(DISTRICT COUNCIL 16 WIDE)

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

September 1, 2019 - August 31, 2020

<table>
<thead>
<tr>
<th>CLASS</th>
<th>WAGE</th>
<th>V &amp; H</th>
<th>** DUES**</th>
<th>*** UA</th>
<th>**** TOTAL</th>
<th>TAXABLE</th>
<th>H &amp; W</th>
<th>PENS.</th>
<th>NAT'L.</th>
<th>UA</th>
<th>RET</th>
<th>X-MAS</th>
<th>A &amp; J</th>
<th>PIPE</th>
<th>LMCC</th>
<th>CONTR.</th>
<th>EDUC</th>
<th>DEV</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>36.58</td>
<td>1.47</td>
<td>(1.75)</td>
<td>(0.10)</td>
<td>38.05</td>
<td>9.16</td>
<td>8.07</td>
<td>1.28</td>
<td>0.10</td>
<td>0.75</td>
<td>1.65</td>
<td>0.59</td>
<td>0.35</td>
<td>0.35</td>
<td>22.30</td>
<td>$60.35</td>
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</tr>
<tr>
<td>Foreman</td>
<td>39.87</td>
<td>1.52</td>
<td>(1.75)</td>
<td>(0.10)</td>
<td>41.39</td>
<td>9.16</td>
<td>8.11</td>
<td>1.28</td>
<td>0.10</td>
<td>0.75</td>
<td>1.65</td>
<td>0.59</td>
<td>0.35</td>
<td>0.35</td>
<td>22.34</td>
<td>$63.73</td>
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<tr>
<td>Pre Apprentice</td>
<td>18.05</td>
<td>0.00</td>
<td>(1.75)</td>
<td>(0.10)</td>
<td>18.05</td>
<td>0.00</td>
<td>0.00</td>
<td>0.38</td>
<td>0.10</td>
<td>0.00</td>
<td>1.21</td>
<td>0.48</td>
<td>0.35</td>
<td>0.35</td>
<td>2.87</td>
<td>$20.92</td>
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</table>

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

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE’S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY $0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE’S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY $0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

** PIPE ALLOCATIONS: $0.10 PLUMBERS $11, $0.15 A&J, BALANCE OF CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF OF $1.10 PLUS AN ADDITIONAL $0.65 LOCAL DUES FOR A TOTAL OF $1.75

**** UA ORGANIZING DUES $0.10

Revised June 18, 2019

R. C. 7/22/19