

EXHIBIT 'B'. DUES AND ASSESSMENTS.

Dues from members of Local Union No. 188 shall be as follows:

Effective date to coincide with the merger of Local No. 188's Health and Welfare Trust with the Painters Health and Welfare Trust or January 1, 2006, whichever ever comes sooner, the monthly basic dues for Journeymen Glaziers, Auto Glassmen, Apprentice Glaziers and Auto Glass Trainees shall be paid as provided in the General Constitution per Section 17 plus Local Union No. 188 Death Assessment payable quarterly and check-off dues of three and two-tenths percent (3.2%) of the gross income, two-tenths (0.2%) of which will be Local Union No. 188 check-off dues and will be placed in Local Union No. 188's General Fund.

Effective July 1, 2006 the monthly basic dues for Journeymen Glaziers, Auto Glassmen, Apprentice Glaziers and Auto Glass Trainees shall be paid as provided in the General Constitution per Section 17 plus Local Union No. 188 Death Assessment payable quarterly and check-off dues of three and four-tenths percent (3.4%) of the gross income, four-tenths (0.4%) of which will be Local Union No. 188 check-off dues and will be placed in Local Union No. 188's General Fund.

Effective July 1, 2007 the monthly basic dues for Journeymen Glaziers, Auto Glassmen, Apprentice Glaziers and Auto Glass Trainees shall be paid as provided in the General Constitution per Section 17 plus Local Union No. 188 Death Assessment payable quarterly and check-off dues of three and six-tenths percent (3.6%) of the gross income, six-tenths (0.6%) of which will be Local Union No. 188 check-off dues and will be placed in Local Union No. 188's General Fund. The check-off dues will stay at three and four-tenths percent (3.4%) if it is determined by Local Union No. 188's Executive Board there is not a financial need for the increase.

Effective January 1, 2006, the basic monthly dues for Production Workers* shall be paid as provided in the General Constitution per Section 17 plus Local Union No. 188 Death Assessment payable quarterly and check-off dues of one percent (1.5%) of the gross income.

*Except members at Jeld-Wen Windows shall pay dues check-off only, at a rate of one and one-half percent (1.5%) of the top fabricator class II rate. If a member at Jeld-Wen Windows misses 30 days of work due to bonafide lay-off or illness Local Union 188 will pay dues for up to a three (3) month maximum in any twelve (12) month period. After that a member will be required to pay the basic dues to maintain their membership.

Effective January 1, 2006, the monthly basic dues for Retired and Life Members shall be paid as provided in the General Constitution per Section 17 plus Local Union No. 188 Death Assessment payable quarterly.

Effective January 1, 2006 there are no monthly basic dues for Gold Members as described per Section 101 of the General Constitution and Honorary Members of Local Union No. 188, all dues as provided in the General Constitution per Section 17 plus Local Union No. 188 Death Assessment shall be payable quarterly out of Local Union No. 188's General Fund.

Effective January 1, 2006, the monthly basic dues for Employer Members shall be forty-four dollars (\$44.00) a month plus the Local No. 188 Death Assessment payable quarterly.

Effective January 1, 2006, For those members employed under general working agreements, or contracts, which do not contain the administrative dues check-off fees, will convert to a dues check off of one and one half percent (1%) of the gross income.

At the June union meetings a committee consisting of the President, Financial Secretary, and the three Trustees will make a recommendation to the Executive Board and the membership to raise or lower Local Union No. 188's check-off dues percentage. This recommendation will be based on the Local having a minimum of six (6) months and a maximum of one (1) years operating expenses. The criteria for determining the amount of increase or decrease in percentage shall be based on several factors, including but not limited to: the economic forecast for construction in Local Union No. 188's jurisdiction; the current membership numbers of Local Union No.188; the need to make cuts or additions to Local Union No. 188's office in order to maintain an appropriate level of efficiency and service to the membership.

If a member has paid their quarterly dues annually, the remaining monthly basic dues will be reimbursed if the member takes a clearance card to another Local or officially resigns their membership in writing from the Union.

Assessments are on all classifications. All dues and assessments are payable quarterly, except by mutual consent between the Union, Employer and Member for monthly dues deduction. Statements are sent out from Local Union No. 188's office yearly. All members working at the trade shall pay full dues. If the monthly basic dues for all classifications are not paid by the 20th of the first month of each quarter a five-dollar (\$5.00) late fee will be assessed. If the monthly basic dues for all classifications are not paid by the 20th of the second month of each quarter a ten-dollar (\$10.00) late fee will be assessed.

Suspended members will be assessed a reinstatement fee of fifty dollars (\$50.00) and will be required to pay all dues in arrears and the current quarters dues, which includes the ten dollar (\$10.00) reinstatement to the Local No. 188 Death Fund.

A \$20.00 dollar fee will be assessed on all returned checks (NSF). After two (NSF) checks within one year, personal checks will no longer be accepted. Payments will be cash, Certified Checks or Money Order only.