

**WAGES AND FRINGE BENEFITS SUMMARY****CEMENT MASONS LOCAL 11, AREA 638****6/1/17- 5/31/21**

<b>EFFECTIVE:</b>	<b>6/1/2017</b>	<b>6/1/2018</b>	<b>6/1/2019</b>	<b>6/1/2020</b>
	Per Hour	Per Hour	Per Hour	Per Hour
<b>WAGES:</b> Section 3, Page 4				
Journeyman	\$ 44.84	\$ 45.89	\$ 47.01	\$ 48.20
Foreman	\$ 46.84	\$ 47.89	\$ 49.01	\$ 50.20
<b>APPRENTICE RATES:</b> Section 3, Page 4				
1st Year Apprentice *	70% \$ 31.39	\$ 32.12	\$ 32.91	\$ 33.74
2nd Year Apprentice *	80% \$ 35.88	\$ 36.71	\$ 37.61	\$ 38.56
Third Year Apprentice **	90% \$ 40.36	\$ 41.30	\$ 42.31	\$ 43.38
* Full Benefit Package - Deduct only Working Dues - No Savings Deduction				
** Full Benefit Package - Deduct Working Dues and Savings				
<b>FRINGES:</b> Section 11, Page 12				
Health/Welfare Fund	\$ 10.00	\$ 10.25	\$ 10.65	\$ 10.90
Pension Fund	\$ 10.16	\$ 11.16	\$ 12.01	\$ 13.01
Tax Deferred Savings Fund	\$ 10.85	\$ 10.85	\$ 10.85	\$ 10.85
Apprentice Fund	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
Industry Advancement Fund	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08
LMCC	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
OPCMIA International Training Fund	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09
Dues Deduction - total package	4%	4%	4%	4%