

MEMORANDUM of AGREEMENT
by and between
ROOFERS LOCAL 30 and ROOFING CONTRACTORS ASSOCIATION
AMENDING THE 5/01/ 2011- 4/30/2012 COMMERCIAL ROOFING AND RE-ROOFING
COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT is entered into this 5th day of July, 2012, and shall be effective as of the first day of May 2012, by and between the Roofing Contractors Association (hereinafter the "Association" or "RCA") acting on behalf of its members who have authorized the Association to enter into this Agreement (hereinafter the "Employers") and Local Union No. 30 of the United Union of Roofers, Waterproofers and Allied Workers (hereinafter the "Union").

The parties hereto agree to be bound by all terms and conditions set forth in the Commercial Roofing and Re-Roofing Agreement between the Association and the Union that was effective May 1, 2011 through April 30, 2012 (hereinafter the "2011 Agreement"), as amended hereby, for work performed on and after the effective date of this Agreement through and including April 30, 2014.

Amendments to the 2011 Agreement

1. The Roofers Local 30 Hourly Wage, Deduction & Contribution Schedule effective 05/25/11 through 04/30/12 incorporated by reference into Article X Section 1 of the 2011 Agreement and referred to as "Exhibit A" shall be amended by adding the following total monetary increases to the Journeyman Total Wage Package:

Effective May 1, 2012, through April 30, 2013 the Journeyman Total Wage Package shall be increased by one dollar and thirty cents (\$1.30). Seventy-five cents (\$.75) of the \$1.30 increase shall be allocated to the Local 30 Pension Plan, Twenty-five cents (\$.25) of the increase shall be allocated to the Local 30 Health & Welfare Plan and Thirty cents shall be allocated to the Journeyman Base Rate. Apprentices shall receive a percentage of the Journeyman Base Rate as specified in "Exhibit A".

Effective May 1, 2013, through April 30, 2014 the Journeyman Total Wage Package shall be increased by one dollar and thirty-five cents (\$1.35). Seventy-five cents (\$.75) of the \$1.35 increase shall be allocated to the Local 30 Pension Plan. Sixty cents of the \$1.35 increase shall be allocated as determined by Roofers Local 30.

2. Article XXXI (Roofing Apprenticeship Fund) shall be amended by adding the following as a new Section 1:

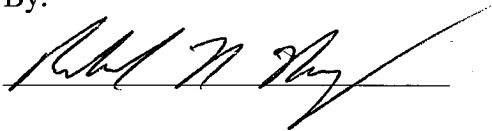
Section 1. In addition to the Roofers Local 30 Joint Roofing Apprenticeship Fund there has been established by the International Union, a Trust Fund known as the Roofers and Waterproofers Research and Education Joint Trust Fund. The parties and co-parties agree to designate the sum of Two Cents (\$0.02) of the Joint Roofing Apprenticeship Fund's hourly contribution amount for each hour worked by bargaining unit employees under this Agreement on and after May 1, 2012 for remittance to the International Roofers Research and Education Joint Trust Fund

The Association and the Union hereby execute this Memorandum of Agreement this 5th day of July, 2012 through and including April 30, 2014. The parties shall forthwith take all steps necessary to present this Memorandum to their respective members for ratification and thereupon to incorporate these terms into a restated Collective Bargaining Agreement. This Memorandum of Agreement shall not be binding upon the parties unless and until it is ratified in accordance with each party's constitution, bylaws, and operating procedures.

ROOFING CONTRACTORS'
ASSOCIATION

UNITED UNION OF ROOFERS,
WATERPROOFERS, AND ALLIED
WORKERS, LOCAL UNION NO. 30

By:



By:

