

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

IN THE MATTER OF:

DOWNSTATE ILLINOIS LABORERS")	
DISTRICT COUNCIL AND ITS AFFILIATED)	
LOCAL UNIONS)	
)	
)	
Petitioner,)	
)	
vs.)	FILE NO. 2026-H-RPO8-2353
)	
JANE R FLANAGAN, DIRECTOR OF THE)	
ILLINOIS DEPARTMENT OF LABOR and)	
the ILLINOIS DEPARTMENT OF LABOR,)	
)	
Respondents.)	

CONSENT DECREE

The Downstate Illinois Laborers' District Council and its Affiliated Local Unions, and Respondents Jane R. Flanagan, Director of the Illinois Department of Labor, 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 clarifications of geographic boundaries for the counties of Bond, Clinton, Madison, Monroe and St. Clair for the trade classification of Laborer and Asbestos Abatement - Gen.
3. Pursuant to Sections 4 and 9 of the IPWA, the Department scheduled a hearing on Petitioner's 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 geographic jurisdictions Petitioners state that, the current geographic jurisdictions that are posted on the Departments website do not accurately reflect the actual jurisdictions of the local unions within the affected counties, which often leads to confusion when work is being performed in said counties.

5. Through collaboration with the Department, the Petitioner has been able to produce descriptions that accurately reflect each local's geographic jurisdictions. The rates and descriptions for each affected county are as follows:

RATES:

North (1084)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	33.56	34.56	9.25	23.27	0.00	0.80	16.26	32.52
Asbest. – Gen	34.06	35.06	9.25	23.27	0.00	0.80	16.26	32.52

South (622)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	30.65	31.65	9.25	26.18	0.00	0.80	17.72	35.43
Asbest. – Gen	31.15	32.15	9.25	26.18	0.00	0.80	17.72	35.43

LEGEND BORDER DESCRIPTION: North and South of the following:

Commencing at the Northwest Corner of Bond County, said corner being near the intersection of Double Arches Road and Bentlage Road; thence southerly along the West Line of Bond County which is also along Bentlage Road. 2.5 miles to an intersection with Mill Avenue; thence continuing southerly along said West Line of the County 0.9 miles to an intersection with Silver Creek Avenue and the Point of Beginning of the Line to be described; thence easterly and northerly along Silver Creek Avenue 1.0 miles to Ripson Bridge Avenue; thence easterly along Ripson Bridge Avenue 0.3 miles to Elevator Road; thence northerly along Elevator Road 0.1 miles to an intersection with Ripson Bridge Avenue; thence easterly along Ripson Bridge Avenue 2.8 miles to an intersection with Old Ripley Avenue; thence continuing easterly on Ripson Bridge Avenue 2.1 miles to Prairie Road; thence southerly and easterly along Prairie Road 0.8 miles to Baumberger Avenue; thence easterly along Baumberger Avenue 3.5 miles to State Highway 127; thence northerly along State Highway 127 a distance of 1.8 miles to Sorento Avenue; thence easterly along Sorento Avenue 4.8 miles to Red Ball Trail; thence southerly along Red Ball Trail 0.5 miles to Hastings Cemetery Avenue; thence easterly along Hastings Cemetery Avenue 2.7 miles to an intersection with Woborn Road; thence continuing easterly along Hastings Cemetery Avenue 3.4 miles to an intersection with Mulberry Grove Road; thence continuing easterly on the same bearing as the previous course, 0.8 miles to the East Line of Bond County and there terminating, said termination point on the East Line of Bond County is approximately 0.1 miles north of the intersection of N 00 Street and E 1600 Avenue.

RATES:

Northwest (100 O'Fallon)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	33.37	34.37	9.25	23.46	0.00	0.80	16.36	32.71
Asbest. – Gen	33.87	34.87	9.25	23.46	0.00	0.80	16.36	32.71

Southwest (742)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	33.00	34.00	8.58	24.50	0.00	0.80	16.54	33.08
Asbest. – Gen	33.50	34.50	8.58	24.50	0.00	0.80	16.54	33.08

East (581)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	32.00	33.00	8.58	25.50	0.00	0.80	17.04	34.08
Asbest. – Gen	32.50	33.50	8.58	25.50	0.00	0.80	17.04	34.08

LEGEND BORDER DESCRIPTION NORTHWEST:

All that part of Clinton County, State of Illinois, lying westerly and northerly of the following described line:

Commencing at the Northwest Corner of Clinton County, said corner is approximately 1 mile west of State Highway 160 and 0.5 miles south of Rose Road; thence easterly along the North Line of Clinton County 4.8 miles to the intersection of Lee Road and Russland Road and the Point of Beginning of the line to be described; thence southerly and easterly along Russland Road 3.3 miles to Old U.S. Highway 50; thence westerly along Old U.S. Highway 50 a distance of 0.5 miles to Poettker Road; thence southerly along Poettker Road 0.2 miles to the Illinois Central Railroad Line (now part of CSX Railroad); thence easterly along said railroad 0.8 miles to South Clinton Street; thence southerly along South Clinton Street 0.8 miles to an intersection with Rocky Ford Road, where Clinton Street becomes Aviston Road; thence continuing southerly and westerly along Aviston Road 2.1 miles to Wesclin Road; thence westerly along Wesclin Road (also known as County Road 1000 North) 5.0 miles to the West Line of Clinton County and there terminating, said West Line of Clinton County is also Clinton County Line Road.

SOUTHWEST

All that part of Clinton County, State of Illinois, lying southerly and westerly of the following described line:

Beginning on the West Line of Clinton County, approximately 6 miles South of the Northwest Corner thereof, said Point of Beginning being the intersection of Clinton County Line Road and Wesclin Road; thence easterly along Wesclin Road (also known as County Road 1000 North) 5.0 miles to Aviston Road; thence southerly along Aviston Road (also known as County Road 8) 1.3 miles to an intersection with Susan Drive, where Aviston Road becomes Commercial Street; thence continuing southerly along Commercial Street 0.7 miles to an intersection with Heimann Road, where Commercial Street becomes Albers Road (still known as County Road 8); thence continuing southerly 2.7 miles to an intersection with Interstate 64; thence continuing south on the same bearing as previous course, 1.8 miles to the South Line of Clinton County and there terminating, said termination point being the Kaskaskia River.

EAST

All that part of Clinton County, State of Illinois, lying easterly of the following described line:

Commencing at the Northwest Corner of Clinton County, said corner is approximately 1 mile west of State Highway 160 and 0.5 miles south of Rose Road; thence easterly along the North Line of Clinton County 4.8 miles to the intersection of Lee Road and Russland Road and the Point of Beginning of the line to be described; thence southerly and easterly along Russland Road 3.3 miles to Old U.S. Highway 50; thence westerly along Old U.S. Highway 50 a distance of 0.5 miles to Poettker Road; thence southerly along Poettker Road 0.2 miles to the Illinois Central Railroad (now part of CSX Railroad); thence easterly along said railroad 0.8 miles to South Clinton Street; thence southerly along South Clinton Street 0.8 miles to an intersection with Rocky Ford Road, where Clinton Street becomes Aviston Road; thence continuing southerly and westerly along Aviston Road 2.1 miles to an intersection with Wesclin Road; thence continuing southerly along Aviston Road (also known as County Road 8) 1.3 miles to an intersection with Susan Drive, where Aviston Road becomes Commercial Street; thence continuing southerly along Commercial Street 0.7 miles to an intersection with Heimann Road, where Commercial Street becomes Albers Road (still known as County Road 8); thence continuing southerly 2.7 miles to an intersection with Interstate 64; thence continuing south on the same bearing as previous course, 1.8 miles to the South Line of Clinton County and there terminating, said termination point being the Kaskaskia River.

RATES:

Northwest (218)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
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Laborer	36.29	37.29	9.25	20.54	0.00	0.80	14.90	29.79
Asbest. – Gen	36.79	37.79	9.25	20.54	0.00	0.80	14.90	29.79

North (338)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	34.14	35.14	9.25	22.69	0.00	0.80	15.97	31.94
Asbest. – Gen	34.64	35.64	9.25	22.69	0.00	0.80	15.97	31.94

Northeast (397)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	36.48	37.48	9.10	20.50	0.00	0.80	14.80	29.60
Asbest. – Gen	36.98	37.98	9.10	20.50	0.00	0.80	14.80	29.60

South (44)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	33.35	34.35	9.25	23.48	0.00	0.80	16.37	32.73
Asbest. – Gen	33.85	34.85	9.25	23.48	0.00	0.80	16.37	32.73

Southeast (100 O'Fallon)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	33.37	34.37	9.25	23.46	0.00	0.80	16.36	32.71
Asbest. – Gen	33.87	34.87	9.25	23.46	0.00	0.80	16.36	32.71

LEGEND BORDER DESCRIPTION

NORTHWEST

All that part of Madison County, State of Illinois, lying westerly of the following described Line 1:

Line 1:

Commencing at the Northwest Corner of Madison County, said corner is approximately 0.1 miles west of Airport Road and 0.8 miles north of Jones Road; thence easterly along the North Line of Madison County 15.2 miles to the intersection of the North Line of Madison County and an abandoned railroad grade and the Point of Beginning of the line to be described, said Point of Beginning is approximately 0.2 miles west of Zimmerman

Road; thence southwesterly 2.0 miles to a point on Seiler Road, said point located 0.2 miles East along Seiler Road from the intersection of Seiler Road and Bertels Road; thence southwesterly 2.1 miles to the intersection of E Golike Lane and Bethalto Road; thence southwesterly 1.2 miles to the intersection of Cody Lane and Kaleb Court; thence southwesterly 3.2 miles to the intersection of College Avenue (also known as Illinois State Highway 111/140) and Powder Mill Road; thence southwesterly 2.2 miles to the intersection of East Broadway and Illinois State Highway 3; thence southwesterly along the west bank of the Wood River 1.8 miles to the South Line of Madison County and there terminating, said South Line of the County being the Mississippi River.

NORTH

All that part of Madison County, State of Illinois, lying easterly of Line 1 and westerly of Line 2 as described below:

Line 1:

Commencing at the Northwest Corner of Madison County, said corner is approximately 0.1 miles west of Airport Road and 0.8 miles north of Jones Road; thence easterly along the North Line of Madison County 15.2 miles to the intersection of the North Line of Madison County and an abandoned railroad grade and the Point of Beginning of the line to be described, said Point of Beginning is approximately 0.2 miles west of Zimmerman Road; thence southwesterly 2.0 miles to a point on Seiler Road, said point located 0.2 miles East along Seiler Road from the intersection of Seiler Road and Bertels Road; thence southwesterly 2.1 miles to the intersection of E Golike Lane and Bethalto Road; thence southwesterly 1.2 miles to the intersection of Cody Lane and Kaleb Court; thence southwesterly 3.2 miles to the intersection of College Avenue (also known as Illinois State Highway 111/140) and Powder Mill Road; thence southwesterly 2.2 miles to the intersection of East Broadway and Illinois State Highway 3; thence southwesterly along the west bank of the Wood River 1.8 miles to the South Line of Madison County and there terminating, said South Line of the County being the Mississippi River.

Line 2:

Commencing at the Northwest Corner of Madison County, said corner is approximately 0.1 miles west of Airport Road and 0.8 miles north of Jones Road; thence easterly along the North Line of Madison County 16.6 miles to a point on the North Line of Madison County and the Point of Beginning of the line to be described, said Point of Beginning is approximately 0.3 miles west of Illinois State Highway 159; thence southeasterly 2.7 miles to the intersection of Renken Road and St. James Drive; thence southwesterly 2.5 miles to the intersection of Midway Drive and Lake Street; thence southwesterly 5.3 miles to the intersection of Bangert Drive and Rock Hill Road; thence southwesterly 4.4 miles to the intersection of Illinois State Highway 255 and the South bank of the Cahokia Diversion (drainage) Channel; thence westerly along the South bank of the Cahokia Diversion (drainage) Channel 4.0 miles to the West Line of Madison County and there terminating, said West Line of the County being the Mississippi River.

NORTHEAST

All of Madison County, State of Illinois, except those parts lying westerly of Line 2 and southerly of Line 3 as described below:

Line 2: Commencing at the Northwest Corner of Madison County, said corner is approximately 0.1 miles west of Airport Road and 0.8 miles north of Jones Road; thence easterly along the North Line of Madison County 16.6 miles to a point on the North Line of Madison County and the Point of Beginning of the line to be described, said Point of Beginning is approximately 0.3 miles west of Illinois State Highway 159; thence southeasterly 2.7 miles to the intersection of Renken Road and St. James Drive; thence southwesterly 2.5 miles to the intersection of Midway Drive and Lake Street; thence southwesterly 5.3 miles to the intersection of Bangert Drive and Rock Hill Road; thence southwesterly 4.4 miles to the intersection of Illinois State Highway 255 and the South bank of the Cahokia Diversion (drainage) Channel; thence westerly along the South bank of the Cahokia Diversion (drainage) Channel 4.0 miles to the West Line of Madison County and there terminating, said West Line of the County being the Mississippi River.

Line 3: Commencing at the Southeast Corner of Madison County, said corner is approximately the intersection of Lee Road and Schumacher Road; thence westerly along the South Line of Madison County which is also Lee Road 2.8 miles to a tee intersection of Lee Road and St. Clair County Road 330 E; thence continuing west along the South Line of Madison County 3.3 miles to the Point of Beginning of the line to be described, said Point of Beginning lies 0.5 miles south of Rose Road and 1.0 miles West of Illinois State Highway 160; thence northwesterly 6.1 miles to a point on Hickory Flat Road (also known as County Road 600 N), said point located 0.2 miles west along Hickory Flat Road from the intersection of Hickory Flat Road and Deer Creek Trail; thence westerly along Hickory Flat Road 2.5 miles to an intersection with Marine Road; thence continuing westerly 1.7 miles to the intersection of 4 Corners Lane and Triad Road; thence northwesterly 4.5 miles to the intersection of Goshen Road and Illinois State Highway 143; thence southwesterly 3.2 miles to the intersection of Mont Road and Ridge View Road, hereinafter referred to as POINT A; thence westerly 4.7 miles to the intersection of Supporting Services Drive and University Drive; thence westerly 2.0 miles to the intersection of Sand Road and Wanda Road; thence westerly along Wanda Road 0.4 miles to a corner of Wanda Road; thence southerly 4.2 miles to the intersection of Illinois State Highway 162 and Old Edwardsville Road; thence southerly 1.3 miles to the intersection of Douglas Lane and Kelly Drive; thence southwesterly 0.8 miles to the intersection of Horseshoe Lake Road and Hanfelder Road; thence southwesterly 3.1 miles to a point on the South Line of Madison County and there terminating, said point of termination located 0.5 miles West along Collinsville Road from the intersection of Collinsville Road and Sand Prairie Road.

SOUTHEAST

All that part of Madison County, State of Illinois, lying southerly of Line 3 and easterly of Line as described below:

Line 3: Commencing at the Southeast Corner of Madison County, said corner is approximately the intersection of Lee Road and Schumacher Road; thence westerly along the South Line of Madison County which is also Lee Road 2.8 miles to a tee intersection of Lee Road and St. Clair County Road 330 E; thence continuing west along the South Line of Madison County 3.3 miles to the Point of Beginning of the line to be described, said Point of Beginning lies 0.5 miles south of Rose Road and 1.0 miles West of Illinois State Highway 160; thence northwesterly 6.1 miles to a point on Hickory Flat Road (also known as County Road 600 N), said point located 0.2 miles west along Hickory Flat Road from the intersection of Hickory Flat Road and Deer Creek Trail; thence westerly along Hickory Flat Road 2.5 miles to an intersection with Marine Road; thence continuing westerly 1.7 miles to the intersection of 4 Corners Lane and Triad Road; thence northwesterly 4.5 miles to the intersection of Goshen Road and Illinois State Highway 143; thence southwesterly 3.2 miles to the intersection of Mont Road and Ridge View Road, hereinafter referred to as POINT A; thence westerly 4.7 miles to the intersection of Supporting Services Drive and University Drive; thence westerly 2.0 miles to the intersection of Sand Road and Wanda Road; thence westerly along Wanda Road 0.4 miles to a corner of Wanda Road; thence southerly 4.2 miles to the intersection of Illinois State Highway 162 and Old Edwardsville Road; thence southerly 1.3 miles to the intersection of Douglas Lane and Kelly Drive; thence southwesterly 0.8 miles to the intersection of Horseshoe Lake Road and Hanfelder Road; thence southwesterly 3.1 miles to a point on the South Line of Madison County and there terminating, said point of termination located 0.5 miles West along Collinsville Road from the intersection of Collinsville Road and Sand Prairie Road.

Line 4: Beginning at the aforementioned POINT A; thence southwesterly 1.4 miles to the intersection of Old Troy Road and Glen Crossing Road; thence south along Old Troy Road 0.8 miles to an intersection with Illinois State Highway 162; thence continuing south 1.6 miles to Troy Road; thence westerly along Troy Road 0.1 mile to the intersection of Troy Road and North Wilson Heights Road; thence southeasterly 3.6 miles to the intersection of Lebanon Road and South Liberty Road; thence southwesterly 1.2 miles to the intersection of the South Line of Madison County and Heck Road and there terminating, said point of termination located approximately 0.1 mile north of the intersection of Witte Road and Heck Road.

SOUTH

All that part of Madison County, State of Illinois, lying southerly of Line 3 and westerly of Line 4 as described below:

Line 3: Commencing at the Southeast Corner of Madison County, said corner is approximately the intersection of Lee Road and Schumacher Road; thence westerly along the South Line of Madison County which is also Lee Road 2.8 miles to a tee intersection of Lee Road and St. Clair County Road 330 E; thence continuing west along the South Line of Madison County 3.3 miles to the Point of Beginning of the line to be described, said Point of Beginning lies 0.5 miles south of Rose Road and 1.0 miles West of Illinois State Highway 160; thence northwesterly 6.1 miles to a point on Hickory Flat Road (also known as County Road 600 N), said point located 0.2 miles west along Hickory Flat Road from the intersection of Hickory Flat Road and Deer Creek Trail; thence westerly along Hickory Flat Road 2.5 miles to an intersection with Marine Road; thence continuing westerly 1.7 miles to the intersection of 4 Corners Lane and Triad Road; thence northwesterly 4.5 miles to the intersection of Goshen Road and Illinois State Highway 143; thence southwesterly 3.2 miles to the intersection of Mont Road and Ridge View Road, hereinafter referred to as POINT A; thence westerly 4.7 miles to the intersection of Supporting Services Drive and University Drive; thence westerly 2.0 miles to the intersection of Sand Road and Wanda Road; thence westerly along Wanda Road 0.4 miles to a corner of Wanda Road; thence southerly 4.2 miles to the intersection of Illinois State Highway 162 and Old Edwardsville Road; thence southerly 1.3 miles to the intersection of Douglas Lane and Kelly Drive; thence southwesterly 0.8 miles to the intersection of Horseshoe Lake Road and Hanfelder Road; thence southwesterly 3.1 miles to a point on the South Line of Madison County and there terminating, said point of termination located 0.5 miles West along Collinsville Road from the intersection of Collinsville Road and Sand Prairie Road.

Line 4: Beginning at the aforementioned POINT A; thence southwesterly 1.4 miles to the intersection of Old Troy Road and Glen Crossing Road; thence south along Old Troy Road 0.8 miles to an intersection with Illinois State Highway 162; thence continuing south 1.6 miles to Troy Road; thence westerly along Troy Road 0.1 mile to the intersection of Troy Road and North Wilson Heights Road; thence southeasterly 3.6 miles to the intersection of Lebanon Road and South Liberty Road; thence southwesterly 1.2 miles to the intersection of the South Line of Madison County and Heck Road and there terminating, said point of termination located approximately 0.1 mile north of the intersection of Witte Road and Heck Road.

RATES:

Northwest (100 East St. Louis)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	36.48	37.48	9.10	20.50	0.00	0.80	14.80	29.60
Asbest. – Gen	36.98	37.98	9.10	20.50	0.00	0.80	14.80	29.60

North (44)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
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Laborer	33.35	34.35	9.25	23.48	0.00	0.80	16.37	32.73
Asbest. – Gen	33.85	34.85	9.25	23.48	0.00	0.80	16.37	32.73

Northeast (100 O'Fallon)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	33.37	34.37	9.25	23.46	0.00	0.80	16.36	32.71
Asbest. – Gen	33.87	34.87	9.25	23.46	0.00	0.80	16.36	32.71

East (742)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	33.00	34.00	8.58	24.50	0.00	0.80	16.54	33.08
Asbest. – Gen	33.50	34.50	8.58	24.50	0.00	0.80	16.54	33.08

South (459)

Trade	Base	FM	H/W	PEN	VAC	TRN	Add1.5	Add2.0
Laborer	35.54	36.54	8.58	21.96	0.00	0.80	15.27	30.54
Asbest. – Gen	36.04	37.04	8.58	21.96	0.00	0.80	15.27	30.54

LEGEND BORDER DESCRIPTION

NORTHWEST

All that part of St. Clair County, State of Illinois, lying northerly and westerly of the following described Line 1 and westerly of the following described Line 4:

Line 1: Beginning at the intersection of the East Line of St. Clair County and the Kaskaskia River, said Point of Beginning is approximately 1.9 miles due South from the intersection of Zinck Road and Clinton County Line Road; thence westerly 4.8 miles to the intersection of Seibert Road and Illinois State Highway 4; thence westerly along Seibert Road 1.1 miles to Brickyard Road; thence northwesterly and northerly along Brickyard Road 2.1 miles to Jefferson Road; thence westerly and northwesterly along Jefferson Road (also known as Illinois State Highway 20) a distance of 3.4 miles to Reinneck Road; thence northerly and westerly along Reinneck Road 1.8 miles to Rentschler Road; thence westerly and southwestwesterly along Rentschler Road 0.8 miles to Plum Hill School Road; thence westerly and northerly along Plum Hill School Road 2.8 miles to Illinois State Highway 158; thence easterly along Highway 158 a distance of 0.7 miles to Radio Range Road; thence northerly along Radio Range Road 1.0 miles to Illinois State Highway 161; thence westerly along said Highway 161 a distance of 0.5

miles to Shiloh Station Road; thence northerly along Shiloh Station Road 1.0 miles to Shiloh Station West Road, a point hereinafter referred to as POINT A; thence westerly along Shiloh Station West Road 0.9 miles to Willman Lane; thence northwesterly 1.1 miles to the intersection of Lebanon Avenue and North Green Mount Road; thence northerly along North Green Mount Road 0.5 miles to its intersection with Piper Hills Drive; thence northwesterly 1.5 miles to the intersection of Hartman Lane and Thouvenot Lane; thence westerly along Thouvenot Lane 0.6 miles to a point on Thouvenot Lane 0.05 miles East of Bristol Hill Drive; thence northerly parallel to said Bristol Hill Drive 0.5 miles; thence westerly, parallel to the nearby Arley Hill Drive 0.4 miles to Old Collinsville Road; thence northerly along Old Collinsville Road 0.5 miles to Ashland Avenue; thence westerly along Ashland Avenue 0.7 miles to Judy Lane; thence northerly along Judy Lane 0.5 miles to Lincoln Highway; thence westerly along Lincoln Highway 0.3 miles to North Illinois Street, a point hereinafter referred to as POINT B. thence southerly along North Illinois Street (also known as Illinois State Highway 159) a distance of 0.5 miles to Longacre Drive; thence westerly along Longacre Drive 1.0 miles to its intersection with Union Hill Road; thence southwestwesterly 2.0 miles to the intersection of Lebanon Road and Illinois State Highway 161; thence westerly along Lebanon Road 1.1 miles to West Main Street; thence westerly along West Main Street 0.2 miles to Illinois State Highway 157; thence southwestwesterly along Said Highway 157 a distance of 0.1 miles to Red Bud Lane; thence southeasterly 0.4 miles to the intersection of Baltimore Street and Wondell Woods Drive; thence westerly and southwestwesterly along Baltimore Street 0.2 miles to an intersection with South 98th Street; thence southerly 0.3 miles to the intersection of South 95th Street and Superior Drive; thence easterly along South 95th Street 0.1 miles to Signal Park Lane; thence southerly along Signal Park Lane and its continued trail 0.5 miles to Foley Drive; thence northwesterly along Foley Drive 0.5 miles to a point on Foley Drive distant 0.1 miles westerly of Powder Creek Drive; thence due West 1.3 miles to North 88th Street (also known as Illinois State Highway 157) to a point on North 88th Street distant 0.1 miles northerly of Pocket Road; thence southwestwesterly along 88th Street 1.2 miles to its intersection with Old St. Louis Road; thence southwestwesterly 0.6 miles to the intersection of Millstadt Road and Booker T. Washington Road, said intersection is also of Millstadt and Cemetery Road; thence southwestwesterly along Cemetery Road 0.8 miles to its end; thence southwestwesterly 1.3 miles to the intersection of Mullins Road and Canyon Acres; thence southwestwesterly 1.2 miles to the intersection of Imbs Station Road and Wagner Road; thence south along Wagner Road 1.0 miles to its intersection with Hertel Road; thence southerly 2.9 miles to the intersection of Stemler Road and Triple Lakes Road; thence southerly along Triple Lakes Road 1.0 miles to its intersection with Old Farm Road; thence southerly to the South Line of St. Clair County and there terminating, said termination point being the intersection of Gilmore Lake Road and EE Road.

Line 4: Beginning at the aforementioned POINT B; thence northerly along Illinois Street 1.3 miles to Milburn School Road; thence continuing northerly along Illinois Street (also known as Illinois State Highway 159) a distance of 3.4 miles to its intersection with the North Line of St. Clair County and there terminating, said termination point is approximately 0.1 miles northerly of Cherokee Street on said Highway 159.

NORTH

All that part of St. Clair County, State of Illinois, lying northwesterly of the following described Line 3, and easterly of the following described Line 4:

Line 3: Commencing at the aforementioned POINT B; thence northerly along Illinois Street 1.3 miles to Milburn School Road and the Point of Beginning of the Line to be described; thence easterly along Milburn School Road 1.1 miles to Old Collinsville Road; thence northerly along Old Collinsville Road 0.3 miles to Far Oaks Drive; thence northeasterly 3.0 miles to the intersection of Witte Road and Kings Ridge Boulevard; thence northeasterly 0.6 miles to a point on the North Line of St. Clair County and there terminating, said point of termination located approximately 0.1 mile north of the intersection of Witte Road and Heck Road.

Line 4: Beginning at the aforementioned POINT B; thence northerly along Illinois Street 1.3 miles to Milburn School Road; thence continuing northerly along Illinois Street (also known as Illinois State Highway 159) a distance of 3.4 miles to its intersection with the North Line of St. Clair County and there terminating, said termination point is approximately 0.1 miles northerly of Cherokee Street on said Highway 159.

NORTHEAST

All that part of St. Clair County, State of Illinois, lying northerly and easterly of Line 1, northerly of Line 2, and easterly of Line 3, said Lines described below:

Line 1: Beginning at the intersection of the East Line of St. Clair County and the Kaskaskia River, said Point of Beginning is approximately 1.9 miles due South from the intersection of Zinck Road and Clinton County Line Road; thence westerly 4.8 miles to the intersection of Seibert Road and Illinois State Highway 4; thence westerly along Seibert Road 1.1 miles to Brickyard Road; thence northwesterly and northerly along Brickyard Road 2.1 miles to Jefferson Road; thence westerly and northwesterly along Jefferson Road (also known as Illinois State Highway 20) a distance of 3.4 miles to Reinneck Road; thence northerly and westerly along Reinneck Road 1.8 miles to Rentschler Road; thence westerly and southwesterly along Rentschler Road 0.8 miles to Plum Hill School Road; thence westerly and northerly along Plum Hill School Road 2.8 miles to Illinois State Highway 158; thence easterly along Highway 158 a distance of 0.7 miles to Radio Range Road; thence northerly along Radio Range Road 1.0 miles to Illinois State Highway 161; thence westerly along said Highway 161 a distance of 0.5 miles to Shiloh Station Road; thence northerly along Shiloh Station Road 1.0 miles to Shiloh Station West Road, a point hereinafter referred to as POINT A; thence westerly along Shiloh Station West Road 0.9 miles to Willman Lane; thence northwesterly 1.1 miles to the intersection of Lebanon Avenue and North Green Mount Road; thence northerly along North Green Mount Road 0.5 miles to its intersection with Piper Hills Drive; thence northwesterly 1.5 miles to the intersection of Hartman Lane and Thouvenot

Lane; thence westerly along Thouvenot Lane 0.6 miles to a point on Thouvenot Lane 0.05 miles East of Bristol Hill Drive; thence northerly parallel to said Bristol Hill Drive 0.5 miles; thence westerly, parallel to the nearby Arley Hill Drive 0.4 miles to Old Collinsville Road; thence northerly along Old Collinsville Road 0.5 miles to Ashland Avenue; thence westerly along Ashland Avenue 0.7 miles to Judy Lane; thence northerly along Judy Lane 0.5 miles to Lincoln Highway; thence westerly along Lincoln Highway 0.3 miles to North Illinois Street, a point hereinafter referred to as POINT B. thence southerly along North Illinois Street (also known as Illinois State Highway 159) a distance of 0.5 miles to Longacre Drive; thence westerly along Longacre Drive 1.0 miles to its intersection with Union Hill Road; thence southwestly 2.0 miles to the intersection of Lebanon Road and Illinois State Highway 161; thence westerly along Lebanon Road 1.1 miles to West Main Street; thence westerly along West Main Street 0.2 miles to Illinois State Highway 157; thence southwestly along Said Highway 157 a distance of 0.1 miles to Red Bud Lane; thence southeasterly 0.4 miles to the intersection of Baltimore Street and Wondell Woods Drive; thence westerly and southwestly along Baltimore Street 0.2 miles to an intersection with South 98th Street; thence southerly 0.3 miles to the intersection of South 95th Street and Superior Drive; thence easterly along South 95th Street 0.1 miles to Signal Park Lane; thence southerly along Signal Park Lane and its continued trail 0.5 miles to Foley Drive; thence northwestly along Foley Drive 0.5 miles to a point on Foley Drive distant 0.1 miles westerly of Powder Creek Drive; thence due West 1.3 miles to North 88th Street (also known as Illinois State Highway 157) to a point on North 88th Street distant 0.1 miles northerly of Pocket Road; thence southwestly along 88th Street 1.2 miles to its intersection with Old St. Louis Road; thence southwestly 0.6 miles to the intersection of Millstadt Road and Booker T. Washington Road, said intersection is also of Millstadt and Cemetery Road; thence southwestly along Cemetery Road 0.8 miles to its end; thence southwestly 1.3 miles to the intersection of Mullins Road and Canyon Acres; thence southwestly 1.2 miles to the intersection of Imbs Station Road and Wagner Road; thence south along Wagner Road 1.0 miles to its intersection with Hertel Road; thence southerly 2.9 miles to the intersection of Stemler Road and Triple Lakes Road; thence southerly along Triple Lakes Road 1.0 miles to its intersection with Old Farm Road; thence southerly to the South Line of St. Clair County and there terminating, said termination point being the intersection of Gilmore Lake Road and EE Road.

Line 2: Beginning at the aforementioned POINT A; thence easterly along Shiloh Station East Road 0.8 miles to Illinois State Highway 158; thence northerly along said Highway 158 a distance of 1.0 miles to Seibert Road; thence easterly along Seibert Road 0.5 miles to Old Illinois 158; thence northerly along said Old Illinois 158 a distance of 0.9 miles to Wherry Road; thence easterly along Wherry Road 1.3 miles to its intersection with Rieder Road; thence continuing east on same bearing 1.0 miles to Silver Creek; thence northerly along Silver Creek 1.2 miles to its intersection with the extension westerly of Pister Road; thence east 1.3 miles to a point on Illinois State Route 4 distant 0.1 miles south of Oak Grove School Road; thence southerly along said State Route 4 a distance of 1.0 miles to Faust Road; thence easterly along Faust Road 3.0 miles to Summerfield South Road (also known as Illinois State Highway 50); thence north along Summerfield South Road 0.5 miles to Luettinger Road; thence easterly along Luettinger Road 2.6

miles to the East Line of St. Clair County and there terminating, said termination point being the intersection of Luettinger Road and Clinton County Line Road.

Line 3: Beginning at the aforementioned POINT B; thence northerly along Illinois Street 1.3 miles to Milburn School Road; thence easterly along Milburn School Road 1.1 miles to Old Collinsville Road; thence northerly along Old Collinsville Road 0.3 miles to Far Oaks Drive; thence northeasterly 3.0 miles to the intersection of Witte Road and Kings Ridge Boulevard; thence northeasterly 0.6 miles to a point on the North Line of St. Clair County and there terminating, said point of termination located approximately 0.1 mile north of the intersection of Witte Road and Heck Road.

EAST

All that part of St. Clair County, State of Illinois, lying northerly and easterly of the following described Line 1 and southerly of the following described Line 2:

Line 1: Beginning at the intersection of the East Line of St. Clair County and the Kaskaskia River, said Point of Beginning is approximately 1.9 miles due South from the intersection of Zinck Road and Clinton County Line Road; thence westerly 4.8 miles to the intersection of Seibert Road and Illinois State Highway 4; thence westerly along Seibert Road 1.1 miles to Brickyard Road; thence northwesterly and northerly along Brickyard Road 2.1 miles to Jefferson Road; thence westerly and northwesterly along Jefferson Road (also known as Illinois State Highway 20) a distance of 3.4 miles to Reinneck Road; thence northerly and westerly along Reinneck Road 1.8 miles to Rentchler Road; thence westerly and southwesterly along Rentchler Road 0.8 miles to Plum Hill School Road; thence westerly and northerly along Plum Hill School Road 2.8 miles to Illinois State Highway 158; thence easterly along Highway 158 a distance of 0.7 miles to Radio Range Road; thence northerly along Radio Range Road 1.0 miles to Illinois State Highway 161; thence westerly along said Highway 161 a distance of 0.5 miles to Shiloh Station Road; thence northerly along Shiloh Station Road 1.0 miles to Shiloh Station West Road, a point hereinafter referred to as POINT A; thence westerly along Shiloh Station West Road 0.9 miles to Willman Lane; thence northwesterly 1.1 miles to the intersection of Lebanon Avenue and North Green Mount Road; thence northerly along North Green Mount Road 0.5 miles to its intersection with Piper Hills Drive; thence northwesterly 1.5 miles to the intersection of Hartman Lane and Thouvenot Lane; thence westerly along Thouvenot Lane 0.6 miles to a point on Thouvenot Lane 0.05 miles East of Bristol Hill Drive; thence northerly parallel to said Bristol Hill Drive 0.5 miles; thence westerly, parallel to the nearby Arley Hill Drive 0.4 miles to Old Collinsville Road; thence northerly along Old Collinsville Road 0.5 miles to Ashland Avenue; thence westerly along Ashland Avenue 0.7 miles to Judy Lane; thence northerly along Judy Lane 0.5 miles to Lincoln Highway; thence westerly along Lincoln Highway 0.3 miles to North Illinois Street, a point hereinafter referred to as POINT B. thence southerly along North Illinois Street (also known as Illinois State Highway 159) a distance of 0.5 miles to Longacre Drive; thence westerly along Longacre Drive 1.0 miles to its intersection with Union Hill Road; thence southwesterly 2.0 miles to the intersection of Lebanon Road and Illinois State Highway 161; thence westerly along

Lebanon Road 1.1 miles to West Main Street; thence westerly along West Main Street 0.2 miles to Illinois State Highway 157; thence southwesterly along Said Highway 157 a distance of 0.1 miles to Red Bud Lane; thence southeasterly 0.4 miles to the intersection of Baltimore Street and Wondell Woods Drive; thence westerly and southwesterly along Baltimore Street 0.2 miles to an intersection with South 98th Street; thence southerly 0.3 miles to the intersection of South 95th Street and Superior Drive; thence easterly along South 95th Street 0.1 miles to Signal Park Lane; thence southerly along Signal Park Lane and its continued trail 0.5 miles to Foley Drive; thence northwesterly along Foley Drive 0.5 miles to a point on Foley Drive distant 0.1 miles westerly of Powder Creek Drive; thence due West 1.3 miles to North 88th Street (also known as Illinois State Highway 157) to a point on North 88th Street distant 0.1 miles northerly of Pocket Road; thence southwesterly along 88th Street 1.2 miles to its intersection with Old St. Louis Road; thence southwesterly 0.6 miles to the intersection of Millstadt Road and Booker T. Washington Road, said intersection is also of Millstadt and Cemetery Road; thence southwesterly along Cemetery Road 0.8 miles to its end; thence southwesterly 1.3 miles to the intersection of Mullins Road and Canyon Acres; thence southwesterly 1.2 miles to the intersection of Imbs Station Road and Wagner Road; thence south along Wagner Road 1.0 miles to its intersection with Hertel Road; thence southerly 2.9 miles to the intersection of Stemler Road and Triple Lakes Road; thence southerly along Triple Lakes Road 1.0 miles to its intersection with Old Farm Road; thence southerly to the South Line of St. Clair County and there terminating, said termination point being the intersection of Gilmore Lake Road and EE Road.

Line 2: Beginning at the aforementioned POINT A; thence easterly along Shiloh Station East Road 0.8 miles to Illinois State Highway 158; thence northerly along said Highway 158 a distance of 1.0 miles to Seibert Road; thence easterly along Seibert Road 0.5 miles to Old Illinois 158; thence northerly along said Old Illinois 158 a distance of 0.9 miles to Wherry Road; thence easterly along Wherry Road 1.3 miles to its intersection with Rieder Road; thence continuing east on same bearing 1.0 miles to Silver Creek; thence northerly along Silver Creek 1.2 miles to its intersection with the extension westerly of Pister Road; thence east 1.3 miles to a point on Illinois State Route 4 distant 0.1 miles south of Oak Grove School Road; thence southerly along said State Route 4 a distance of 1.0 miles to Faust Road; thence easterly along Faust Road 3.0 miles to Summerfield South Road (also known as Illinois State Highway 50); thence north along Summerfield South Road 0.5 miles to Luettinger Road; thence easterly along Luettinger Road 2.6 miles to the East Line of St. Clair County and there terminating, said termination point being the intersection of Luettinger Road and Clinton County Line Road.

SOUTH

All that part of St. Clair County, State of Illinois, lying southerly of the following described Line 1:

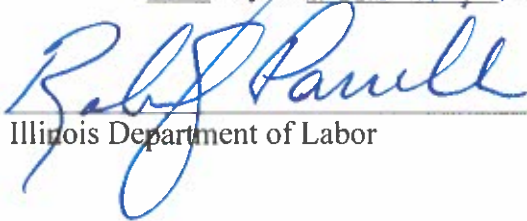
Line 1: Beginning at the intersection of the East Line of St. Clair County and the Kaskaskia River, said Point of Beginning is approximately 1.9 miles due South from the intersection of Zinck Road and Clinton County Line Road; thence westerly 4.8 miles to

the intersection of Seibert Road and Illinois State Highway 4; thence westerly along Seibert Road 1.1 miles to Brickyard Road; thence northwesterly and northerly along Brickyard Road 2.1 miles to Jefferson Road; thence westerly and northwesterly along Jefferson Road (also known as Illinois State Highway 20) a distance of 3.4 miles to Reinneck Road; thence northerly and westerly along Reinneck Road 1.8 miles to Rentchler Road; thence westerly and southwesterly along Rentchler Road 0.8 miles to Plum Hill School Road; thence westerly and northerly along Plum Hill School Road 2.8 miles to Illinois State Highway 158; thence easterly along Highway 158 a distance of 0.7 miles to Radio Range Road; thence northerly along Radio Range Road 1.0 miles to Illinois State Highway 161; thence westerly along said Highway 161 a distance of 0.5 miles to Shiloh Station Road; thence northerly along Shiloh Station Road 1.0 miles to Shiloh Station West Road, a point hereinafter referred to as POINT A; thence westerly along Shiloh Station West Road 0.9 miles to Willman Lane; thence northwesterly 1.1 miles to the intersection of Lebanon Avenue and North Green Mount Road; thence northerly along North Green Mount Road 0.5 miles to its intersection with Piper Hills Drive; thence northwesterly 1.5 miles to the intersection of Hartman Lane and Thouvenot Lane; thence westerly along Thouvenot Lane 0.6 miles to a point on Thouvenot Lane 0.05 miles East of Bristol Hill Drive; thence northerly parallel to said Bristol Hill Drive 0.5 miles; thence westerly, parallel to the nearby Arley Hill Drive 0.4 miles to Old Collinsville Road; thence northerly along Old Collinsville Road 0.5 miles to Ashland Avenue; thence westerly along Ashland Avenue 0.7 miles to Judy Lane; thence northerly along Judy Lane 0.5 miles to Lincoln Highway; thence westerly along Lincoln Highway 0.3 miles to North Illinois Street, a point hereinafter referred to as POINT B. thence southerly along North Illinois Street (also known as Illinois State Highway 159) a distance of 0.5 miles to Longacre Drive; thence westerly along Longacre Drive 1.0 miles to its intersection with Union Hill Road; thence southwesterly 2.0 miles to the intersection of Lebanon Road and Illinois State Highway 161; thence westerly along Lebanon Road 1.1 miles to West Main Street; thence westerly along West Main Street 0.2 miles to Illinois State Highway 157; thence southwesterly along Said Highway 157 a distance of 0.1 miles to Red Bud Lane; thence southeasterly 0.4 miles to the intersection of Baltimore Street and Wondell Woods Drive; thence westerly and southwesterly along Baltimore Street 0.2 miles to an intersection with South 98th Street; thence southerly 0.3 miles to the intersection of South 95th Street and Superior Drive; thence easterly along South 95th Street 0.1 miles to Signal Park Lane; thence southerly along Signal Park Lane and its continued trail 0.5 miles to Foley Drive; thence northwesterly along Foley Drive 0.5 miles to a point on Foley Drive distant 0.1 miles westerly of Powder Creek Drive; thence due West 1.3 miles to North 88th Street (also known as Illinois State Highway 157) to a point on North 88th Street distant 0.1 miles northerly of Pocket Road; thence southwesterly along 88th Street 1.2 miles to its intersection with Old St. Louis Road; thence southwesterly 0.6 miles to the intersection of Millstadt Road and Booker T. Washington Road, said intersection is also of Millstadt and Cemetery Road; thence southwesterly along Cemetery Road 0.8 miles to its end; thence southwesterly 1.3 miles to the intersection of Mullins Road and Canyon Acres; thence southwesterly 1.2 miles to the intersection of Imbs Station Road and Wagner Road; thence south along Wagner Road 1.0 miles to its intersection with Hertel Road; thence southerly 2.9 miles to the intersection of Stemler Road and Triple Lakes Road; thence southerly along Triple Lakes

Road 1.0 miles to its intersection with Old Farm Road; thence southerly to the South Line of St. Clair County and there terminating, said termination point being the intersection of Gilmore Lake Road and EE Road.

6. The Decision and Order disposing of this proceeding shall have the same force and effect as an Order made after a full hearing.
7. The rate determination shall apply effective upon publication by the Department, 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.
8. 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 10 day of December, 2025



Illinois Department of Labor

/s/ Tim Ryan

Downstate Illinois Laborers' District Council

Entered by:

/s/Moshe M. Liberman

Administrative Law Judge

Date: December 10, 2025