

| Effective Date | County | Trade Title | Region | Type | Class | Base Wage | Foreman Wage | OT M-F | OT Sa | OT Su | OT Hol | H/W | Pension | Vacation | Training | Other Fringe Benefit |
|----------------|--------|----------------------|--------|------|-------|-----------|--------------|--------|-------|-------|--------|------|---------|----------|----------|----------------------|
| 10/26/2018 | Kane | ASBESTOS ABT-GEN | All | ALL | | 42.72 | 43.72 | 1.5 | 1.5 | 2 | 2 | 13.8 | 13.7 | 0 | 0.72 | 0 |
| 11/5/2018 | Kane | ASBESTOS ABT-MEC | All | BLD | | 37.88 | 40.38 | 1.5 | 1.5 | 2 | 2 | 12.9 | 11.82 | 0 | 0.72 | 0 |
| 8/15/2018 | Kane | BOILERMAKER | All | BLD | | 49.46 | 53.91 | 2 | 2 | 2 | 2 | 6.97 | 20.41 | 0 | 0.4 | 0 |
| 8/15/2018 | Kane | BRICK MASON | All | BLD | | 46.19 | 50.81 | 1.5 | 1.5 | 2 | 2 | 10.7 | 17.92 | 0 | 0.92 | 0 |
| 12/14/2018 | Kane | CARPENTER | All | ALL | | 47.35 | 49.35 | 1.5 | 1.5 | 2 | 2 | 11.8 | 20.42 | 0 | 0.63 | 0 |
| 8/15/2018 | Kane | CEMENT MASON | All | ALL | | 45.25 | 47.25 | 2 | 1.5 | 2 | 2 | 14.3 | 17.03 | 1 | 1.2 | 0.26 |
| 8/15/2018 | Kane | CERAMIC TILE FNSHER | All | BLD | | 39.56 | 39.56 | 1.5 | 1.5 | 2 | 2 | 10.8 | 12.02 | 0 | 0.77 | 0 |
| 11/5/2018 | Kane | COMMUNICATION TECH | N | BLD | | 39.24 | 41.64 | 1.5 | 1.5 | 2 | 2 | 13 | 12.71 | 0 | 0.69 | 0 |
| 8/15/2018 | Kane | COMMUNICATION TECH | S | BLD | | 40.15 | | 1.5 | 1.5 | 2 | 2 | 4.42 | 1.21 | 3.1 | 4.35 | 11.08 |
| 10/26/2018 | Kane | ELECTRIC PWR EQMT OP | All | ALL | | 42.59 | 57.95 | 1.5 | 1.5 | 2 | 2 | 5.75 | 13.21 | 0 | 0.75 | 0 |
| 8/15/2018 | Kane | ELECTRIC PWR EQMT OP | ALL | HWY | | 41.45 | 56.38 | 1.5 | 1.5 | 2 | 2 | 5.5 | 12.87 | 0 | 0.73 | |
| 10/26/2018 | Kane | ELECTRIC PWR GRNDMAN | All | ALL | | 32.86 | 57.95 | 1.5 | 1.5 | 2 | 2 | 5.75 | 15.85 | 0 | 0.9 | 0 |
| 8/15/2018 | Kane | ELECTRIC PWR GRNDMAN | ALL | HWY | | 32 | 56.38 | 1.5 | 1.5 | 2 | 2 | 5.5 | 9.92 | 0 | 0.66 | |
| 12/21/2018 | Kane | ELECTRIC PWR LINEMAN | All | ALL | | 51.06 | 57.95 | 1.5 | 1.5 | 2 | 2 | 5.75 | 15.85 | 0 | 0.9 | 0 |
| 8/15/2018 | Kane | ELECTRIC PWR LINEMAN | ALL | HWY | | 49.67 | 56.38 | 1.5 | 1.5 | 2 | 2 | 5.5 | 15.4 | 0 | 0.88 | |
| 8/15/2018 | Kane | ELECTRIC PWR TRK DRV | All | ALL | | 34.03 | 57.95 | 1.5 | 1.5 | 2 | 2 | 5.75 | 10.55 | 0 | 0.6 | 0 |
| 8/15/2018 | Kane | ELECTRIC PWR TRK DRV | ALL | HWY | | 33.14 | 56.38 | 1.5 | 1.5 | 2 | 2 | 5.5 | 10.29 | 0 | 0.59 | |
| 11/5/2018 | Kane | ELECTRICIAN | N | ALL | | 48.64 | 53.04 | 1.5 | 1.5 | 2 | 2 | 14.9 | 16.69 | 0 | 0.97 | 0 |
| 10/26/2018 | Kane | ELECTRICIAN | S | BLD | | 47.72 | 51.97 | 1.5 | 1.5 | 2 | 2 | 17.4 | 14.55 | 0 | 1.67 | 0 |
| 8/15/2018 | Kane | ELEVATOR CONSTRUCTOR | All | BLD | | 54.85 | 61.71 | 2 | 2 | 2 | 2 | 15.4 | 16.61 | 4.38 | 0.61 | 0 |
| 8/15/2018 | Kane | FENCE ERECTOR | All | ALL | | 45.56 | | 2 | 2 | 2 | 2 | 11 | 21.51 | 0 | 0.7 | 0 |
| 8/15/2018 | Kane | GLAZIER | All | BLD | | 42.45 | | 1.5 | 1.5 | 2 | 2 | 14 | 20.14 | 0 | 0.94 | 0 |
| 11/5/2018 | Kane | HT/FROST INSULATOR | All | BLD | | 50.5 | 53 | 1.5 | 1.5 | 2 | 2 | 12.9 | 13.16 | 0 | 0.72 | 0 |
| 8/15/2018 | Kane | IRON WORKER | All | ALL | | 45.84 | 50 | 2 | 2 | 2 | 2 | 11.8 | 22.9 | 0 | 0.83 | 0 |
| 8/15/2018 | Kane | LABORER | All | ALL | | 42.72 | 44.72 | 1.5 | 1.5 | 2 | 2 | 14.9 | 12.57 | 0 | 0.72 | 0.24 |
| 8/15/2018 | Kane | LATHER | All | ALL | | 47.35 | 49.35 | 1.5 | 1.5 | 2 | 2 | 11.8 | 20.42 | 0 | 0.63 | 0 |
| 8/15/2018 | Kane | MACHINIST | All | BLD | | 48.38 | 50.88 | 1.5 | 1.5 | 2 | 2 | 7.23 | 8.95 | 1.85 | 1.47 | 0 |
| 8/15/2018 | Kane | MARBLE FINISHERS | All | ALL | | 34.65 | 47.7 | 1.5 | 1.5 | 2 | 2 | 10.7 | 16.46 | 0 | 0.49 | 0 |
| 8/15/2018 | Kane | MARBLE MASON | All | BLD | | 45.43 | 49.97 | 1.5 | 1.5 | 2 | 2 | 10.7 | 17.39 | 0 | 0.61 | 0 |
| 8/15/2018 | Kane | MATERIAL TESTER I | All | ALL | | 32.72 | | 1.5 | 1.5 | 2 | 2 | 14.9 | 12.57 | 0 | 0.72 | 0 |
| 11/9/2018 | Kane | MATERIALS TESTER II | ALL | ALL | | 37.72 | 37.72 | 1.5 | 1.5 | 2 | 2 | 13.8 | 13.7 | 0 | 0.72 | 0 |
| 8/15/2018 | Kane | MILLWRIGHT | All | ALL | | 46.35 | 47.35 | 1.5 | 1.5 | 2 | 2 | 1.56 | 0.68 | 1.29 | 0.64 | 27.13 |
| 10/26/2018 | Kane | OPERATING ENGINEER | All | BLD | 1 | 51.1 | 55.1 | 2 | 2 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | BLD | 2 | 49.8 | 55.1 | 2 | 2 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | BLD | 3 | 46.25 | | 1.5 | 2 | 2 | 2 | 18.8 | 14.35 | 2 | 1.3 | 0 |
| 10/26/2018 | Kane | OPERATING ENGINEER | All | BLD | 4 | 45.5 | 55.1 | 2 | 2 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | BLD | 5 | 54.85 | 55.1 | 2 | 2 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | BLD | 6 | 52.1 | 55.1 | 2 | 2 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | BLD | 7 | 54.1 | 55.1 | 2 | 2 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | FLT | | 38 | 38 | 1.5 | 1.5 | 2 | 2 | 18.8 | 14.35 | 2 | 1.3 | 0 |

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|----------------|--------|----------------------|--------|------|-------|-----------|--------------|--------|-------|-------|--------|------|---------|----------|----------|----------------------|
| 10/26/2018 | Kane | OPERATING ENGINEER | All | HWY | 1 | 49.3 | 53.3 | 1.5 | 1.5 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 10/26/2018 | Kane | OPERATING ENGINEER | All | HWY | 2 | 48.75 | 53.3 | 1.5 | 1.5 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | HWY | 3 | 46.7 | 53.3 | 1.5 | 1.5 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | HWY | 4 | 45.3 | 53.3 | 1.5 | 1.5 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | HWY | 5 | 43.1 | 43.1 | 1.5 | 1.5 | 2 | 2 | 13.8 | 9.85 | 3.8 | 0.35 | 8.7 |
| 8/15/2018 | Kane | OPERATING ENGINEER | All | HWY | 6 | 52.3 | 53.3 | 1.5 | 1.5 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 11/9/2018 | Kane | OPERATING ENGINEER | All | HWY | 7 | 50.3 | 53.3 | 1.5 | 1.5 | 2 | 2 | 19.7 | 15.1 | 2 | 1.4 | 0 |
| 8/15/2018 | Kane | ORNAMNTL IRON WORKER | ALL | ALL | | 45.06 | 48.66 | 2 | 2 | 2 | 2 | 10.5 | 20.76 | 0 | 0.7 | |
| 8/15/2018 | Kane | PAINTER | All | ALL | | 44.18 | | 1.5 | 1.5 | 2 | 1.5 | 0 | 0 | 0 | 0 | 19.95 |
| 8/15/2018 | Kane | PAINTER SIGNS | All | BLD | | 38.2 | 43.25 | 1.5 | 1.5 | 2 | 2 | 2.6 | 3.25 | 0 | 0 | 0 |
| 8/15/2018 | Kane | PILEDRIIVER | All | ALL | | 47.35 | 49.35 | 1.5 | 1.5 | 2 | 2 | 11.8 | 20.42 | 0 | 0.63 | 0 |
| 11/16/2018 | Kane | PIPEFITTER | All | BLD | | 48.5 | 51.5 | 1.5 | 1.5 | 2 | 2 | 10.1 | 18.85 | 0 | 2.54 | 0 |
| 8/15/2018 | Kane | PLASTERER | All | BLD | | 43.25 | 45.85 | 1.5 | 1.5 | 2 | 2 | 14.3 | 16.69 | 0 | 1.35 | 0 |
| 10/26/2018 | Kane | PLUMBER | All | BLD | | 50.25 | 53.25 | 1.5 | 1.5 | 2 | 2 | 14.3 | 14.42 | 0 | 1.31 | 0 |
| 11/30/2018 | Kane | ROOFER | All | BLD | | 43.65 | 47.65 | 1.5 | 1.5 | 2 | 2 | 9.73 | 12.44 | 0 | 0.53 | 0 |
| 8/15/2018 | Kane | SHEETMETAL WORKER | All | BLD | | 48.02 | 51.02 | 1.5 | 1.5 | 2 | 2 | 10.8 | 16.19 | 0 | 1.03 | 0 |
| 8/15/2018 | Kane | SIGN HANGER | ALL | BLD | | 26.07 | 27.57 | 1.5 | 1.5 | 2 | 2 | 3.8 | 3.55 | 0 | 0 | |
| 8/15/2018 | Kane | SPRINKLER FITTER | All | BLD | | 48.1 | 50.6 | 1.5 | 1.5 | 2 | 2 | 12.8 | 13.45 | 0 | 0 | 1 |
| 8/15/2018 | Kane | STEEL ERECTOR | ALL | ALL | | 45.56 | 49.2 | 2 | 2 | 2 | 2 | 11 | 21.51 | 0 | 0.7 | |
| 8/15/2018 | Kane | STONE MASON | All | BLD | | 46.19 | 50.81 | 1.5 | 1.5 | 2 | 2 | 10.7 | 17.92 | 0 | 0.92 | 0 |
| 11/16/2018 | Kane | TERRAZZO FINISHER | All | BLD | | 41.54 | 44.54 | 1.5 | 1.5 | 2 | 2 | 10.8 | 13.71 | 0 | 0.86 | 0 |
| 11/16/2018 | Kane | TERRAZZO MASON | All | BLD | | 45.38 | 48.88 | 1.5 | 1.5 | 2 | 2 | 10.8 | 15.17 | 0 | 0.89 | 0 |
| 8/15/2018 | Kane | TILE MASON | All | BLD | | 46.49 | 50.49 | 1.5 | 1.5 | 2 | 2 | 10.8 | 14.99 | 0 | 0.9 | 0 |
| 8/15/2018 | Kane | TRAFFIC SAFETY WRKR | All | HWY | | 37 | 38.6 | 1.5 | 1.5 | 2 | 1.5 | 8.9 | 8.66 | 0 | 0.25 | 0 |
| 8/15/2018 | Kane | TRUCK DRIVER | All | ALL | 1 | 37.69 | | 1.5 | 1.5 | 2 | 2 | 10.5 | 8.5 | 0 | 0.15 | 0 |
| 8/15/2018 | Kane | TRUCK DRIVER | All | ALL | 2 | 37.76 | 38.16 | 1.5 | 1.5 | 2 | 2 | 9.08 | 11.36 | 0 | 0.15 | 0 |
| 8/15/2018 | Kane | TRUCK DRIVER | All | ALL | 3 | 36.65 | | 1.5 | 1.5 | 2 | 1.5 | 0 | 0 | 0 | 0 | 18.01 |
| 8/15/2018 | Kane | TRUCK DRIVER | All | ALL | 4 | 38.16 | | 1.5 | 1.5 | 2 | 2 | 8.9 | 11.16 | 0 | 0.5 | 0 |
| 8/15/2018 | Kane | TUCKPOINTER | All | BLD | | 46 | 47 | 1.5 | 1.5 | 2 | 2 | 8.34 | 16.81 | 0 | 0.93 | 0 |