

WAGES AND FRINGE BENEFITS SUMMARY

CEMENT MASONS LOCAL 11, AREA 362

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 | \$ 47.70 | \$ 48.00 | \$ 48.50 | 3% | 3% |
| Foreman | \$ 49.70 | \$ 50.00 | \$ 50.50 | to be allocated | to be allocated |
| APPRENTICE RATES: Section 3, Page 4 | | | | | |
| 1st Year Apprentice * | 70% \$ 33.39 | \$ 33.60 | \$ 33.95 | | |
| 2nd Year Apprentice * | 80% \$ 38.16 | \$ 38.40 | \$ 38.80 | | |
| Third Year Apprentice ** | 90% \$ 42.93 | \$ 43.20 | \$ 43.65 | | |
| * 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 | \$ 11.65 | \$ 11.89 | | |
| Pension Fund | \$ 16.58 | \$ 17.58 | \$ 18.75 | | |
| Tax Deferred Savings Fund | \$ 10.00 | \$ 10.78 | \$ 11.28 | | |
| Apprentice Fund | \$ 0.55 | \$ 0.55 | \$ 0.80 | | |
| Industry Advancement Fund | \$ 0.08 | \$ 0.08 | \$ 0.08 | | |
| LMCC | \$ 0.10 | \$ 0.10 | \$ 0.10 | | |
| OPCMIA International Training Fund | \$ 0.09 | \$ 0.09 | \$ 0.09 | | |
| Great Lakes Safety Fund | \$ 0.01 | \$ 0.01 | \$ 0.01 | | |
| Dues Deduction - total package | 4% | 4% | 4% | | |