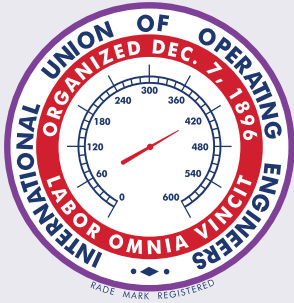


PROUD TO BE AN OPERATING ENGINEER



INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 103 NEWS

VOLUME XXXIV, NO. 1



JANUARY, 2022

Business Manager's Report

By JOHN D. BALLARD, President & Business Manager



To the hardworking members of Local 103, Merry Christmas and Happy New Year. From the staff and also, the officers of your Union, we wish you and your family a safe and healthy holiday season. Every year I sit down and can't believe it is the end of another year, but here we are. It's like yesterday we were kicking off the work season. I want thank every member for all the hard work and dedication put into this past year, your dedication is what drives our industry. Think of all the jobs and the progress you men and women of Local 103 produced this year, it is remarkable what can be accomplished with the productive mindset that we show up to work with. I always say, 103 Operators don't leave the house in the morning to do a bad job, we show to work every day to do the best we can, if they will let us do our jobs.

As much work as we have had over the last couple of years, the workload for next year looks to be just as good.

With a lot of carry-over from this past year, to a lot of projects to start next year. Just in time for Christmas, we finally got an infrastructure bill. The Infrastructure Investment and Jobs Act has finally been passed and signed into place with bipartisan support in the last month. This legislation will now provide historic funding for our nation's infrastructure repairing roads, bridges and more while improving productivity, growing the economy and creating good paying jobs at a level I don't think any of us have seen. With the investment Indiana has already made over the last few years in our state budget, and then add the historic federal funding on top of that, our future looks quite bright. So be ready for a few more good work seasons, so keep up your training. The Apprenticeship and Training Program is a resource for all of our members that will assist with adapting and growing. We are always looking for new information and better ways to help our members get what they need to stay competitive, productive, and safe in heavy construction.

I want all of our members to know that myself, along with all of our officers, have been opposed to any mandatory vaccination imposed upon our membership. Although I and nearly all of our staff have been vaccinated, we feel it is a decision that should be made by the individual member as to whether to receive the vaccination or not. Over the past year we have met with and talked with employer groups about

issues around Covid and the challenges adversely affecting our industry. We have been clear we are not in favor of a mandate. We are relieved to find they are not pushing that issue. Many of our employers shared the same viewpoint of individual rights when comes down to it. What they are concerned about are private companies and healthcare facilities requiring anyone entering their property to be vaccinated. That may present a problem, because while we as a union, have a voice to the terms and conditions of employment for our members because of our labor agreements with our employers, unfortunately, we have no say whatsoever about the terms and conditions that someone establishes on their own property. Anyone who has worked at a powerhouse or utility right of way can attest to that. The fear many of our employers have is that some of these owners are imposing

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I.U.O.E. LOCAL 103 MEETING DATES

General Membership:

Friday, January 28, 2022 - 7:00 PM

District 1:

Friday, January 21, 2022 - 7:00 PM

District 2:

Thursday, January 13, 2022 - 7:00 PM

District 3:

Tuesday, January 18, 2022 - 7:00 PM

LOCAL 103 NEWS

JANUARY 2022

This is an official publication of IUOE Local 103 News, published semi-annually solely for the education, betterment, and benefit of the membership of the Local Union. All communications must be addressed to the editor.

INDIANAPOLIS OFFICE

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Rec. Cor. Sec./Bus. Rep Stephen Scott
Fin. Sec./Bus. Rep Wade Sparks
Bus. Rep Don Malston
Organizer Dalton Mckinley
Organizer Jason Causbie
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Office Sec Becky Jones

FORT WAYNE OFFICE

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Bus. Rep Bob Doult
Organizer Mike Jackson
Office Sec Joshua Smart
Bookkeeper Troy Smart

KOKOMO OFFICE

107 N. Buckeye St., Kokomo, IN 46901
Phone: (765) 459-4189 Fax: (765) 452-6975
Bus. Rep Cory Lodge
Bus. Rep Joe Hayden
Office Sec Judy Hendricks

APPRENTICESHIP & TRAINING SITE

4277 East CR 67, Anderson, IN 46017
Phone: (765) 378-0013 Fax: (765) 378-4805
Adm. Mgr James "Randy" Ratican
Adm. Asst Tammy Staimpel
Secretary Stephanie Bagienski

MEMBERSHIP MEETINGS

INDIANAPOLIS

District No. 1, Fourth (4th) Friday Quarterly
7:00 p.m. 6814 East 21st St., Indianapolis,
Indiana

FORT WAYNE

District No. 2, Second (2nd) Thursday
Quarterly 7:00 p.m. 2080 Lincolnway Ct.,
Fort Wayne, Indiana

KOKOMO

District No. 3, Third (3rd) Tuesday Quarterly
7:00 p.m. 107 N. Buckeye St., Kokomo, Indiana

**OPERATING ENGINEERS LOCAL 103
DIRECTORY OF OFFICERS**

President & Bus. Mgr John D. Ballard
Vice-President Brian Bramer
Rec. - Corr. Sec Stephen Scott
Financial Sec Wade Sparks
Treasurer Jim Harrison
Trustees Michael Banks
Lemont Johnson
Michael R. Craft
Auditors Craig Tyler
John M. Jones
Brian K. Scott
Conductor Ricky Collins, Jr.
Guard Brian Runion

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this rule to jobs they already have, with a crew already assigned to the project. Odds are going to be pretty good that any number of the tradesmen on that crew may not be vaccinated. Or one of our signatory contractors submit a low bid and are awarded a project only to have difficulties drawing from the company's core group of skilled tradesmen eligible to come on-site and perform the work. These are all serious and legitimate concerns for our members and the employers in our industry. All these issues present unique challenges and we all must work together to make sure we

do not lose this work and risk shrinking our market share. Let's get this pandemic behind us, there is an incredible infrastructure bill that just passed, so we are going to have too much work to do and no time to get sick.

Looking forward to a busy 2022, please stay safe in your travels. Take care of your family, and enjoy the holiday season. Don't forget to update your beneficiary information if needed. As always, I am proud to work for you, Local 103. United We Stand, Divided We Fall

Retirees Club

District 1

Dist.1 retirees meetings are the second Wednesday of every month. Spouses are welcome to attend. If you have any questions, please call the Union Hall. (Retirees meetings are held in Spring/Summer months.)

District 2

The District 2 Retirees Club meets the second Wednesday of every month at 8:30 A.M. at: **Rich's Cafe**
3411 Lower Huntington Rd
Fort Wayne, IN 46809
If you have any questions regarding the District 2 Retirees Club, contact Charlie Acheson at (260) 625-4257.

Visit our website at www.iuoe103.com

Apprenticeship & Training Report

We are in our first week of classes here at the Training Center. This week we are hosting IVY Tech Personal Finance class for the 1st year apprentices and Human Relations in the Workplace for half of the 2nd year apprentices. The other half of the 2nd year apprentices are outside on equipment doing their field training. If you are an apprentice and you are still working with classes coming up, please call your Business Agent to get a replacement for that week of training.

This year we accepted 74 new apprentices into the program. We now have total of 194 apprentices in the program. We are expanding on record numbers of apprentices every year. I think with the current and projected work load it is safe to say that next year will be another record year for new apprentices.

NCCCO has made more changes to its application process for practical and written exams. NCCCO now requires all test applications must be done online at NCCCO.org. If you want to sign up for the written exams you will need my name: James R. Ratican and the address here at the training site (4277 E CR 67, Anderson, IN 46017) and the site registration number. Please call the Training Site at 765-378-0013 to get the test site number for the test date you want as every test date has a different registration number. Practical Exams are also online only. You will again need to go to NCCCO.org and click on "Apply for CCO Practical Test." You will complete all information required. When you have completed the application and made your payment you will receive an email with your authorization code to test. You will bring that code on test day for us to verify on your candidate score sheet. NCCCO has also changed the length of

all recertification written exams. Any written exam, recertification or initial will be the same full-length exams. NCCCO made this change effective for any written exam after December 1, 2021. Please keep in mind once you have completed your testing and have confirmation of passing score, please forward those results to the training site and you will be reimbursed. If you have any questions regarding these changes or need help getting registered, please call us at 765-378-0013.

We ordered a new Manitowoc MLC 80-ton crawler back at the end of April. We finally take possession of the new crane this week on December 4, 2021. We ordered the crane with 150 feet of main boom and 60 feet of jib. We will also be using it for NCCCO testing with 111 feet of boom. Members can still test on the 108 Linkbelt 50-ton crawler with 90 feet of main boom. We are very excited to be able to offer

these tools for training to our membership here in Local 103!

In closing all of us here at the Apprenticeship Program, we want to wish all of our members a Merry Christmas and Prosperous New Year.

Regards,
James "Randy" Ratican
Administrative Manager



**The New
Manitowoc
MLC-80A-1
is ready for
training here
at the Training
Site.**



**Pouring
NCCCO testing
pad for new
Manitowoc**

Officers & Representatives Report

DISTRICT No. 1

By **BRIAN BRAMER**
Vice President/Business Representative

As we look forward to the 2022 construction season, I hope everybody had a great holiday season. The work in the eastern part of District #1 this upcoming season looks to be very good. Milestone has the work on US 27 in Richmond. There is going to be some good work at the Richmond landfill. Bowen Engineering has the work at the wastewater treatment plant in Cambridge City. Beaty Construction has several bridges in a couple of different counties.

The upcoming letting for the state work looks to be very good for several years. All the pits and quarries are very busy, most of them won't have a winter layoff. Asphalt work looks to be very good also with some work to start up in the spring, left over from the previous year; that's good start up work. The

Distribution work throughout the Local looks to be pretty steady. As the winter months are here, take advantage of the Apprenticeship and Training Site to upgrade all your certifications.

At this time, I would like to thank Jim Harrison for all his hard work and dedication to Local 103 and wish him many happy years of retirement. In closing, I hope everybody have a safe and prosperous new year and see you at the upcoming meetings.

DISTRICT No. 1

By **STEPHEN SCOTT**
Recording Corresponding Secretary/Business Representative

2021 has flew by with another record year, 2022 looks to be much more of the same. Numerous contractors are booked through the middle of 2022 and still bidding work. The private work looks to be holding strong. One contractor has said they were told by one developer that they have 20 housing ad-

ditions next year. Another contractor is already bidding a double-digit number of box buildings for 2022. Mt. Comfort has seen a dozen box buildings go up this year, not to mention the infrastructure work to accommodate them by Milestone and Calumet.

The road work looks to sustain for the foreseeable future with the passing of the new infrastructure bill. New projects like the Clear Path 465/I-69, Purple Line, and I-70 will be kicking off in 2022. There is still plenty of carry over work to get us through the winter and spring. Superior has roughly 60 operators working on the south split, that should wrap up in November. Indiana Excavating has the Hancock Hospital and numerous housing additions. Poindexter is working on several box buildings through the winter. Davis Associates, Weddle Bros., and Beaty continue work at Gainbridge Fieldhouse.

Gradex is working on two box buildings in Mt. Comfort. Wilhelm is



Officers & Representatives Report

(continued from page 4)



Bill Southard working for Fox at 37 & 131st St. in Fishers.

working on a WWTP in Greenfield as well as trying to wrap up the CJC. Milestone is patching on I-74. The Tunnel Project sites still have a few years left. Bowen has numerous sites along Fall Creek. Midwest Mole and Atlas are doing pipe work at the State Fair Grounds. White Construction is working on Southeastern Ave. in front of the CJC. Fox and Indy Steel are working on a smaller building as apart of the CJC. The work is everywhere and looks like it's here to stay. Thanks to all the members of Local 103 for another great year. Merry Christmas and Happy New Year.

DISTRICT No. 1 **By WADE SPARKS** *Financial Secretary/Business Representative*

Another busy summer has passed by and spring will be here before we know it. Local 103 will be busy again this year. We will be needing crane hands that can drive piling. GPS dozer and excavator work has let up a little due to winter but we have a lot of work on the books for the next 5 years.

FA Wilhelm has a lot of work in town; they have 2 parking garage jobs and IU Health Hospital, a \$1 billion job, which is a 4-year project. Elanco

Project is at the old GM Bus Stamping Plant which is a \$135.1 million job, scheduled to start in 2022. The 69 expansion from Johnson County to 465 is rolling.

Crider & Crider and Rieth-Riley are working on the south end with E & B Paving working on the bridges. Milestone and Walsh are working on the north end. Milestone is running wide open and Walsh is just getting fired-up. Walsh has 44 bridges to build and a road and new lanes on 465 from Kentucky Avenue to I-65 on both sides. Bowen is working on 2 big pipe jobs, one downtown and one in Greenwood.

Officers & Representatives Report

(continued from page 5)

Alberici is still at FedEx with a lot more work coming up. Fox has work at FedEx too. Walsh will be working on the new runway replacement this year at the airport. Gradex and Poindexter are still working on their box jobs with more to come. The asphalt plants are working on winter maintenance. The crane barns are staying busy. The tunnel job is still running 3 shifts. I hope everyone has a safe and prosperous year.

DISTRICT No. 1

By DON MALSTON

Business Representative

As Christmas approaches, I hope that everyone has had a successful and prosperous year. Work in Hamilton County has been very busy with the reconstruction of 37. Rieth-Riley and Force are working at 146th and 37 with Fox and Beaty at 131st and 37; both will have work to carry them over to next year. Thieneman is working in the

same area mucking out a 10-acre pond and filling it in, so Gradex can move in and build a building pad and do site work for a box building at 126th and Parkside Drive.

Atlas is at Keystone and Smokey Row Road doing site work for an apartment complex. Gradex is at Chatham Hills doing site work for a housing addition with multiple sections to carry them over to next year. They also have site work at 32 and Mule Barn Road for a concrete batch plant for IMI and 2 round-a-bouts they are doing next spring with E & B Paving at 191st and Grassy Branch and 161st and S Union Street.

HIS has started the work at 31 and 236th for a complete reconstruction of the intersection putting a bridge with round-a-bouts. Milestone is finishing up a round-a-bout at 169th and Springmill. Geeding Construction is putting in a new substation and Foltz Welding is replacing valves in a few locations.

In Madison County, JG Case is working in Alexandria replacing curbs and sidewalks with E & B milling and resurfacing city streets in Alexandria and Anderson. F.A. Wilhelm has a small job at the Amory in Alexandria. Gradex is doing site work at Interstate Warehouse in Anderson to enlarge the existing building.

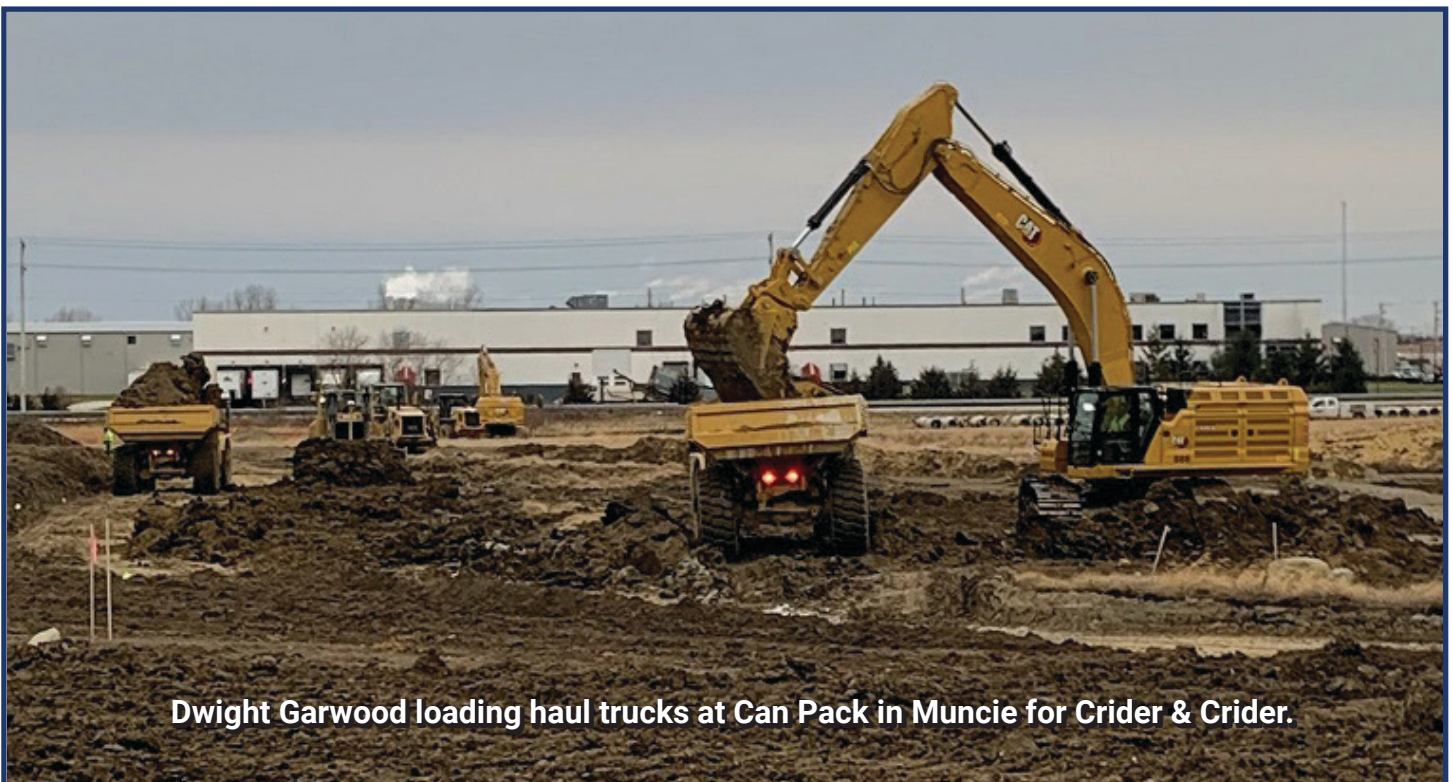
FORT WAYNE DISTRICT No. 2

By JIM HARRISON

Treasurer/Business Representative

With the 2021 season in the rear-view mirror, I hope all Local 103 members are getting to catch up on some much-needed quality time with their loved ones.

It has come that time, the snow is setting in and most of the jobs are wrapping up for the season. I would like to start by saying what an amazing job Local 103 members have done to rally around the ever-changing demands and



Dwight Garwood loading haul trucks at Can Pack in Muncie for Crider & Crider.

Officers & Representatives Report

(continued from page 6)



Local #103 Operators working at the Pearl River storage project for Bowen in Lafayette.

challenges that were placed on us. Fox and Fleming have had the lion's share of the housing developments in Dist. #2 northern counties with Brooks having the challenge to curb stone and asphalt for most of them. Bunn has wrapped up the new Meijer store and is beginning to break ground on the new Riverfront at Promenade Park mixed use building downtown near the ice rink. Fleming is working on placing 14,000 linear foot of pipe in Huntertown and E&B had a great year with placing roughly 340,000 tons of asphalt and over 2,300 cu. yds. of concrete. Brooks has paved 650,000 tons of asphalt and placed over 500,000 tons of stone.

Let's get straight to the numbers to date for the 2022 season. The City of Fort Wayne has announced a record

breaking \$38.5 million investment with \$29.1 million in road and bridge projects, \$6 million in sidewalks and alley projects and \$3.4 million in trail projects. The town of Huntington is bidding a \$25 million sewer separation project with a \$12 million water treatment plant in the planning phases for the town of Andrews. INDOT has multiple projects being bid throughout the five counties. The five northern counties of Dist. # 2 have been very successful in claiming some of Community Crossings grant mon-



Apprentice Camron Winfrey digging in trench box class.

Officers & Representatives Report

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**Victor Gonzales
working for Kokosing
at the Oakdale Dam.**

DISTRICT No. 2 By BOB DOUTT *Business Representative*

Work in the southern counties of District 2 has been fair this season. Atlas Crane is at the Headwaters wind farm, phase one, in Randolph County doing blade replacements. They will probably be there until at least March to finish up. Crider and Crider is working on the Can Pack project off of Highway 32 and Cowan Rd., on the south side of Muncie. The 650,000 square foot building pad is complete; they still have parking lots and utilities to complete.

Indiana Earthworks is finishing up the restoration on phase two at the Headwaters wind farm. E&B is doing the paving on the county roads at Headwaters phase two. Michels is at various locations in Muncie doing distribution utility work. Bowen is still working on the Muncie utility package at various locations in Muncie.

Thieneman is wrapping up work at the Yorktown waste water treatment

ies with the sums of over \$ 9 million.

Here are a few of the highlighted projects to date for the 2022 Season:

- Brooks – remaining I-69 from US 20 to Michigan line, 2nd phase of Landin Rd, Union Chapel round-a-bout
- E & B Paving – SR 105 and SR 101, 2 Allen County highway packages, SR 8 thru Auburn
- Milestone – Ludwig Rd relocation, I-69 Coldwater Rd interchange modification, Bass Rd
- RL McCoy – US 3, US 27, Spyrun Creek
- F A Wilhelm - Promenade Park Mixed use building
- Fleming- Phase 3 of the Bass Rd. project, Providence Place, Acadia Health

With the 2022 season coming up quickly, I encourage you to take advantage of all that the Local 103 training facility offers, not only on-site equipment, but in the winter months they also have a vast amount of specialty equipment that our union contractors

utilize during the season. Thanks to all the members, retirees and apprentices that made this a safe and successful year. Be safe and enjoy the Holiday season.



**Jason Scott, Larry
Minard, Rich Ailor and
Jason Reynolds working
for Dennis Trucking.**

Officers & Representatives Report

(continued from page 8)



New Manitowoc MLC 80 arriving at the training site.

plant. HIS is finishing up work at the Portland airport extension and Milestone will be doing the asphalt in the spring. Fox is finishing up the Highway 3 project in Hartford City and E&B is doing the asphalt. Kokosing is

installing two miles of water main on the east side of Berne in Adams County and should be completed by the first of February.

Fleming is finishing up the County Road 150 project on the west side of

Berne. Fleming also has housing additions in Decatur, Bluffton and Markle with site and utility work at all three. Fox is at the GM plant installing temporary parking lots to store trucks; there will be five total lots on site when complete. Work in 2022 is looking very good. Thank you, and I hope you all have a safe and Happy Holidays.

KOKOMO DISTRICT No. 3 **By JOE HAYDEN** *Business Representative*

Happy Holidays brothers and sisters. This year we crossed another milestone, December 7, 2021, marks the 125th anniversary of the International Union of Operating Engineers!

Work in western District 3 was busy this season, even with the shortage of materials. We had 5 housing additions this summer, a pipeline project, a windfarm project, a good-sized regulated drain project, for Tippecanoe County. Also, a couple total



New Castle Career Center visiting the Training Site.



Local #103 Operators working for Milestone on I-69.

In Memoriam

Our sincere sympathies go to the bereaved families as we share with them the loss of these good friends and brother members of Local 103.

NAME	REGISTER #	DATE OF DEATH	Dist
<i>Herman Beason</i>	739128	8/15/2020	1
<i>Frank Stewart</i>	2079670	4/30/2021	2
<i>Donald Charles</i>	1545164	6/4/2021	1
<i>Curtis Hite</i>	2240850	6/13/2021	3
<i>Jeffery Gabbard</i>	2231468	7/10/2021	1
<i>Gordon Bolinger</i>	1345988	7/26/2021	3
<i>Jarynd Yeater</i>	4130882	8/7/2021	2
<i>Gene Petrosky</i>	2054452	8/14/2021	1
<i>Fred Cheesman</i>	661638	9/4/2021	1
<i>Jack Carroll</i>	2206444	9/12/2021	1
<i>Kevin Gollither</i>	4293256	9/15/2021	1
<i>Swayne Hauri</i>	2616197	10/27/2021	1
<i>Jason Orlopp</i>	4293248	10/27/2021	1
<i>Cesar Caldera-Sifuentes</i>	4185044	11/3/2021	1
<i>Franklin Holt</i>	1473665	11/10/2021	1
<i>John Hilkene</i>	1148887	11/20/2021	1
<i>Ronald Sparks</i>	1184188	11/23/2021	1
<i>Todd Castle</i>	2263416	11/30/2021	3

reconstruct projects which include, Lindberg Road, portions of State Road(s) 26 and 28, both are open until Spring. Travels through Frankfort is limited, as work continues this winter. We have work at both landfills continuing, along with work at Norway and Oakdale Dams.

Building projects will continue through the winter. The Crossroads windfarm has wrapped up until spring with little reclamation work to finish in the spring. We have several brothers and sisters in Wolcott working the blade

Semi-Annual Auditors & Trustees Meeting

**Tuesday, January 25, 2022
7:00 P.M.**

**Dist. 1 Union Hall
6814 E. 21st St.
Indianapolis, IN**

repair project at the off - load yard in Wolcott. The project is projected to last until December of 2022. Bridge work will continue on I-65 as well as over the Monon Creek.

Work to begin the 2022 season; will be the next phase of St Rd 26 and St Rd 28, along with Teal Road, all are total reconstruct projects. Also, there are 3 bridge jobs to start and 4 more housing additions as soon as materials are available.

At this time, the INDOT lettings for December on, have yet to post. With the trillion - dollar infrastructure bill that has been approved; that will only add to the upcoming season(s). Don't forget to register for classes at the training site or take advantage of the satellite classes that are offered at each of our district halls. I want to wish everyone safe travels this holiday season.

DISTRICT No. 3 **By CORY LODGE** *Business Representative*

Hope everyone had a good and safe season. Once again, the eastern part of District 3 was very busy and even though the end of season slowdown has begun, there is still a lot continuing.

The work at the Stellantis (Chrysler) Kokomo Engine Plant is still on going with Shook, Walbridge, and Bolt doing work. The KTP and KCP plant(s) also have some work, with Shook doing that. Stellantis is talking about 2 more big projects to come, however, that has yet to be fully disclosed. If they do that, it would be good long term.

The WSP plant in Logansport is still on going with F. A. Wilhelm trying to wrap up and Sterling Boiler and Tron mechanical still keeping our members busy with crane work.

HRP is doing water main work in the Clymers area and there is still a lot

to do on that project. Bunn Excavating is still working on the new hospital (Marion Health Network) project in Gas City, and R. H. Marlin setting the steel.

E & L is getting toward the end of a good concrete driveway project around the dock areas at the GM Marion plant. Gradex is still on going with the US 31 bridge over the R R project in Tipton Co.

Minnesota Limited is still working a station project for NIPSCO in Kokomo. NPL still has distribution work in Kokomo, but are currently on a scale back seasonal break. Latest word on the Kokosing Waste Water Plant project is that it should resume as well.

If the upcoming year goes with the current trend and what a lot of the contractors are saying, 2022 will be just as busy if not busier than 2021! I hope everyone stays safe, healthy and has a great 2022 upcoming season.

MEMBER BENEFITS

Mid Central Operating Engineers H&W Fund

P.O. Box 9605
Terre Haute, IN 47808-9605

Member accounts can be
viewed at www.midcentral.org

Benefits & Claims:

1-877-299-3699

Bookkeeping:

1-877-299-7099

Central Pension Fund

4115 Chesapeake Street, N.W.
Washington, D.C. 20036
Phone: 1-202-362-1000

REMINDER TO 103 MEMBERS, 103R MEMBERS AND ALL NON-RETIRED MEMBERS OR RETIRED MEMBERS 62 YEARS OF AGE OR YOUNGER

The 2022 Hardship Fund Assessment of \$50.00, which is considered part of your dues obligation is due with your 3rd quarter 2022 union dues payment.



**OPERATING ENGINEERS
Local 103**
6814 East 21st Street
Indianapolis, IN 46219

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RETURN SERVICE REQUESTED

Please inform your district office of
new addresses and phone numbers!

IUOE LOCAL 103 CONSTRUCTION AGREEMENT RATES Effective April 1, 2021

HIGHWAY, HEAVY RAILROAD AND UTILITY CONSTRUCTION AGREEMENT

Effective April 1, 2021

Group	Rate	H & W	Pension	Training	ICIAF	SAT	Gross
I	\$37.75	\$10.10	\$9.15	\$0.75	\$0.13	\$0.08	\$57.96
II	\$36.03	\$10.10	\$9.15	\$0.75	\$0.13	\$0.08	\$56.24
III	\$35.11	\$10.10	\$9.15	\$0.75	\$0.13	\$0.08	\$55.32
IV	\$33.61	\$10.10	\$9.15	\$0.75	\$0.13	\$0.08	\$53.82
CCO Cert.	\$38.50	\$10.10	\$9.15	\$0.75	\$0.13	\$0.08	\$58.71

ZONE 1 BUILDING AGREEMENT

COVERING THE COUNTIES OF:

Covering the Counties of: Blackford, Henry, Randolph, Delaware, Jay, Rush, Fayette, Johnson, Shelby, Hamilton, Madison, Union, Hancock, Marion, Wayne

Group	Rate	H & W	Pension	Training	CIPC	CAPCI	IUCSAT	Gross
I	\$37.08	\$10.10	\$9.10	\$0.55	\$0.06	\$0.07	\$0.08	\$57.04
II	\$36.13	\$10.10	\$9.10	\$0.55	\$0.06	\$0.07	\$0.08	\$56.09
III	\$32.08	\$10.10	\$9.10	\$0.55	\$0.06	\$0.07	\$0.08	\$52.04
IV	\$28.38	\$10.10	\$9.10	\$0.55	\$0.06	\$0.07	\$0.08	\$48.34
CCO Cert.	\$38.33	\$10.10	\$9.10	\$0.55	\$0.06	\$0.07	\$0.08	\$58.29

*** Effective April 1, 2018, CIPC becomes EMPLOYER OPTIONAL*

ZONE 2 BUILDING AGREEMENT

COVERING THE COUNTIES OF:

Adams, Huntington, Whitley, Allen, Steuben, DeKalb, Wells

Group	Rate	H & W	Pension	Training	IUCSAT	Gross
I	\$35.55	\$10.10	\$9.70	\$0.55	\$0.08	\$55.98
II	\$34.60	\$10.10	\$9.70	\$0.55	\$0.08	\$55.03
III	\$31.60	\$10.10	\$9.70	\$0.55	\$0.08	\$52.03
IV	\$28.10	\$10.10	\$9.70	\$0.55	\$0.08	\$48.53
CCO Cert.	\$36.80	\$10.10	\$9.70	\$0.55	\$0.08	\$57.23

ZONE 3 BUILDING AGREEMENT

COVERING THE COUNTIES OF:

Benton, Grant, Tipton, Carroll, Howard, Wabash, Cass, Miami, White, Clinton, Tippecanoe

Group	Rate	H & W	Pension	Training	CIPC	CAPCI	IUCSAT	Gross
I	\$35.30	\$10.10	\$10.35	\$0.55	\$0.06	\$0.07	\$0.08	\$56.51
II	\$32.30	\$10.10	\$10.35	\$0.55	\$0.06	\$0.07	\$0.08	\$53.51
III	\$30.73	\$10.10	\$10.35	\$0.55	\$0.06	\$0.07	\$0.08	\$51.94
IV	\$27.03	\$10.10	\$10.35	\$0.55	\$0.06	\$0.07	\$0.08	\$48.24
CCO Cert.	\$36.55	\$10.10	\$10.35	\$0.55	\$0.06	\$0.07	\$0.08	\$57.76

***Effective April, 1, 2018, CIPC becomes EMPLOYER OPTIONAL*

DISTRIBUTION AGREEMENT

Group	Rate	H & W	Pension	Gross
I	\$29.68	\$10.10	\$7.45	\$47.23
II	\$26.43	\$10.10	\$7.45	\$43.98