

WAGE AND FRINGE BENEFITS PAYMENTS  
**JANUARY 1, 2011 THROUGH JULY 31, 2011**

**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:	37.67	36.96	17.70	20.72	24.49	28.25	30.14
TIME & ONE-HALF:	56.51	55.44	26.55	31.08	36.74	42.38	45.21
DOUBLE TIME:	75.34	73.92	35.40	41.44	48.98	56.50	60.28
SHIFT WORK: 15% - 5 or more Days	43.32	42.50	20.36	23.83	28.16	32.49	34.66
SHIFT WORK - 20% - 4 DAYS	45.20	44.35	21.24	24.86	29.39	33.90	36.17
SHIFT WORK - 25% - 3 DAYS	47.09	46.20	22.13	25.90	30.61	35.31	37.68

**EMPLOYER CONTRIBUTIONS:**

MEDICAL FUND:	6.95	6.95	6.95	6.95	6.95	6.95	6.95
PENSION FUND:	5.90	5.90	0.54	0.76	1.11	1.11	1.11
RETIREMENT SAVING FD:	0.88	0.88	0.88	0.88	0.88	0.88	0.88
APPRENTICESHIP FUND:	0.86	0.86	0.86	0.86	0.86	0.86	0.86
INDUSTRY FUND:	0.09	0.09	0.09	0.09	0.09	0.09	0.09
PROMOTIONAL FUND:	0.04	0.04	0.04	0.04	0.04	0.04	0.04
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:	1.00	1.00	0.26	0.26	0.70	0.70	0.85

**SHIFT WORK SCHEDULE:**

<b>SHIFT WORK 15% - 5 or more Days</b>	43.32	42.50	20.36	23.83	28.16	32.49	34.66
TIME & ONE-HALF:	64.98	63.75	30.54	35.75	42.24	48.74	51.99
DOUBLE TIME:	75.34	73.92	35.40	41.44	48.98	56.50	60.28

<b>SHIFT WORK - 4 Days 20%</b>	45.20	44.35	21.24	24.86	29.39	33.90	36.17
TIME & ONE-HALF:	67.80	66.53	31.86	37.29	44.09	50.85	54.26
DOUBLE TIME:	75.34	73.92	35.40	41.44	48.98	56.50	60.28

<b>SHIFT WORK - 3 Days 25%</b>	47.09	46.20	22.13	25.90	30.61	35.31	37.68
TIME & ONE-HALF:	70.64	69.30	33.20	38.85	45.92	52.97	56.52
DOUBLE TIME:	75.34	73.92	35.40	41.44	48.98	56.50	60.28

TOTAL PACKAGE: (STRAIGHT TIME)	52.49	51.78	27.16	30.40	34.52	38.28	40.17
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