TABLE AGREEMENT BETWEEN MI REGIONAL COUNCIL OF CARPENTERS AND MITA (DETROIT AREA AGREEMENT) SETTLED ON TUESDAY, APRIL 27, 2021

ALL CHANGES/UPDATES THAT ARE LISTED BELOW ARE IN BOLD.

Article III - Union Security

Keep current language but add the following sentence at the end:

To the extent that any part or all of this Article is currently unenforceable, same shall automatically be given immediate effect, when permitted under any federal, state or local law, decision or regulation.

Article V - Wage and Fringe Benefits Schedule

June 1, 2021 - \$1.72 Increase

June 1, 2022 - \$1.71 Increase

June 1, 2023 - \$2.13 Increase

June 1, 2024, - \$2.40 Increase

June 1, 2025 - \$2.42 Increase

Article V - Foremen

Change Section 1(j) to reflect 9% instead of 7% per hour above the journeyman Carpenter base rate. Change Section 3(d) to reflect 9% instead of 7% per hour above the journeyman Carpenter base rate.

Article VIII - Apprentices

Update Apprenticeship rates to reflect:

Apprentice – First Year (1^{st}) – 70% of Journeyman's Base Rate Apprentice – Second Year (2^{nd}) – 75% of Journeyman's Base Rate Apprentice – Third Year (3^{rd}) – 85% of Journeyman's Base Rate Apprentice – Fourth Year (4^{th}) – 95% of Journeyman's Base Rate

Section 4 - Remove second sentence.

Section 6 – Update contribution rate from (0.16) to (1.00). And change the name of the Fund to The Statewide Carpenters and Millwrights Joint Apprenticeship and Training Fund.

Article XVI - Termination

FIVE-YEAR AGREEMENT (JUNE 1, 2021 THROUGH MAY 31, 2026)

Update all dates, names and contact information throughout the contract:

Agreed to by:

Thomas D. Lutz, Executive Secretary/Treasurer

Date

MI Regional Council of Carpenters

Michael A. Nystrom, Executive Vice President/Secretary

MI Infrastructure & Transportation Association (MITA)

Date

4-29-21