

BEFORE THE JOINT ARBITRATION BOARD
OF THE
PLUMBING CONTRACTORS' ASSOCIATION
OF CHICAGO AND COOK COUNTY
AND
CHICAGO JOURNEYMEN PLUMBERS'
LOCAL UNION 130, U.A.

IN THE MATTER OF:

Encotech Construction Services, Inc.

DECISION AND AWARD

After receipt of a Grievance concerning violation of the Collective Bargaining Agreement by Encotech Construction Services, Inc. (hereinafter "Employer") and after notice to all parties, on March 27, 2009, all parties were permitted to appear and present any and all evidence relevant to the charges at a hearing before the Joint Arbitration Board, as a result of which the Joint Arbitration Board finds:

1. Employer has failed to comply with the obligations imposed by Section 6.8 of the Collective Bargaining Agreement.

2. Liquidated damages in the amount of \$25,000 are awarded to Plumbers' Pension Fund, Local 130, U.A. and Plumbers' Welfare Fund, Local 130, U.A., payable to said Funds, if, and only if, Employer fails to provide Union with a bond or bank letter of credit, in the form required by Section 6.8, or to otherwise comply with Section 6.8, not later than the 30th day after the date of this Decision And Award is signed.

3. Employer is instructed to cease and desist from violating the Collective Bargaining Agreement in any like or similar manner.

It is further ORDERED that if the Employer does not pay the amounts found due within 30 days after the date this Decision And Award is signed, the Employer shall pay and reimburse the Funds and/or the Union all costs, fees, and expenses incurred by either of them in enforcing this DECISION AND AWARD, including, but not limited to, audit fees, attorneys' fees, and court costs.

JOINT ARBITRATION BOARD

BY: Kevin C. Sherlock
Kevin C. Sherlock
Secretary

Signed at Chicago, Illinois, this 6th day of April, 2009

Exhibit B