AMENDMENT AND EXTENSION AGREEMENT

Administrative District Council 1 of Illinois of the International Union of Bricklayers and Allied Craftworkers, AFL-CIO, on the one hand ("District Council"), and the Mason Contractors Association of Greater Chicago ("MCAGC") and the Mid-America Regional Bargaining Association ("MARBA"), for themselves, for MARBA's member associations (the Chicagoland Associated General Contractors, the Illinois Road and Transportation Builders Association, the Great Lakes Construction Association, Midwest Wall and Ceiling Contractors, and the Underground Contractors Association), and for all or any of their member employers and all other employers on whose behalf they bargain (together, "Association"), are currently parties to a collective bargaining agreement effective June 1, 2023 through May 31, 2027 ("2023-2027 Agreement"), and they now amend and extend that agreement as follows, for the purpose of establishing an agreement effective June 1, 2026 through May 31, 2031 (the "2026-2031 Agreement"):

1. Article II, Section 2.1 is amended by changing the second date from May 31, 2027 to May 31, 2031.

2. Article VII, Section 7.1B is amended to (a) delete the portion providing for an increased allocation of $1.00 per hour to the Pension Fund effective June 1, 2026, (b) provide for a reduction of the Pension Fund allocation by $1.00, meaning to $15.00 an hour, effective June 1, 2026, and (c) require an increased allocation to the Health & Welfare Fund of at least $1.79 per hour effective June 1, 2026.

3. The following is added to become the second sentence of Article VII, Section 7.1B: "A raise of $4.14 per hour, which is 4.25% of the total package as of May 31, 2027, shall become effective June 1, 2027, of which $2.00 per hour shall be allocated to Health and Welfare and $0.01 per hour shall be allocated to the Masonry Industry Advancement Fund (MIAF); a raise of $4.31 per hour, which is 4.25% of the total package in effect as of May 31, 2028, shall become effective June 1, 2028 of which $2.00 per hour shall be allocated to Health and Welfare; a raise of $4.34 per hour, which is 4.10% of the total package in effect as of May 31, 2029, shall become effective June 1, 2029, of which $1.75 per hour shall be allocated to Health and Welfare; and a raise of $4.41 per hour, which is 4.00% of the total package in effect as of May 31, 2030, shall become effective June 1, 2030, of which $1.75 per hour shall be allocated to Health and Welfare.

4. A new provision, to be designated as Article VII, Section 7.8, will be added as follows:

   7.8. Pension Fund Allocations.

   Effective June 1, 2026, beginning with the June 1 fiscal year after the Pension Fund Trustees are notified that the Pension Fund is 100% funded, the Pension Fund's actuary shall determine the hourly contribution rate needed to maintain that 100% funding level, considering any benefit or plan changes.

   If the actuary determines that less than $15.00 per hour is required, with $15.00 per hour as the minimum contribution rate effective June 1, 2026, then 50% of the difference between $15.00 and the lower required amount shall be reallocated to the Health and Welfare Fund. This reallocation shall not affect any other required Health and Welfare Fund contributions.

   Any reallocation or adjustment may be made retroactively or during the fiscal year to ensure that the correct contribution allocations apply throughout the applicable fiscal year. In no event shall Employers be required to contribute an amount to the Pension Fund that would exceed the agreed upon total economic package.

5. Article XIII, Section 13.6 is amended by deleting "150" and substituting "120" in the second sentence of the first paragraph and in the first and second sentences of the second paragraph. That change will be effective at least immediately but may be deemed retroactive to an earlier date by action of the Joint Arbitration Board or of the appropriate representatives of the District Council and the Association.

6. For avoidance of doubt, Amendment No. 1 to the 2023-2027 Agreement remains effective and will be incorporated into the 2026-2031 Agreement.

7. The "sunset provisions" of Article VIII, Section 8.13; Article XIV, Section 14.8; Article XIV, Section 14.9 C. 10; and Article XVI, Section 16.2 remain in the Agreement to run through the term of the 2026-2031 Agreement.

8. Notwithstanding anything to the contrary in this Amendment and Extension Agreement, the 2023-2027 Agreement, the 2026-2031 Agreement, or any other agreement that may be deemed applicable, the 2026-2031 Agreement may be reopened by the District Council on or after July 1, 2026, by the District Council providing notice to the Association, for the purpose of negotiating

changes only to Article XXVIII; and if agreement on such changes is not reached, the District Council will have the right, on or after June 1, 2027, to withdraw employees, engage in picketing or other action to publicize the dispute, and take other lawful job action directed at contractors performing work covered by Article XXVIII.

IN WITNESS WHEREOF, the Parties have caused this Amendment and Extension Agreement to be executed effective as of June 1, 2026.

ADMINISTRATIVE DISTRICT COUNCIL 1 OF ILLINOIS OF THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS, AFL-CIO	MASON CONTRACTORS ASSOCIATION OF GREATER CHICAGO and THE MID-AMERICA REGIONAL BARGAINING ASSOCIATION FOR ITSELF and ITS MEMBER ASSOCIATIONS, THE CHICAGOLAND ASSOCIATED GENERAL CONTRACTORS, THE ILLINOIS ROAD AND TRANSPORTATION BUILDERS ASSOCIATION, THE GREAT LAKES CONSTRUCTION ASSOCIATION, MIDWEST WALL AND CEILING CONTRACTORS, and THE UNDERGROUND CONTRACTORS ASSOCIATION
By: ______________________	By: ______________________
Michael D. Volpentesta	Larry Vacala