

shop to remain open both days. The Employer shall have the option, when a holiday falls on a Saturday, to allow half of the workforce to observe the holiday on Friday and the other half of the workforce to observe the holiday on Monday, in order to allow the shop to remain open both days.

ARTICLE XV
WELFARE

The employer agrees to contribute to the CARPENTERS’ HEALTH AND WELFARE TRUST FUND OF ST. LOUIS, for the purpose of providing accident and sickness indemnity and hospital and surgical benefit insurance for all employees covered by, and performing bargaining unit work under this Agreement, and their dependents. The Employer shall contribute to the fund on a monthly basis and it shall contribute for all hours paid for each such employee, in all covered classifications, as follows:

Effective 10/01/2023 - \$10.00 per hour per employee (143 hour per month max. cap)

Effective 8/01/2024 - * TBD per hour per employee (143 hour per month max. cap)

Effective 8/01/2025 - * TBD per hour per employee (143 hour per month max. cap)

* To be determined increases shall be deducted from the Total Package increases set forth in Article XI – Wages and Classifications.

For active Apprentices in good standing enrolled in the Carpenters Joint Training Fund of St. Louis, the contribution rates are set forth in the Wage and Fringe Addendum and apply to all hours paid for such apprentice, with the one hundred forty-three (143) hours per month maximum cap, applying to apprentice terms six through ten inclusive; there is no cap on Health and Welfare contributions for apprentice terms one through five inclusive.

Payment is due on the fifteenth (15th) day of each month, for hours worked in the preceding month.

Employee’s eligibility for benefits shall be governed by the provisions of the Trust Fund and the Trust Agreement.

The Employer agrees to be bound by the provisions of the Carpenters’ Health & Welfare Trust Fund of St. Louis Agreement, all amendments thereto, and all rules and regulations promulgated thereunder by the trustees, provided, however, that no such amendments or regulations will increase the Employer’s cost above that which is provided in this Agreement as the contribution into the fund.

ARTICLE XVI
PENSION FUND

For the life of this Agreement each individual Employer covered by this Agreement shall maintain a pension plan of its own consistent with what the Employer did immediately prior to signing this Agreement as specified in Exhibit A attached hereto and incorporated herein by this reference.

Effective October 1, 2023, the Employer shall contribute to the Carpenters’ Pension Trust Fund of St. Louis an amount equal to the then current level for outside construction carpenters.

Effective 10/1/23 - \$9.45 per hour

Effective 8/1/24 – TBD