

All Employers One Exemption for One Owner who Works with the Tools

SIDE LETTER

2024-2029 Area Agreement

This Side Letter Agreement entered into between the Mid-America Carpenters Regional Council ("Union") and the Mid-America Regional Bargaining Association ("MARBA") on this the 18th day of June 2024, it is agreed as follows:

- A. The following language shall be added to the end of Sections 12.11, 13.9, 14.9 effective June 1, 2024:

Each Employer shall be allowed one (1) individual exemption from this provision ("160 Hour Exempted Carpenter"). The 160 Hour Exempted Carpenter must be an individual who performs bargaining unit work and has an ownership interest in the Employer. All hours worked by the Exempted Carpenter must be paid per the Collective Bargaining Agreement.

The Employer shall be required to disclose the identity of the 160 Hour Exempted Carpenter to the Union and the Funds on a form to be supplied by the Funds prior to being eligible for the relief under this provision.

At the discretion of the Fund, the Fund may allow the 160 Hour Exempted Carpenter to participate in the Fund as a 160 Hour Participant at a later date.

- B. This Side Letter shall sunset and expire on May 31, 2029.

Agreed to by:



Kevin McLaughlin
Executive Secretary Treasurer
Mid-America Carpenters Regional Council



Seth Gudeman
Carpenters Craft Committee Chairman
Mid-America Regional Bargaining Association