

HEARTLAND REGIONAL COUNCIL OF CARPENTERS

218 First Avenue, Sterling, IL 61081-9933

DAN O'CONNELL
Business Manager
Secretary-Treasurer



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Memorandum Of Agreement

THIS AGREEMENT IS ENTERED INTO BETWEEN HEARTLAND REGIONAL COUNCIL OF CARPENTERS: hereinafter referred to as the "Union" and the COMPANY, hereinafter referred to as the "Employer," covering the geographical jurisdiction of: Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, La Salle, Lee, Marshall, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago counties of Illinois; the entire state of Iowa, the entire state of Nebraska and Union County, South Dakota. The Employer and the Union do hereby agree as follows:

Please type or print the following information, using the legal entity for the company name:	
Company:	CCS Construction, LLC
Address:	310 E. Avon Street
City:	Rockford
State:	IL
Zip:	61102
Phone (815)	963-6236
Fax (815)	963-1002

- The Employer agrees and is satisfied that the UNION is supported by a majority of the employees of the Employer presently working within the territorial and occupational jurisdiction of the Union.
- The Employer recognizes the Union as the sole and exclusive bargaining agent for and on behalf of the employees of the Employer working within the territorial and occupational jurisdiction of the Union.
- The Employer agrees to be bound by the terms of the various Trust Agreements in which contributions are required to be made under the Agreements referred to in this Memorandum of Agreement heretofore, and includes all rules and regulations adopted by the Trustees thereof, and agrees to make prompt payments of the per hour contributions with respect to each such Trust Fund.
- The Employer and the Union do hereby incorporate by reference and agree to be bound through their respective expiration dates by each of the area Agreements negotiated between subordinate bodies of the United Brotherhood of Carpenters & Joiners of America, specifically the Heartland Regional Council of Carpenters and various Employers and Employer Associations in the states of Illinois, Iowa, Nebraska, and South Dakota which, on the effective date of this Agreement, make up the geographic jurisdiction of the Heartland Regional Council of Carpenters.
- Further, the Employer and the Union hereby agree to be bound by Agreements negotiated between the Heartland Regional Council of Carpenters and various Employers and Employer Associations for the period beginning with the execution date of this Memorandum and ending on the expiration date of any successor Agreements thereto from time to time hereafter unless the Employer gives written notice by certified mail to the Heartland Regional Council of a desire to amend or terminate this Memorandum of Agreement at least three (3) calendar months prior to the expiration date of the effective Local Union commercial agreement for the Local Union listed below.
- The Union reserves the right to establish a steward from the Local Union having geographical jurisdiction over the project and the Employer shall have complete mobility of manpower throughout the entire geographical jurisdiction of the Heartland Regional Council of Carpenters as listed above.

IN WITNESS WHEREOF, the parties have executed this Agreement on Dec 13, 1998.

For the Above Named Employer
[Signature]
Signature
Kerry D Knodle, CEO
Please Print or Type Name and Title Above

HEARTLAND REGIONAL COUNCIL OF CARPENTERS
[Signature]
Signature
Thomas P. Lembari 792
Please Print or Type Name and Title Above Local Union

REQUIRED INFORMATION - PLEASE COMPLETE

Note-Please attach worker comp and bonding certificates, or mail to Union within 10 days

Workers Comp Insurance Agency(local):	Spectrum Insurance Agency	Phone (815) 229-4040
Bonding Agency(local):	Spectrum Insurance Agency	Phone (815) 229-4040
Federal Identification Number:	36-4330740	
Contractor Registration Number:		State:

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