

Dear Employer:

The Board of Trustees of the Mid Central Operating Engineers Health and Welfare Fund, I.U.O.E. 841 Apprenticeship Fund Trust and I.U.O.E. 841 Qualified Savings Plan Trust met in May 2013. Each of these Boards reviewed their financial status and the collection of delinquent contributions.

Each of the Boards determined to enforce the provisions of their Trusts requiring contributions to be due and payable by the 15<sup>th</sup> of the month. Employers will no longer have an extended grace period to the end of the month. If employer contributions are not paid by the 15<sup>th</sup> of the month, interest and liquidated damages will be assessed retroactive to the 1<sup>st</sup> of the month. The process of tightening the collection procedures will be **effective July 1, 2013** relevant to June 2013 employer contributions.

The Trustees of each of the Boards believe that the enforcement of their Trusts provision will create a level playing field for all contractors and maintain the competitiveness of the union construction industry.

Sincerely,  
The Board of Trustees