WAGES AND FRINGE BENEFITS SUMMARY

CEMENT MASONS LOCAL 11, AREA 638

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		$ 49.20	$ 49.70	3%	3%	3%
Foreman		$ 51.20	$ 51.70	to be allocated	to be allocated	to be allocated
APPRENTICE RATES: Section 3, Page 4						
1st Year Apprentice *	70%	$ 34.44	$ 34.79			
2nd Year Apprentice *	80%	$ 39.36	$ 39.76			
Third Year Apprentice **	90%	$ 44.28	$ 44.73			

** 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
Pension Fund	$ 13.86	$ 14.86
Tax Deferred Savings Fund	$ 11.21	$ 11.79
Apprentice Fund	$ 0.55	$ 0.55
Industry Advancement Fund	$ 0.08	$ 0.08
LMCC	$ 0.10	$ 0.10
OPCMIA International Training Fund	$ 0.09	$ 0.09
Dues Deduction - *total package*	4%	4%