

## WAGE AND FRINGE BENEFITS PAYMENTS

JANUARY 1, 2012 - JULY 31, 2012

**SUPPLEMENTAL SERVICE AGREEMENT**

	Licensed Journey- Man	Non Licensed Journeyman	1st Yr. Appr. 47%	2nd Yr. Appr. 55%	3rd Yr. Appr. 65%	4th Yr. Appr. 75%	5th Yr. Appr. 80%
STRAIGHT TIME:	38.17	37.21	17.94	20.99	24.81	28.63	30.54
TIME & ONE-HALF:	57.26	55.82	26.91	31.49	37.22	42.95	45.81
DOUBLE TIME:	76.34	74.42	35.88	41.98	49.62	57.26	61.08
SHIFT WORK: 15% - 5 or more Days	43.90	42.79	20.63	24.14	28.53	32.92	35.12
SHIFT WORK - 20% - 4 DAYS	45.80	44.65	21.53	25.19	29.77	34.36	36.65
SHIFT WORK - 25% - 3 DAYS	47.71	46.51	22.43	26.24	31.01	35.79	38.18

**EMPLOYER CONTRIBUTIONS:**

MEDICAL FUND:	6.95	6.95	6.95	6.95	6.95	6.95	6.95
PENSION FUND:	6.20	6.20	0.57	0.80	1.17	1.17	1.21
RETIREMENT SAVING FD:	1.25	1.25	0.99	1.07	1.15	1.24	1.25
APPRENTICESHIP FUND:	1.00	1.00	1.00	1.00	1.00	1.00	1.00
INDUSTRY FUND:	0.09	0.09	0.09	0.09	0.09	0.09	0.09
PROMOTIONAL FUND:	0.23	0.23	0.23	0.23	0.23	0.23	0.23
INT. TRAINING FUND:	0.10	0.10	0.10	0.10	0.10	0.10	0.10

**DEDUCTIONS FROM WAGES:**

VACATION FUND:	0.50	0.50	0.00	0.00	0.50	0.50	0.50
DUES CHECK OFF:	1.25	1.25	0.36	0.36	0.82	0.82	1.04

**SHIFT WORK SCHEDULE:**

<b>SHIFT WORK 15% - 5 or more Days</b>	43.90	42.79	20.63	24.14	28.53	32.92	35.12
TIME & ONE-HALF:	65.85	64.19	30.95	36.21	42.80	49.38	52.68
DOUBLE TIME:	76.34	74.42	35.88	41.98	49.62	57.26	61.08

<b>SHIFT WORK - 4 Days 20%</b>	45.80	44.65	21.53	25.19	29.77	34.36	36.65
TIME & ONE-HALF:	68.70	66.98	32.30	37.79	44.66	51.54	54.98
DOUBLE TIME:	76.34	74.42	35.88	41.98	49.62	57.26	61.08

<b>SHIFT WORK - 3 Days 25%</b>	47.71	46.51	22.43	26.24	31.01	35.79	38.18
TIME & ONE-HALF:	71.57	69.77	33.65	39.36	46.52	53.69	57.27
DOUBLE TIME:	76.34	74.42	35.88	41.98	49.62	57.26	61.08

TOTAL PACKAGE: (STRAIGHT TIME)	53.99	53.03	27.87	31.23	35.50	39.41	41.37
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