

WAGES AND FRINGE BENEFITS SUMMARY**CEMENT MASONS LOCAL 11, AREA 161****6/1/21 - 5/31/26**

EFFECTIVE:	6/1/2021	6/1/2022	6/1/2023	6/1/2024	6/1/2025
	Per Hour	Per Hour	Per Hour	Per Hour	Per Hour
WAGES: Section 3, Page 4					
Journeyman	\$ 45.00	\$ 45.25	\$ 46.25	3%	3%
Foreman	\$ 47.00	\$ 47.25	\$ 48.25	to be allocated	to be allocated
APPRENTICE RATES: Section 3, Page 4					
1st Year Apprentice *	70%	\$ 31.50	\$ 31.68	\$ 32.38	
2nd Year Apprentice *	80%	\$ 36.00	\$ 36.20	\$ 37.00	
Third Year Apprentice **	90%	\$ 40.50	\$ 40.73	\$ 41.63	
* Full Benefit Package - Deduct only Working Dues - No Savings Deduction					
** Full Benefit Package - Deduct Working Dues and Savings					
FRINGES: Section 11, Page 12					
Health/Welfare Fund	\$ 11.15	\$ 12.15	\$ 12.39		
Pension Fund	\$ 13.45	\$ 14.45	\$ 15.62		
Tax Deferred Savings Fund	\$ 15.87	\$ 16.20	\$ 16.20		
Apprentice Fund	\$ 0.55	\$ 0.55	\$ 0.80		
Industry Advancement Fund	\$ 0.13	\$ 0.13	\$ 0.13		
Three Rivers Alliance	\$ 0.04	\$ 0.04	\$ 0.04		
LMCC	\$ 0.10	\$ 0.10	\$ 0.10		
OPCMIA International Training Fund	\$ 0.09	\$ 0.09	\$ 0.09		
Dues Deduction - total package	4%	4%	4%		