04	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10	.10	.10
* Vacation	1.15	1.25	1.35	1.35	1.35	1.35
EBOLT	.10	.10	--	--	--	--
** PAC	.05	.05	.05	.05	.05	.05
Dues (ded)	1.55	1.60	1.60	1.65	1.65	1.65
LPL (ded)	.05	.05	.10	.10	.10	--

4/1/16 -  
4/1/17  
26.55  
6.72  
8.19  
8.0  
5.23  
1.31  
0.5  
1.0  
1.35  
1.05  
1.70

4/1/17 -  
4/1/17  
+ 1.45

\*(Deduct from net wages)

\*\*(PAC deduction of \$.05 when authorized by employee.)

\*\*\* (Eff. 5/1/11 - \$.05)

## ZONE 13 (Locals 231 and 477)

Brown *Cass *Christian	*Logan Mason *Menard	*Morgan Pike *Sangamon	Schuyler *Scott		
	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
					<u>Loc.231</u>
					<u>Loc.477</u>
Rate	\$24.71	\$24.91	\$24.96	\$25.57	\$26.06
Welfare	7.05	7.55	8.00	8.25	8.50
Pension	8.25	8.50	8.75	9.00	9.25
Training	.80	.80	.80	.80	.80
Ann.	1.13	2.13	2.70	3.00	3.50
LECET	.24	.24	.24	.24	.25
Coll. Trust	.05	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05
H & S	.03	.03	.03	.03	.03
Real Est. Maint., (ded)	--	.15	.15	.15	.15
*** Dues (ded)	--	.15	.15	.15	.15
MROC (ded)	.02	.20	.25	.25	.25
LPL Federal (ded)	.05	.05	.05	.05	.05
LPL (ded)	.03	.03	.03	.03	.03
ILLC (ded)	.10	.10	.10	.10	.10
LL231 Retiree (ded)	.05	.05	.05	.05	.05
Vacation (Ded)					3.00

5/1/16 -  
5/1/17  
27.00  
8.75  
9.50  
8.0  
3.50  
3.03  
1.31  
1.05  
1.10  
1.05  
0.5  
0.4  
1.5  
1.5  
1.05  
1.05  
1.03  
1.10  
1.05  
3.00

5/1/17 -  
6/1/17  
28.47  
6.30  
11.75  
8.0  
3.03  
1.31  
1.05  
1.10  
1.05  
0.5  
0.4  
1.5  
1.5  
1.05  
1.05  
1.03  
1.10  
1.05  
3.00

\*(Cass, Christian, Logan, Menard, Morgan, Sangamon, Scott - Local 477 - ~~Logan~~ ~~Scott~~)

\*\*(PAC deduction of \$.05 when authorized by employee.)

(Loc. 231 Dues deduction of 5.5% of gross wages + \$.15 when authorized by employee. Loc. 477 Dues deduction 3.5% of gross wages + \$1.05 when authorized by employee.)

## ZONE 14

## Vermillion (Local 703)

	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16
Rate	\$27.95	\$28.30	\$29.65	\$29.70	\$30.00	\$30.31
Welfare	5.05	5.75	5.75	6.30	6.30	6.30
Pension	8.24	9.09	9.54	10.02	11.02	12.12
* Vacation	1.00	1.25	2.50	2.50	2.50	2.50
Training	.80	.80	.80	.80	.80	.80
Coll. Trust	.04	.05	.05	.05	.05	.05
LECET	.30	.30	.30	.30	.30	.31
Pipeline LECET	.10	.10	.10	.10	.10	.10
* PAC	.05	.05	.05	.05	.05	.05
Legal	.30	.30	.30	.30	.30	.30
* Dues	1.90	2.00	2.05	2.10	2.15	2.15
Ann.	.25	.25	.25	.57	.72	.80
SATP	.06	.06	---	---	---	---
* LPL	---	---	.10	---	.10	---

5/1/16 -  
5/1/17  
30.65  
6.30  
13.33  
2.50  
8.0  
1.05  
1.31  
1.0  
1.05  
1.70  
2.15  
8.0  
---

\*(deducted)

## ZONE 15 (Local 703)

Champaign	Dewitt	Pitt						
	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16 - 5/1/17	5/1/17 - 6/1/17
Rate	\$27.95	\$28.30	\$29.65	\$29.70	\$30.00	\$30.31	30.65	-1.55
Welfare	5.05	5.75	5.75	6.30	6.30	6.30	6.30	
Pension	8.24	9.09	9.54	10.02	11.02	12.12	13.33	
Legal	.30	.30	.30	.30	.30	.30	.30	
Training	.80	.80	.80	.80	.80	.80	.80	
Annuity	.25	.25	.25	.57	.72	.80	.80	
* Vacation	1.00	1.25	2.50	2.50	2.50	2.50	2.50	
Coll. Trust	.04	.05	.05	.05	.05	.05	.05	
LECET	.30	.30	.30	.30	.30	.31	.31	
Pipeline LECET	.10	.10	.10	.10	.10	.10	.10	
** PAC	.05	.05	.05	.05	.05	.05	.05	
* Dues	1.90	2.00	2.05	2.10	2.15	2.15	2.15	
SATP	.06	.06	--	--	--	--	--	
* LPL	--	--	.10	--	.10	--	--	

\*(Deduct)

\*\*(PAC deduction of \$.05 when authorized by employee.)

## ZONE 16 (Local 159)

Macon	Moultrie							
	5/1/10 to 5/1/11	5/1/11 to 5/1/12	5/1/12 to 5/1/13	5/1/13 to 6/1/14	6/1/14 to 5/1/15	5/1/15 to 5/1/16	5/1/16 - 5/1/17	5/1/17 - 6/1/17
Rate	\$27.25	\$27.72	\$29.12	\$29.55	\$29.55	\$29.55	29.65	1.55
Welfare	5.05	5.75	5.75	6.30	6.30	6.30	6.30	
Pension	7.29	8.02	8.42	8.84	9.72	10.69	11.76	
Training	.80	.80	.80	.80	.80	.80	.80	
Coll. Trust	.04	.05	.05	.05	.05	.05	.05	
LECET	.30	.30	.30	.30	.30	.31	.31	
Pipeline LECET	.10	.10	.10	.10	.10	.10	.10	
Annuity	1.50	1.50	1.50	1.50	2.07	2.59	2.97	
* PAC	.05	.05	.05	.05	.05	.05	.05	
* Vacation	2.00	2.00	2.00	2.00	2.00	2.00	2.00	
SATP	.06	.06	--	--	--	--	--	
* LPL	--	--	.10	--	.10	--	--	

\*(Deducted)

Dues check off \$2.15 2.20

**CHECKOFF AUTHORIZATION AND ASSIGNMENT**

Local Union No. \_\_\_\_\_

Affiliated with

**LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO.**

I, TERRY MOLES (print name) do hereby assign to Local Union No. 538, Laborers' International Union of North America, AFL-CIO, such amounts from my wages as shall be required to pay an amount equivalent to the initiation fees, readmission fees, membership dues, and assessments of the Local Union as may be established for its members from time to time. My employer, including my present employer and any future employer, is hereby authorized to deduct amounts from my wages and pay the same to Local Union and/or its authorized representative, in accordance with the collective bargaining agreement in existence between my employer and the Union. This authorization shall become operative upon the effective date of each collective bargaining agreement entered into between my employer and the Union. This authorization shall be irrevocable for a period of one year or until termination of the collective bargaining agreement in existence between my employer and the Union, whichever shall be sooner, and I agree and direct that this Authorization shall be automatically renewed and shall be irrevocable for successive periods of one year each, or for the period of any subsequent agreement between my employer and the Union, whichever shall be shorter, unless written notice is given by me to my employer and the local Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective bargaining agreement between my employer and the Union, whichever occurs sooner. For the effective period of this Checkoff Authorization and Assignment, I hereby waive any right I may have to resign my union membership. Furthermore, this Checkoff Authorization shall continue in accordance with the above renewal and revocation provisions irrespective of my membership in the Union.

Union dues and fees are not deductible as charitable contributions for federal income tax purposes. Local dues may qualify as business expenses, however, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service.

Birth Date \_\_\_\_\_

Social Security Number \_\_\_\_\_

Address \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

**GREAT PLAINS LABORERS DISTRICT COUNCIL DEDUCTION AUTHORIZATION\*\*\***

I authorize my current Employer, and all subsequent Employers, to deduct from my wages or compensation an amount of \_\_\_\_\_ per hour or \_\_\_\_\_ % of gross wages for working dues and remit the same monthly to the Secretary-Treasurer of the Great Plains Laborers' District Council, 4208 W. Partridge Way Unit 2 Peoria, IL 61615. I understand that dues, contributions or gifts to Great Plains Laborers' District Council or Local Union are not deductible as charitable contributions for federal income tax purposes. Dues paid to the Great Plains Laborers' District Council or Local Union, however, may qualify as business expenses, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service. This authorization shall be irrevocable for one (1) year from the date of its execution and after said one (1) year only by written notice given to the Great Plains Laborers' District Council and the appropriate Local Union at least ninety (90) days prior to the termination of the collective bargaining agreement, but otherwise shall be by its terms renewable from year to year during the term of succeeding collective bargaining agreements as provided by Federal Law.

Signed this 7th Day of JUNE, 20 16 at \_\_\_\_\_

Employee X \_\_\_\_\_

Social Security No. \_\_\_\_\_

Address \_\_\_\_\_

Phone No. \_\_\_\_\_

No. \_\_\_\_\_

Street \_\_\_\_\_

NEILLSVILLEWE54456

City \_\_\_\_\_

State \_\_\_\_\_

Zip \_\_\_\_\_

Witness \_\_\_\_\_

**PAYROLL CHECK-OFF AUTHORIZATION**

I hereby authorize and direct each employer signatory to an agreement with the Laborers' International Union of North America or any of its affiliates for whom I work to deduct from my paycheck \_\_\_\_\_ cents for each hour worked every pay period and to remit such amount to the Iowa Laborers' Political Education fund ("ILPEF") and \_\_\_\_\_ cents for each hour worked every pay period and to remit such amount to the Midwest Construction Promotional Committee ("MPCPC") at such times as other remittances are made to the Union. This authorization is voluntarily made. I understand that the signing of this authorization and the making of payments to either Fund are not conditions of membership in or employment with the Laborers' International Union and that I have the right to refuse to sign this authorization and to refuse to contribute to one or both funds without reprisal and that these funds will use the money they receive to make political expenditures and contributions in connection with federal, state, and local elections. I also understand that this amount of money is merely a suggested guideline, that I am free to contribute more or less than this amount by any lawful means other than this check-off and that the Union cannot favor or disadvantage me because of the amount of my contribution or my decision not to contribute. This authorization shall become effective on the date set forth below and shall remain in effect indefinitely hereafter, or until termination of the employment relationship. The authorization is revocable by written notice given to my employer, but shall be by its terms renewable from year to year.

Contribution to Laborers Political League are not deductible as charitable contributions for federal income tax purposes.

DATE \_\_\_\_\_

X

SIGNATURE \_\_\_\_\_

**\*\*EXECUTED IN TRIPLICATE, WITH ONE COPY FOR THE EMPLOYERS, ONE COPY FOR THE GREAT PLAINS LABORERS' DISTRICT COUNCIL, AND ONE COPY FOR THE LOCAL UNION.**











































