

EXHIBIT F

ARCHDIOCESE OF CINCINNATI

EXTRA-SYNODAL DECREE

POLICY REGARDING MAJOR CONSTRUCTION

*Effective Date: January 1, 1994
Replaces 1981 Policy*

POLICY

Except for those areas of the Archdiocese in which union labor is determined by the Archbishop to be unavailable or scarce, major (commercial) new construction regardless of cost, and major (commercial) renovation projects costing in excess of \$1,000,000, are to be limited to union contractors. When a parishioner is at least 10% owner or legal partner in a construction company capable of doing the major commercial construction or renovation work in question, that company whether union or non-union, may bid on major or commercial construction or renovation projects at the person's own parish.

All other projects may be bid "open shop".

DEFINITIONS

Major or commercial construction:

Major or commercial construction is to be understood to mean the construction of churches, schools, multipurpose buildings, gymnasiums, stadiums, etc, or any additions thereto. Minor or residential construction, not covered by this policy, shall be understood to include the construction of convents, rectories, and parish office space within rectories.

Renovation:

Renovation projects shall be understood to mean construction work that takes place within the confines of the existing roof, walls, and basement of the structure to be renovated. Expansion beyond the existing foundation, excavation of dirt to enlarge a basement, or the adding of additional floors through elevation of the roof are all considered new construction rather than renovation.

ARCHDIOCESAN POLICY REGARDING MAJOR CONSTRUCTIONUnion contractors:

Union contractors shall be understood as those contractors who are, throughout the duration of the construction work, signatory to an agreement (recognized by the Building Trades Council) or agreements with the various trade unions representing the types of trades employed, and who exclusively employ members of the union representing their trade on the specific job site.

Parishioner:

For purposes of this policy, a parishioner shall be defined as a registered parishioner who lives within the confines of the boundaries of the parish, or one who lives outside the confines of the parish boundaries, but who has been an active registered parishioner at the parish for a period of at least two years. It is presumed that a person may be a registered parishioner at only one parish at a time.

Capable:

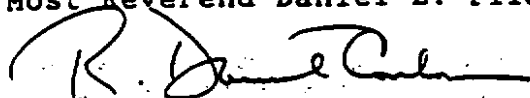
Companies must meet minimum financial, quality, and experience standards commensurate with the size and type of work in order to be eligible. AIA Document A305 is a tool by which the capability can be measured. If the non-union parishioner contractor is a subcontractor on the construction project, the union general contractor will review the standards outlined in AIA (A305), and make recommendation to the Archbishop regarding qualifications. If the non-union parishioner contractor is the general contractor on the construction project, the Archbishop alone will make the determination as to qualifications.

This decree is an addition to Appendix III (Paragraph 196) of the Document on Temporal Affairs of the Sixth Synod of the Archdiocese of Cincinnati (1971).



Most Reverend Daniel E. Pilarczyk

Cincinnati, Ohio
December 9, 1993

 Notary