

(DISTRICT COUNCIL 16 WIDE)

STRIP-MALL, LIGHT COMMERCIAL, TENANT IMPROVEMENT
and
REMODEL ADDENDUM WAGE AND FRINGE BENEFITS

July 1, 2012 thru June 30, 2013

| CLASS | WAGE | *** DUES DED'T | PENS. | H & W | V & H | NAT'L PENS. | UA TRAIN. | RET X-MAS | A & J | PIPE | LMCC | CONTR. EDUC DEV | TOTAL |
|------------|-------|----------------------|-------|-------|-------|----------------|--------------|--------------|-------|------|------|-----------------------|----------|
| Journeyman | 31.24 | {1.60} | 6.54 | 7.16 | 1.25 | 1.28 | 0.10 | 0.55 | 1.40 | 0.24 | 0.10 | 0.26 | \$ 50.12 |
| Foreman | 34.05 | {1.60} | 6.58 | 7.16 | 1.30 | 1.28 | 0.10 | 0.55 | 1.40 | 0.24 | 0.10 | 0.26 | \$ 53.02 |

| | | | | | | | | | | | | | |
|------------------|-------|--------|------|------|------|------|------|------|------|------|------|------|----------|
| * Pre Apprentice | 14.46 | {1.60} | 0.00 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 0.46 | 0.13 | 0.10 | 0.26 | \$ 15.89 |
|------------------|-------|--------|------|------|------|------|------|------|------|------|------|------|----------|

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.

* PRE APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE RATE OF \$7.66

*** DISTRICT COUNCIL DUES CHECK-OFF OF \$0.95 PLUS AN ADDITIONAL \$0.65 LOCAL DUES FOR A TOTAL OF \$1.60

| CLASS | WAGE | DUES | PEN | H&W | V&H | PEN | TRAIN | XMAS | TRAIN | PIPE | CED | TOTAL |
|------------------|-------|--------|------|------|------|------|-------|------|-------|------|------|----------|
| * Pre-Apprentice | 14.46 | {1.60} | 0.00 | 7.66 | 0.00 | 0.38 | 0.10 | 0.00 | 0.46 | 0.13 | 0.26 | \$ 23.45 |

Revised June 1, 2012

M. Dyson
6/11/2012

Pauline
6-25-12

SHIFT-PAY

AGREEMENT NO. 40314
ARCA / INDEPENDENT
STRIP-MALL COMMERCIAL
AGREEMENT
JULY 1, 2012

(DISTRICT COUNCIL 16 WIDE)

**STRIP-MALL, LIGHT COMMERCIAL, TENANT IMPROVEMENT
and
REMODEL ADDENDUM WAGE AND FRINGE BENEFITS**

July 1, 2012 thru June 30, 2013

| CLASS | WAGE | *** DUES DED'T | PENS. | H & W | V & H | NAT'L PENS. | UA TRAIN. | RET X-MAS | A & J | PIPE | LMCC | CONTR. EDUC DEV | TOTAL |
|------------------|-------|----------------------|-------|-------|-------|----------------|--------------|--------------|-------|------|------|-----------------------|----------|
| Journeyman | 35.93 | {1.60} | 6.54 | 7.16 | 1.25 | 1.28 | 0.10 | 0.55 | 1.40 | 0.24 | 0.10 | 0.26 | \$ 54.81 |
| Foreman | 39.16 | {1.60} | 6.58 | 7.16 | 1.30 | 1.28 | 0.10 | 0.55 | 1.40 | 0.24 | 0.10 | 0.26 | \$ 58.13 |
| * Pre Apprentice | 16.63 | {1.60} | 0.00 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 0.46 | 0.13 | 0.10 | 0.26 | \$ 18.06 |

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

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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.

* PRE APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$7.66

*** DISTRICT COUNCIL DUES CHECK-OFF OF \$0.95 PLUS AN ADDITIONAL \$0.65 LOCAL DUES FOR A TOTAL OF \$1.60

| <u>CLASS</u> | <u>WAGE</u> | <u>DUES</u> | <u>PEN</u> | <u>H&W</u> | <u>V&H</u> | <u>PEN</u> | <u>TRAIN</u> | <u>XMAS</u> | <u>TRAIN</u> | <u>PIPE</u> | <u>CED</u> | <u>TOTAL</u> |
|------------------|-------------|-------------|------------|----------------|----------------|------------|--------------|-------------|--------------|-------------|------------|--------------|
| * Pre-Apprentice | 16.63 | {1.60} | 0.00 | 7.66 | 0.00 | 0.38 | 0.10 | 0.00 | 0.46 | 0.13 | 0.26 | \$ 25.62 |

Revised June 1, 2012

M. Rytan
6/11/2012

Paul
6-25-12