

## AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This amendatory Agreement, by and between the Pennsylvania Insulation Contractors Association ("PICA") and **International Association of Heat and Frost Insulators and Allied Workers Local Union No. 23** ("Union"), (hereinafter the "Parties") is hereby adopted by the Parties, in conformity with Article XVII of their existing Collective Bargaining Agreement, effective June 30 , 2025 through and including June 25 , 2028, that contemplates and permits its reopening for changes in wages, terms and conditions at any time during the life of the Agreement, provided that such reopening is mutually agreed upon by the Union and PICA. The sole and exclusive purpose of this amendatory Agreement is to modify Article X, Section I I of the said Collective Bargaining Agreement to read as follows:

### **ARTICLE X**

#### **EMPLOYEE BENEFIT FUNDS**

**Section I I.** Employer agrees to Union and/or Fund audit and examination of payroll and related records. Whenever such audit and examination is deemed appropriate by the Union, the Trustees of the Employee Benefit Funds established by this Agreement or their respective designees, all such records of whatever kind and wherever situate of any Employer designated to be subject to audit and examination that are deemed pertinent and/or appropriate by the Union, the Fund Trustees, or their designees, including but not limited to job, employment, payroll and/or financial records, to verify each Employer's compliance with the terms of this Agreement shall be made available and accessible to the designated auditor and/or examiner. The Union and the Employee Benefit Fund Trustees and their designees are granted the authority to require any employer to furnish to the Trustees a Bond, with a reputable Surety thereon subject to the approval of the Union and/or the Employee Benefit Fund Trustees, with the Union and the said Trustees designated as Obliges thereunder, in an amount determined by the Union and the said Trustees, and with notice provisions acceptable to the Union and the said Trustees. Failure of the subject employer to provide necessary records for an audit and/or examination will be deemed to be a breach of this Collective Bargaining Agreement and should the Union and/or the said Trustees exercise the option, the Union may remove bargaining unit employees from the jobs of such delinquent Employer (until such audit is satisfied); and the Employer shall be liable to pay unto such employees so removed an amount equal to the wages and benefits lost by such employees by reason of such Employer's breach of within the Agreement.

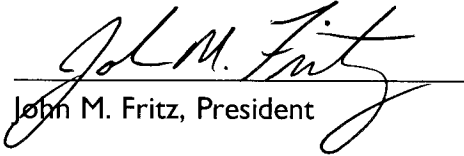
All other provisions of the above referenced Collective Bargaining Agreement and addenda thereto are unchanged and remain in full force and effect.

In **witness whereof**, the Parties hereto have set their respective hands and seals this 22<sup>nd</sup> day of September 2025.

International Association of Heat & Frost Insulators  
and Allied Workers Local Union No. 23



Ronnie Beverly, Business Manager



John M. Fritz, President

Pennsylvania Insulation

Contractors Association



Zachary Lydon, President