

(DISTRICT COUNCIL 16 WIDE)

MARKET RECOVERY

WAGES AND FRINGE BENEFITS

July 1, 2011 THRU JUNE 30, 2012

| CLASS            | WAGE  | ***<br>DUES<br>DED'T | PENS. | H & W | V & H | NAT'L<br>PENS. | UA<br>TRAIN. | RET<br>X-MAS | A & J | PIPE | LMCC | CONTR.<br>EDUC<br>DEV | TOTAL    |
|------------------|-------|----------------------|-------|-------|-------|----------------|--------------|--------------|-------|------|------|-----------------------|----------|
| Journeyman       | 30.85 | {1.60}               | 6.08  | 7.61  | 1.30  | 1.50           | 0.10         | 0.55         | 1.22  | 0.24 | 0.05 | 0.26                  | \$ 49.76 |
| Foreman          | 36.47 | {1.60}               | 6.08  | 7.61  | 1.30  | 1.50           | 0.10         | 0.55         | 1.22  | 0.24 | 0.05 | 0.26                  | \$ 55.38 |
| **Pre-Apprentice | 13.68 | {1.60}               | 0.00  | 0.00  | 0.00  | 0.38           | 0.10         | 0.00         | 0.28  | 0.13 | 0.05 | 0.26                  | \$ 14.88 |
| * **First Year   | 16.41 | {1.10}               | 0.00  | 0.00  | 1.54  | 0.38           | 0.10         | 0.00         | 0.40  | 0.13 | 0.05 | 0.26                  | \$ 19.27 |
| * Second Year    | 18.24 | {1.60}               | 0.00  | 7.61  | 1.84  | 0.38           | 0.10         | 0.00         | 0.47  | 0.19 | 0.05 | 0.26                  | \$ 29.14 |
| * Third Year     | 21.88 | {1.60}               | 3.36  | 7.61  | 2.14  | 0.90           | 0.10         | 0.39         | 0.48  | 0.19 | 0.05 | 0.26                  | \$ 37.36 |
| * Fourth Year    | 25.53 | {1.60}               | 3.69  | 7.61  | 2.43  | 0.90           | 0.10         | 0.44         | 0.53  | 0.19 | 0.05 | 0.26                  | \$ 41.73 |
| * Fifth Year     | 29.18 | {1.60}               | 4.06  | 7.61  | 2.73  | 0.90           | 0.10         | 0.50         | 0.56  | 0.19 | 0.05 | 0.26                  | \$ 46.14 |

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

\* APPRENTICES WILL MAINTAIN CURRENT LEVELS OF COMPENSATION "BELOW" UNTIL SUCH ADVANCEMENT WILL INCREASE THE TOTAL PACKAGE "ABOVE"

\*\* PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011 HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

\*\*\* DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

| CLASS            | WAGE  | DUES   | PEN  | H&W  | V&H  | NAT<br>PEN | UA<br>TRAIN | RET<br>XMAS | A&J<br>TRAIN | PIPE | GED  | TOTAL    |
|------------------|-------|--------|------|------|------|------------|-------------|-------------|--------------|------|------|----------|
| * Pre-Apprentice | 12.71 | {1.60} | 0.00 | 6.02 | 0.00 | 0.38       | 0.10        | 0.00        | 0.23         | 0.13 | 0.26 | \$ 19.79 |
| * First Year     | 17.95 | {1.10} | 0.00 | 6.02 | 1.54 | 0.38       | 0.10        | 0.00        | 0.35         | 0.13 | 0.26 | \$ 26.69 |
| * Second Year    | 21.53 | {1.60} | 0.00 | 6.02 | 1.84 | 0.38       | 0.10        | 0.00        | 0.42         | 0.19 | 0.26 | \$ 30.70 |
| * Third Year     | 25.12 | {1.60} | 3.36 | 5.95 | 2.14 | 0.90       | 0.10        | 0.39        | 0.43         | 0.19 | 0.26 | \$ 38.80 |
| * Fourth Year    | 28.71 | {1.60} | 3.69 | 5.95 | 2.43 | 0.90       | 0.10        | 0.44        | 0.48         | 0.19 | 0.26 | \$ 43.11 |
| * Fifth Year     | 32.30 | {1.60} | 4.06 | 5.95 | 2.73 | 0.90       | 0.10        | 0.50        | 0.51         | 0.19 | 0.26 | \$ 47.46 |

THIS WAGE SHEET IS NOT TO BE USED FOR PREVAILING WAGE OR ANY P.L.A. / C.U.R.E. PROJECTS AND REQUIRES THE APPROVAL FROM THE LOCAL HAVING JURISDICTION OF THE PROJECT PRIOR TO IMPLEMENTATION

*M. D. Ryan*  
6/17/2011

*[Signature]*  
6.27.11