

STATE OF ILLINOIS - DEPARTMENT OF LABOR
160 N. LASALLE ST. STE. C-1300 CHICAGO, IL 60601

IN THE MATTER OF:

ADMINISTRATIVE DISTRICT COUNCIL 1 OF)
ILLINOIS OF THE INTERNATIONAL UNION)
OF BRICKLAYERS AND ALLIED)
CRAFTWORKERS, consisting of its ILLINOIS)
BRICKLAYERS LOCAL UNION NOS.)
21, 56, and 74.)

Objectors,)

vs.)

JANE FLANAGAN, DIRECTOR OF THE)
ILLINOIS DEPARTMENT OF LABOR and)
the ILLINOIS DEPARTMENT OF LABOR,)

Respondents.)

FILE NO. 2026-H-RPO8-2354

CONSENT DECREE

Administrative District Council 1 of Illinois of the International Union of Bricklayers and Allied Craftworkers, AFL-CIO ("DC #1"), consisting of Illinois Bricklayers Local Union Nos. 21, 56, and 74, Respondents Jane R. Flanagan, Director of the Illinois Department of Labor, Intervenor Martin Flanagan, a member of the Laborers' International Union of North America Local 1 and the Construction and General Laborers' District Council of Chicago and Vicinity, Stanley Simrayh, a member of the International Union of Operating Engineers, Local 150 AFL-CIO ("Local 150") and Local 150, the Great Plains Laborers District Council, and the Mid-America Carpenters Regional Council ("MACRC") resolve the above-captioned matter pursuant to 56 Ill. Admin. Code 120.540 as follows:

1. This matter arises under the Illinois Prevailing Wage Act ("IPWA"), as amended, 820 ILCS 130/0.01, *et seq.*
2. Pursuant to Sections 4 and 9 of the IPWA, Objectors timely filed written objections to the prevailing wage rates effective July 15, 2025 pertaining to new classifications for Concrete Specialist and Concrete Specialist Welder in the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will.
3. Pursuant to Sections 4 and 9 of the IPWA, the Department scheduled a hearing on Objectors' objections, issued a Notice of Hearing to Petitioners, and provided notice of

- the hearing to the public by posting the date, time, location, and other pertinent information.
4. In support of the new classifications Objectors state that, effective June 1, 2023, parties to the area-wide collective bargaining agreement by and between Administrative District Council 1 of Illinois of the International Union of Bricklayers and Allied Craftworkers, AFL-CIO, consisting of Illinois Bricklayers Local Union Nos. 21, 56, and 74, and the Mason Contractors Association of Greater Chicago, Mid-American Regional Bargaining Association, Chicagoland Association of General Contractors, Illinois Road and Transportation Builders Associations, Great Lakes Construction Association, and Underground Contractors Association (Ex. 1, the "Area Agreement"), agreed to establish Concrete Specialist Wage and Fringe Benefit Rates (Ex. 2) for precast concrete work, setting a base wage for non-welders of \$50.81, a base rate for certified welders of \$53.35 (5% over the non-welder base wage), and applicable fringe benefit rates. (Id.) See also Article V, Section 5.1H and Article XXVIII of the Area Agreement, including Section 28.1V setting a \$7.90 contribution per hour to the Annuity Trust Fund for precast concrete work (Ex. 1).
 5. The current Precast Wage and Benefit Rates for Concrete Specialist and Bricklayers performing precast work is effective June 1, 2025 (Ex. 3).
 6. It is determined that in the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will, the prevailing wage classification and rate determination published (posted) by the Department shall include a new classification for Concrete Specialist Welder for Building type work, consistent with the classification established under the applicable collective bargaining agreement, which is the Area Agreement (Ex. 1).
 7. For enforcement purposes, IDOL shall use the following description of Concrete Specialist Welder for Building type work in the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will:

Erecting, installing, and aligning of precast panels on building sites, including welding of any portions of said panels while erecting, installing, or aligning such, and aligning, securing, and finishing precast panels on or in the construction of buildings, including parking garages. Excluding the installation of horizontal or flex-icore slabs, setting hollow core floor plank, or installing foundational footing. This classification does not include any work on roads and/or highways including the sound barriers adjacent to such.
 8. For enforcement purposes, in the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will, the Concrete Specialist Welder classification for Building type work published (posted) by the Department:
 - a. shall include work done by Concrete Specialist Welders as described in paragraph 7 above.

- b. shall not include work done by Laborers that has traditionally been covered with the classification of Laborer.
 - c. shall not be construed to encroach upon work that has historically been within the classification of Laborer.
 - d. shall not include work done Operating Engineers that has traditionally been covered within the classification of Operating Engineer.
 - e. shall not be construed to encroach upon work that has historically been within the classification of Operating Engineer.
 - f. shall not include work done by Carpenters that has traditionally been covered within the classification of Carpenter;
 - g. shall not be construed to encroach upon work that has historically been within the classification of Carpenter.
 - h. shall not include work done by Piledrivers that has traditionally been covered within the classification of Piledriver;
 - i. shall not be construed to encroach upon work that has historically been within the classification of Piledriver.
9. The descriptions set forth in paragraphs 7 and 8 shall not be part of the wage schedules published by IDOL.
10. The prevailing wage and fringe benefit rates applicable to the Concrete Specialist Welder for Building type work shall be those rates as set forth in the area-wide collective bargaining agreement by and between the International Union of Bricklayers and Allied Craftworkers, AFL-CIO, consisting of Illinois Bricklayers Local Union Nos. 21, 56, and 74, and the Mason Contractors Association of Greater Chicago), Mid-American Regional Bargaining Association, Chicagoland Association of General Contractors, Illinois Road and Transportation Builders Associations, Great Lakes Construction Association, and Underground Contractors Associations (Ex. 1, the "Area Agreement").
11. The Department shall publish rates for the Concrete Specialist Welder (Building type work) in accordance with rates established pursuant to the Area Agreement. Rates for the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will, as set forth in an addendum to the Area Agreement, are the following (Ex. 3):

Base Wage:	\$54.40
Overtime M-F, Saturday	1.5 x base rate
Overtime Sunday:	2.0 x base rate

Overtime Holiday:	2.0 x base rate
Foreman:	\$58.21
Health and Welfare:	\$12.95
Pension:	\$27.56
Training:	\$1.57

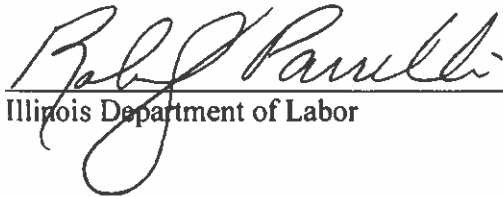
12. It is determined that in the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will, the prevailing wage classification and rate determination published (posted) by the Department shall include a new classification for Concrete Specialist for Building type work, consistent with classifications established under the applicable collective bargaining agreement, which is the Area Agreement (Ex. 1).
13. For enforcement purposes, IDOL shall use the following description of Concrete Specialist for Building type work in the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will:
- Erecting, installing, and aligning of precast panels on building sites, including aligning, securing, and finishing precast panels on or in the construction of buildings, including parking garages. Excluding the installation of horizontal or flex-icore slabs, setting hollow core floor plank, or installing foundational footing. This classification does not include any work on roads and/or highways including the sound barriers adjacent to such.
14. For enforcement purposes, in the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will, the Concrete Specialist classification for Building type trade work published (posted) by the Department:
- a. shall include work done by concrete specialist as described in paragraph 12 above.
 - b. shall not include work done by Laborers that has traditionally been covered with the classification of Laborer.
 - c. shall not be construed to encroach upon work that has historically been within the classification of Laborer.
 - d. shall not include work done Operating Engineers that has traditionally been covered exclusively within the classification of Operating Engineer.
 - e. shall not be construed to encroach upon work that has historically been within the classification of Operating Engineer.
 - f. shall not include work done by Carpenters that has traditionally been covered within the classification of Carpenter;

- g. shall not be construed to encroach upon work that has historically been within the classification of Carpenter.
 - h. shall not include work done by Piledrivers that has traditionally been covered within the classification of Piledriver.
 - i. shall not be construed to encroach upon work that has historically been within the classification of Piledriver.
15. The descriptions set forth in paragraphs 13 and 14 shall not be part of the wage schedules published by IDOL.
16. The prevailing wage and fringe benefit rates applicable to the Concrete Specialist for Building type work shall be those rates as set forth in the area-wide collective bargaining agreement by and between the International Union of Bricklayers and Allied Craftworkers, AFL-CIO, consisting of Illinois Bricklayers Local Union Nos. 21, 56, and 74, and the Mason Contractors Association of Greater Chicago), Mid-American Regional Bargaining Association, Chicagoland Association of General Contractors, Illinois Road and Transportation Builders Associations, Great Lakes Construction Association, and Underground Contractors Associations (Ex. 1, the "Area Agreement").
17. The Department shall publish rates for the Concrete Specialist (Building type work) in accordance with rates established pursuant to the Area Agreement. Rates for the Counties of Cook, DeKalb, DuPage, Grundy, Kane, Kendall, Lake, McHenry, and Will, as set forth in an addendum to the Area Agreement, are the following (Ex. 3):
- | | |
|------------------------|-----------------|
| Base Wage: | \$51.81 |
| Overtime M-F, Saturday | 1.5 x base rate |
| Overtime Sunday: | 2.0 x base rate |
| Overtime Holiday: | 2.0 x base rate |
| Foreman: | \$58.21 |
| Health and Welfare: | \$12.95 |
| Pension: | \$27.56 |
| Training: | \$1.57 |
18. The rate determination shall apply effective upon publication by the Department, but no later than November 3, 2025, through the next subsequent rate determination by the Department. Subsequent rate determination periods shall be subject to Section 4(a) and Section 9 rate ascertainment and determinations.
19. The Decision and Order disposing of this proceeding shall have the same force and effect as an Order made after a full hearing.

20. The parties waive:

- a. Further procedural steps before the Administrative Law Judge; and
- b. Any right to challenge or contest the validity of this Consent Decree or the Decision and Order entered in accordance herewith.

Dated this 21 day of OCTOBER, 2025



Illinois Department of Labor

/s/ Michael D. Volpentesta
Administrative District Council 1 of Illinois of the
International Union of Bricklayers and Allied Craftworkers

/s/ Tim Ryan

Great Plains Laborers District Council

/s/ Melissa Binetti

International Union of Operating Engineers, Local 150

/s/ Mary Colleen Kilbride

Laborers' International Union of North America Local 1
and the Construction and General Laborers'
District Council of Chicago and Vicinity

/s/ Terrance B. McGann

Mid-America Carpenters Regional Council

Entered by:



Administrative Law Judge

Date: October 28, 2025