

MEMORANDUM OF AGREEMENT
BETWEEN
METROPOLITAN REGIONAL COUNCIL
AND
INTERIOR FINISH CONTRACTORS ASSOCIATION

The Metropolitan Regional Council of Carpenters (MRC) and the Interior Finish Contractors Association (IFCA) hereby agree to amend the current Collective Bargaining Agreement which expires on April 30, 2015.

The parties have agreed to maintain the terms and conditions of the current Agreement except for the changes agreed to as follows;

Articles of Agreement

This Agreement, by and between the Interior Finish Contractors Association (hereinafter referred to as the "Association"), acting for and on behalf of itself and, pursuant to authority duly granted, for and on behalf of each of its present and future members individually (hereinafter referred to as the "Contractor" or "Employer") THE METROPOLITAN REGIONAL COUNCIL OF PHILADELPHIA AND VICINITY of the UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, (hereinafter referred to as the "Union" or the "Council"), acting for and on behalf of itself and of all the local unions of the United Brotherhood of Carpenters and Joiners of America, located and having jurisdiction in the Counties of Philadelphia, Bucks, Chester, Delaware, Montgomery, Lehigh, Northampton, Carbon, Lancaster and Berks in the Commonwealth of Pennsylvania; the State of Delaware; the State of Maryland except for the counties of: Garrett, Allegany and Washington; the State of Virginia; and Washington D.C. and their present and future members, and of other employees (as hereinafter defined) of the Employer.

ARTICLE I
Term of Agreement

(a) This Agreement shall be binding upon both parties hereunto, as well as upon their respective principles, and upon the respective successors and assigns of said parties and their principals, for the period beginning May 1, 2012 and ending at Midnight of April 30, 2017 without change or modification except as hereinafter specifically provided, and thereafter from year to year, unless either party hereto shall notify the other in writing at least ninety (90) days prior to the expiration of the term, or of any extended term, of this Agreement upon expiration of its term or of any extended term thereof. Such notice.....

ARTICLE 2
Recognition

(b) Notwithstanding any other provision of this Agreement to the contrary, in the event that an Employer bound hereby shall perform work within the meaning of this contract within Lehigh County, Northampton County and Carbon County, then all such work shall be performed in accordance with the terms and conditions of the Collective Bargaining Agreement then in effect between Carpenters Local Union #600 and the Lehigh Valley Contractors Association, Inc. The Employer further agrees that, all work performed in the Pennsylvania counties of Berks and Lancaster, the states of Delaware, Virginia, and Maryland (except for the counties of Garrett, Allegany and Washington) and Washington DC, shall be performed pursuant to all of the terms and conditions of the current Agreement between the Interior Finish Contractors Association and the Metropolitan Regional Council, except the base hourly wage and fringe benefit rate will be paid for such work, as contained in the Collective Bargaining Agreement negotiated with the appropriate principal employer association for those areas as designated by the Council that is in effect at the time that this agreement is executed, and any additions, modifications, extensions or renewals to those agreements.

ARTICLE 4
Wage Rates

(a) Wage and Fringe Benefit increases is as follows;

Effective May 1, 2015

Bucks, Chester, Delaware, and Montgomery County	\$ 1.25 per hour
Philadelphia	\$ 1.75 per hour

Breakdown to be determined

Effective May 1, 2016

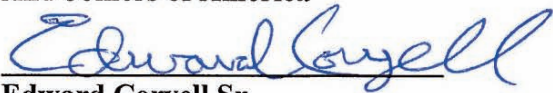
Bucks, Chester, Delaware, and Montgomery County	\$ 1.35 per hour
Philadelphia	\$ 2.25 per hour

Breakdown to be determined

Add

For Lancaster and Berks Counties and 'Northern' Carbon County, PA; the State of Maryland excluding Garrett, Alleghany and Washington counties; the State of Virginia; and Washington D.C.: The wage and fringe rate schedules established in the Collective Bargaining Agreement between the Union and the appropriate principle employer associations for these areas shall apply.

**Metropolitan Regional Council
United Brotherhood of Carpenters
And Joiners of America**



**Edward Coryell Sr.
Executive Secretary Treasurer /
Business Manager**

Date: 3-25-2014

**Interior Finish Contractors
Association**



**Timothy R. Donohue
President**

Date: 3/25/2014