

**WAGES AND FRINGE BENEFITS SUMMARY**

**CEMENT MASONS LOCAL 11, AREA 638**

**6/1/21- 5/31/26**

<b>EFFECTIVE:</b>	<b>6/1/2021</b>	<b>6/1/2022</b>	<b>6/1/2023</b>	<b>6/1/2024</b>	<b>6/1/2025</b>
	Per Hour	Per Hour	Per Hour	Per Hour	Per Hour
<b>WAGES:</b> Section 3, Page 4					
Journeyman	\$ 49.20	3%	3%	3%	3%
Foreman	\$ 51.20	to be allocated	to be allocated	to be allocated	to be allocated
<b>APPRENTICE RATES:</b> Section 3, Page 4					
1st Year Apprentice *	70% \$ 34.44				
2nd Year Apprentice *	80% \$ 39.36				
Third Year Apprentice **	90% \$ 44.28				
<i>* Full Benefit Package - Deduct only Working Dues - No Savings Deduction</i>					
<i>** Full Benefit Package - Deduct Working Dues and Savings</i>					
<b>FRINGES:</b> Section 11, Page 12					
Health/Welfare Fund	\$ 11.15				
Pension Fund	\$ 13.86				
Tax Deferred Savings Fund	\$ 11.21				
Apprentice Fund	\$ 0.55				
Industry Advancement Fund	\$ 0.08				
LMCC	\$ 0.10				
OPCMIA International Training Fund	\$ 0.09				
Dues Deduction - <i>total package</i>		4%			