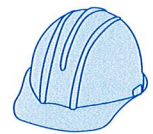




CONSTRUCTION ADVANCEMENT PROGRAM



P.O. Box 488 • Vienna, Ohio 44473
330-539-6050 • 1-800-686-4697 • Fax: 330-539-0130
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TO: All Employers of Marble Tile and Terrazzo Workers and Finishers
Local #23 in Mahoning, Trumbull and Columbiana Counties
(Formerly Local #8)

SUBJECT: NEW WAGE - FRINGE SCHEDULE - **COMMERCIAL - ZONE 1**

The following schedule will be in effect **June 1, 2023 - May 31, 2024**

MARBLE, TILE & TERRAZZO WORKERS LOCAL #23- ZONE 1

Journeyman: \$31.33

FRINGE BENEFIT RATES:

| | |
|------------------------------|-------------------|
| Health & Welfare: | \$7.35 /hr paid |
| Pension: | \$7.35 /hr paid |
| Security Plan: | \$1.75 /hr paid |
| International Union Pension: | \$0.50 /hr paid |
| I.P.F.P.P.A.: | \$0.40 /hr paid |
| Apprenticeship: | \$0.20 /hr paid |
| I.M.I.: | \$0.50 /hr paid |
| C.A.P.: | \$0.22 /hr worked |
| Total: | \$18.27 |

DEDUCTIONS:

| | |
|-------------------|----------------------------|
| Union Dues: | \$1.74 /hr paid* |
| | (\$0.50 I.U., \$1.24 D.C.) |
| Promotional Fund: | \$0.10 /hr paid |
| Total Deductions: | \$1.84 /hr paid |

JOURNEYMAN TOTAL PACKAGE: \$49.60

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #23 - ZONE 1

Journeyman: \$28.49

FRINGE BENEFIT RATES:

| | |
|------------------------------|-------------------|
| Health & Welfare: | \$7.35 /hr paid |
| Pension: | \$7.35 /hr paid |
| Security Plan: | \$1.75 /hr paid |
| International Union Pension: | \$0.50 /hr paid |
| I.P.F.P.P.A.: | \$0.40 /hr paid |
| Apprenticeship: | \$0.20 /hr paid |
| I.M.I.: | \$0.47 /hr paid |
| C.A.P.: | \$0.22 /hr worked |
| Total: | \$18.24 |

DEDUCTIONS:

| | |
|-------------------|----------------------------|
| Union Dues: | \$1.54 |
| | (\$0.47 I.U., \$1.17 D.C.) |
| Promotional Fund: | \$0.10 /hr paid |
| Total Deductions: | \$1.74 /hr paid |

JOURNEYMAN TOTAL PACKAGE: \$46.73



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TMT Zone 1 June 1, 2023-May 31,2024 COMMERCIAL APPRENTICE RATES - WORKERS

| <u>1st Year Apprentice:</u> | | <u>Worker</u> |
|-----------------------------|------------------------|---------------|
| 1st 6 months: | 60% of Journeyman Rate | \$18.80 |
| 2nd 6 months: | 70% of Journeyman Rate | \$21.93 |
| <u>2nd Year Apprentice:</u> | | |
| 1st 6 months: | 75% of Journeyman Rate | \$23.50 |
| 2nd 6 months: | 80% of Journeyman Rate | \$25.06 |
| <u>3rd Year Apprentice:</u> | | |
| 1st 6 months: | 85% of Journeyman Rate | \$26.63 |
| 2nd 6 months: | 90% of Journeyman Rate | \$28.20 |
| <u>4th Year Apprentice:</u> | | |
| 1st 6 months: | 95% of Journeyman Rate | \$29.76 |
| 2nd 6 months: | 95% of Journeyman Rate | \$29.76 |

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.35 per mile will be paid when traveling between 26 and 100 miles from the company shop.

In place of the mileage rate, a stipend of \$48 per day will be paid when traveling between 101 and 225 miles from the company shop.

In place of the mileage rate, a stipend of \$56 per day will be paid when traveling over 225 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.



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TO: All Employers of **Marble Tile and Terrazzo Workers and Finishers**
Local #23 in Stark, Carroll, Tuscarawas, Jefferson, Harrison, Belmont &
Monroe Counties

SUBJECT: NEW WAGE - FRINGE SCHEDULE - **COMMERCIAL - ZONE 2**
(Formerly Local #8)

The following schedule will be in effect **June 1, 2023 - May 31, 2024**

MARBLE, TILE & TERRAZZO WORKERS LOCAL #23 - ZONE 2

Journeyman: \$27.48

FRINGE BENEFIT RATES:

| | | |
|------------------------------|---------|------------|
| Health & Welfare: | \$8.89 | /hr paid |
| Pension: | \$5.55 | /hr paid |
| International Union Pension: | \$0.75 | /hr paid |
| I.P.F.P.P.A.: | \$0.60 | /hr paid |
| Apprenticeship: | \$0.20 | /hr paid |
| I.M.I.: | \$0.44 | /hr paid |
| C.A.P.: | \$0.22 | /hr worked |
| Total: | \$16.65 | |

DEDUCTIONS:

| | | |
|----------------------------|--------|-----------|
| Union Dues: | | /hr paid* |
| (\$0.44 I.U., \$1.10 D.C.) | | \$1.54 |
| Home Fund | \$0.10 | /hr paid |
| Vacation/Savings | \$1.00 | /hr paid |
| Total Deductions: | \$2.64 | /hr paid |

*Union Working Dues are \$0.93 per hour
paid (\$0.43 I.U., \$0.50 D.C.) for all
Apprentices

JOURNEYMAN TOTAL PACKAGE: \$44.13

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #23 - ZONE 2

Journeyman: \$24.89

FRINGE BENEFIT RATES:

| | | |
|------------------------------|---------|------------|
| Health & Welfare: | \$8.89 | /hr paid |
| Pension: | \$5.55 | /hr paid |
| International Union Pension: | \$0.75 | /hr paid |
| I.P.F.P.P.A.: | \$0.60 | /hr paid |
| Apprenticeship: | \$0.20 | /hr paid |
| I.M.I.: | \$0.42 | /hr paid |
| C.A.P.: | \$0.22 | /hr worked |
| Total: | \$16.63 | |

DEDUCTIONS:

| | | |
|--------------------------|--------|-----------|
| Union Dues: | \$1.46 | /hr paid* |
| (\$0.42 I.U., 1.04 D.C.) | | |
| Home Fund | \$0.10 | /hr paid |
| Vacation/Savings | \$1.00 | /hr paid |
| Total Deductions: | \$2.56 | /hr paid |

*Union Working Dues are \$0.89 per hour
paid (\$0.39 I.U., \$0.50 D.C.) for all
Apprentices

JOURNEYMAN TOTAL PACKAGE: \$41.52

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TMT Zone 2 June 1, 2023-May 31, 2024 COMMERCIAL APPRENTICE RATES - WORKERS

| <u>1st Year Apprentice:</u> | | <u>Worker</u> |
|-----------------------------|------------------------|---------------|
| 1st 6 months: | 60% of Journeyman Rate | \$16.49 |
| 2nd 6 months: | 70% of Journeyman Rate | \$19.24 |
| <u>2nd Year Apprentice:</u> | | |
| 1st 6 months: | 75% of Journeyman Rate | \$20.61 |
| 2nd 6 months: | 80% of Journeyman Rate | \$21.98 |
| <u>3rd Year Apprentice:</u> | | |
| 1st 6 months: | 85% of Journeyman Rate | \$23.36 |
| 2nd 6 months: | 90% of Journeyman Rate | \$24.73 |
| <u>4th Year Apprentice:</u> | | |
| 1st 6 months: | 95% of Journeyman Rate | \$26.11 |
| 2nd 6 months: | 95% of Journeyman Rate | \$26.11 |

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.35 per mile will be paid when traveling between 26 and 100 miles from the company shop.

In place of the mileage rate, a stipend of \$48 per day will be paid when traveling between 101 and 225 miles from the company shop.

In place of the mileage rate, a stipend of \$56 per day will be paid when traveling over 225 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.



CONSTRUCTION ADVANCEMENT PROGRAM



P.O. Box 488 • Vienna, Ohio 44473
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TO: All Employers of **Marble Tile and Terrazzo Workers and Finishers Local #8** in Mahoning, Trumbull, Columbiana, Stark, Carroll, Tuscarawas, Jefferson, Harrison, Belmont and Monroe Counties

SUBJECT: NEW WAGE - FRINGE SCHEDULE - **RESIDENTIAL (T&C)**

The following schedule will be in effect June 1, 2023 - May 31, 2024

MARBLE, TILE & TERRAZZO WORKERS LOCAL #23

Journeyman: \$23.95

FRINGE BENEFIT RATES:

| | | |
|-------------------|---------|------------|
| Health & Welfare: | \$7.35 | /hr paid |
| Pension: | \$2.85 | /hr paid |
| I.M.I.: | \$0.35 | /hr paid |
| C.A.P.: | \$0.22 | /hr worked |
| Total: | \$10.77 | |

DEDUCTIONS:

| | | |
|-------------------|--------|----------|
| Union Dues: | \$1.32 | /hr paid |
| Promotional Fund: | \$0.10 | /hr paid |

JOURNEYMAN TOTAL PACKAGE: \$34.72

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #23

Journeyman: \$21.96

FRINGE BENEFIT RATES:

| | | |
|-------------------|---------|------------|
| Health & Welfare: | \$7.35 | /hr paid |
| Pension: | \$2.85 | /hr paid |
| I.M.I.: | \$0.33 | /hr paid |
| C.A.P.: | \$0.22 | /hr worked |
| Total: | \$10.75 | |

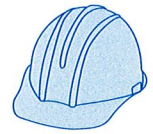
DEDUCTIONS:

| | | |
|-------------------|--------|----------|
| Union Dues: | \$1.15 | /hr paid |
| Promotional Fund: | \$0.10 | /hr paid |

JOURNEYMAN TOTAL PACKAGE: \$32.71



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June 1, 2021-May 31, 2022 RESIDENTIAL (T&C) APPRENTICE RATES - WORKERS

| <u>1st Year Apprentice:</u> | | <u>Worker</u> |
|-----------------------------|------------------------|---------------|
| 1st 6 months: | 60% of Journeyman Rate | \$14.37 |
| 2nd 6 months: | 70% of Journeyman Rate | \$16.77 |
| <u>2nd Year Apprentice:</u> | | |
| 1st 6 months: | 75% of Journeyman Rate | \$17.96 |
| 2nd 6 months: | 80% of Journeyman Rate | \$19.16 |
| <u>3rd Year Apprentice:</u> | | |
| 1st 6 months: | 85% of Journeyman Rate | \$20.36 |
| 2nd 6 months: | 90% of Journeyman Rate | \$21.56 |
| <u>4th Year Apprentice:</u> | | |
| 1st 6 months: | 95% of Journeyman Rate | \$22.75 |
| 2nd 6 months: | 95% of Journeyman Rate | \$22.75 |

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, and Local Pension shall be paid.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.35 per mile will be paid when traveling between 26 and 100 miles from the company shop.

In place of the mileage rate, a stipend of \$48 per day will be paid when traveling between 101 and 225 miles from the company shop.

In place of the mileage rate, a stipend of \$56 per day will be paid when traveling over 225 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.



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MARBLE, TILE & TERRAZZO LOCAL #23 FINISHER APPRENTICE WAGE SCALES

Effective **June 1, 2023**, the following wages and fringes will be in effect for work in Zone 1 -in Mahoning, Trumbull and Columbiana County until **May 31, 2024**.

| | | First Yea | | Second Year | | Third Year | |
|-----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | 30 Days | 2-6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths |
| APPRENTICESHIP HOURS: | | 0 to 750 | 751 to 1500 | 1501 to 2250 | 2251 to 3000 | 3000 to 3750 | 3751 to 4500 |
| | 60% | 60% | 70% | 75% | 80% | 85% | 90% |
| WAGES: | \$17.09 | \$17.09 | \$19.94 | \$21.37 | \$22.79 | \$24.22 | \$25.64 |
| FRINGE BENEFITS: | | | | | | | |
| Health & Welfare | \$0.00 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 |
| Pension | \$0.00 | \$0.00 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 |
| Security Plan | \$0.00 | \$0.00 | \$1.75 | \$1.75 | \$1.75 | \$1.75 | \$1.75 |
| International Union Pension | \$0.00 | \$0.00 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| I.P.F.P.P.A. | \$0.00 | \$0.00 | \$0.40 | \$0.40 | \$0.40 | \$0.40 | \$0.40 |
| International Masonry Inst. | \$0.00 | \$0.00 | \$0.47 | \$0.47 | \$0.47 | \$0.47 | \$0.47 |
| Apprenticeship | \$0.00 | \$0.00 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 |
| C.A.P. | \$0.00 | \$0.00 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 |
| TOTAL FRINGES: | \$0.00 | \$7.35 | \$18.24 | \$18.24 | \$18.24 | \$18.24 | \$18.24 |
| TOTAL PACKAGE: | \$17.09 | \$24.44 | \$38.18 | \$39.61 | \$41.03 | \$42.46 | \$43.88 |
| DEDUCTIONS: | | | | | | | |
| I.U. Dues | \$0.47 | \$0.47 | \$0.47 | \$0.47 | \$0.47 | \$0.47 | \$0.47 |
| O.A.D.C. Dues | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| Promotional Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 |

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.



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MARBLE, TILE & TERRAZZO LOCAL #23 WORKER APPRENTICE WAGE SCALES

Effective June 1, 2023, the following wages and fringes will be in effect for work in **Zone 1** - Mahoning, Trumbull Counties and Columbiana County until May 31, 2024.

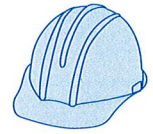
| | | First Year | | Second Year | | Third Year | | Fourth Year | |
|-------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | 30 Days | 2-6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths |
| <u>APPRENTICESHIP HOURS:</u> | | 0 to 750 | 751 to 1500 | 1501 to 2250 | 2251 to 3000 | 3000 to 3750 | 3751 to 4500 | 4501 to 5250 | 5251 to 6000 |
| | 60% | 60% | 70% | 75% | 80% | 85% | 90% | 95% | 95% |
| <u>WAGES:</u> | \$18.80 | \$18.80 | \$21.93 | \$23.50 | \$25.06 | \$26.63 | \$28.20 | \$29.76 | \$29.76 |
| <u>FRINGE BENEFITS:</u> | | | | | | | | | |
| Health & Welfare | \$0.00 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 |
| Pension | \$0.00 | \$0.00 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 | \$7.35 |
| Security Plan | \$0.00 | \$0.00 | \$1.75 | \$1.75 | \$1.75 | \$1.75 | \$1.75 | \$1.75 | \$1.75 |
| International Union Pension | \$0.00 | \$0.00 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| I.P.F.P.P.A. | \$0.00 | \$0.00 | \$0.40 | \$0.40 | \$0.40 | \$0.40 | \$0.40 | \$0.40 | \$0.40 |
| International Masonry Inst. | \$0.00 | \$0.00 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| Apprenticeship | \$0.00 | \$0.00 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 |
| C.A.P. | \$0.00 | \$0.00 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 |
| <u>TOTAL FRINGES:</u> | \$0.00 | \$7.35 | \$18.27 | \$18.27 | \$18.27 | \$18.27 | \$18.27 | \$18.27 | \$18.27 |
| <u>TOTAL PACKAGE:</u> | \$18.80 | \$26.15 | \$40.20 | \$41.77 | \$43.33 | \$44.90 | \$46.47 | \$48.03 | \$48.03 |
| <u>DEDUCTIONS:</u> | | | | | | | | | |
| I.U. Dues | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| O.A.D.C. Dues | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| Promotional Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 |

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MARBLE, TILE & TERRAZZO LOCAL #23 FINISHER APPRENTICE WAGE SCALES

Effective June 1, 2023, the following wages and fringes will be in effect for work in: Zone 2- Stark, Tuscarawas, Carroll Jefferson, Harrison, Belmont and Monroe Counties until May 31, 2024.

| | | First Year | | Second Year | | Third Year | |
|-------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | 30 Days | 2-6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths |
| <u>APPRENTICESHIP HOURS:</u> | | 0 to 750 | 751 to 1500 | 1501 to 2250 | 2251 to 3000 | 3000 to 3750 | 3751 to 4500 |
| | 60% | 60% | 70% | 75% | 80% | 85% | 90% |
| <u>WAGES:</u> | \$14.93 | \$14.93 | \$17.42 | \$18.67 | \$19.91 | \$21.16 | \$22.40 |
| <u>FRINGE BENEFITS:</u> | | | | | | | |
| Health & Welfare | \$0.00 | \$8.89 | \$8.89 | \$8.89 | \$8.89 | \$8.89 | \$8.89 |
| Pension | \$0.00 | \$0.00 | \$5.55 | \$5.55 | \$5.55 | \$5.55 | \$5.55 |
| International Union Pension | \$0.00 | \$0.00 | \$0.75 | \$0.75 | \$0.75 | \$0.75 | \$0.75 |
| I.P.F.P.P.A. | \$0.00 | \$0.00 | \$0.60 | \$0.60 | \$0.60 | \$0.60 | \$0.60 |
| International Masonry Institut | \$0.00 | \$0.00 | \$0.42 | \$0.42 | \$0.42 | \$0.42 | \$0.42 |
| Apprenticeship | \$0.00 | \$0.00 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 |
| C.A.P. | \$0.00 | \$0.00 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 |
| <u>TOTAL FRINGES:</u> | \$0.00 | \$8.89 | \$16.63 | \$16.63 | \$16.63 | \$16.63 | \$16.63 |
| <u>TOTAL PACKAGE:</u> | \$14.93 | \$23.82 | \$34.05 | \$35.30 | \$36.54 | \$37.79 | \$39.03 |
| <u>DEDUCTIONS:</u> | | | | | | | |
| I.U. Dues | \$0.42 | \$0.42 | \$0.42 | \$0.42 | \$0.42 | \$0.42 | \$0.42 |
| O.A.D.C. Dues | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| Home Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 |

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.



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MARBLE, TILE & TERRAZZO LOCAL #23 WORKER APPRENTICE WAGE SCALES

Effective June 1, 2023, the following wages and fringes will be in effect for work in:
Zone 2 - Stark, Tuscarawas, Carroll, Jefferson, Harrison, Belmont and Monroe Counties
until May 31, 2024.

| | | First Year | | Second Year | | Third Year | | Fourth Year | |
|-------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | 30 Days | 2-6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths | 1st 6 mths | 2nd 6 mths |
| <u>APPRENTICESHIP HOURS:</u> | | 0 to 750 | 751 to 1500 | 1501 to 2250 | 2251 to 3000 | 3000 to 3750 | 3751 to 4500 | 4501 to 5250 | 5251 to 6000 |
| | 60% | 60% | 70% | 75% | 80% | 85% | 90% | 95% | 95% |
| <u>WAGES:</u> | \$16.49 | \$16.49 | \$19.24 | \$20.61 | \$21.98 | \$23.36 | \$24.73 | \$26.11 | \$26.11 |
| <u>FRINGE BENEFITS:</u> | | | | | | | | | |
| Health & Welfare | \$0.00 | \$8.89 | \$8.89 | \$8.89 | \$8.89 | \$8.89 | \$8.89 | \$8.89 | \$8.89 |
| Pension | \$0.00 | \$0.00 | \$5.55 | \$5.55 | \$5.55 | \$5.55 | \$5.55 | \$5.55 | \$5.55 |
| International Union Pension | \$0.00 | \$0.00 | \$0.75 | \$0.75 | \$0.75 | \$0.75 | \$0.75 | \$0.75 | \$0.75 |
| I.P.F.P.P.A. | \$0.00 | \$0.00 | \$0.60 | \$0.60 | \$0.60 | \$0.60 | \$0.60 | \$0.60 | \$0.60 |
| International Masonry Ins. | \$0.00 | \$0.00 | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 |
| Apprenticeship | \$0.00 | \$0.00 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 | \$0.20 |
| C.A.P. | \$0.00 | \$0.00 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 | \$0.22 |
| <u>TOTAL FRINGES:</u> | \$0.00 | \$8.89 | \$16.65 | \$16.65 | \$16.65 | \$16.65 | \$16.65 | \$16.65 | \$16.65 |
| <u>TOTAL PACKAGE:</u> | \$16.49 | \$25.38 | \$35.89 | \$37.26 | \$38.63 | \$40.01 | \$41.38 | \$42.76 | \$42.76 |
| <u>DEDUCTIONS:</u> | | | | | | | | | |
| I.U. Dues | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 | \$0.44 |
| O.A.D.C. Dues | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| Home Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 | \$0.10 |

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.

Eastern Ohio • Western Pennsylvania

