

## SCHEDULE 1(a)

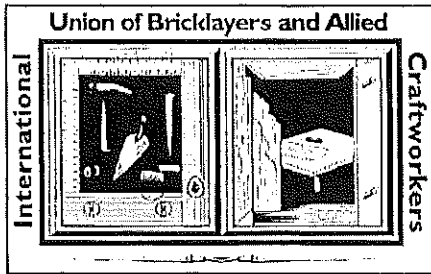
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percent of Total Package\*

BUFFALO AREA BRICKLAYERS/PCC COMMERCIAL RATES  
 Towns of Perrysburg and Gowanda in Cattaraugus County; Erie,  
 Niagara and Orleans Counties

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
Base Wage	\$32.57	\$25.87	\$26.01	\$27.72	\$30.21
Annuity	\$2.52	\$0.00	\$0.00	\$0.50	\$1.00
Health & Welfare	\$9.35	\$7.82	\$7.82	\$8.42	\$9.22
Local Pension	\$5.06	\$0.00	\$2.53	\$4.05	\$4.55
Local Pension Assessment	\$9.00	\$0.00	\$3.53	\$5.40	\$7.32
International Pension	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
IPF-PPA Assessment	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$1.10	\$0.66	\$0.77	\$0.88	\$0.99
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$31.46	\$12.55	\$18.81	\$23.50	\$27.42
Total Package	\$64.03	\$38.42	\$44.82	\$51.22	\$57.63

Local Dues	\$1.92	\$1.15	\$1.34	\$1.54	\$1.73
International Dues	\$0.64	\$0.38	\$0.45	\$0.51	\$0.58
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.73	\$2.30	\$2.66	\$3.02	\$3.38
Gross Net Pay	\$28.84	\$23.57	\$23.35	\$24.70	\$26.83



## SCHEDULE 1(b)

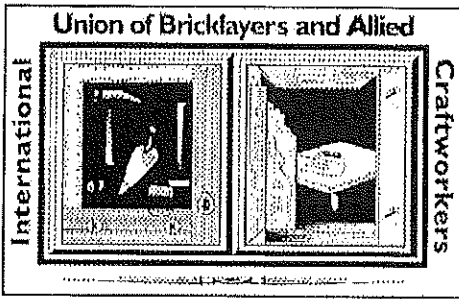
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percent of Total Package\*

### ROCHESTER AREA BRICKLAYERS/PCC COMMERCIAL RATES Genesee, Livingston, Monroe, Ontario, Seneca, Wayne, Yates and Wyoming Counties

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>	<u>Apprentice 4th Year</u>
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		55%	65%	75%	85%
<b>Base Wage</b>	<b>\$30.56</b>	<b>\$21.57</b>	<b>\$22.90</b>	<b>\$25.12</b>	<b>\$27.73</b>
Annuity	\$3.76	\$0.00	\$0.00	\$1.00	\$1.75
Health & Welfare	\$9.89	\$6.35	\$6.35	\$7.01	\$8.43
Local Pension	\$8.00	\$0.00	\$4.08	\$5.60	\$6.24
International Pension	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
IPF-PPA Assessment	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Local Training Fund	\$0.50	\$0.45	\$0.45	\$0.45	\$0.45
I.M.I.	\$0.98	\$0.54	\$0.64	\$0.74	\$0.83
J.A.B.	\$0.90	\$0.50	\$0.59	\$0.68	\$0.77
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$25.39	\$9.20	\$13.47	\$16.84	\$19.83
<b>Total Package</b>	<b>\$55.95</b>	<b>\$30.77</b>	<b>\$36.37</b>	<b>\$41.96</b>	<b>\$47.56</b>

Local Dues	\$1.68	\$0.92	\$1.09	\$1.26	\$1.43
International Dues	\$0.56	\$0.31	\$0.36	\$0.42	\$0.48
Dues Assessment	\$1.00	\$0.55	\$0.65	\$0.75	\$0.85
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.41	\$1.95	\$2.27	\$2.60	\$2.93
<b>Gross Net Pay</b>	<b>\$27.15</b>	<b>\$19.62</b>	<b>\$20.63</b>	<b>\$22.52</b>	<b>\$24.80</b>



## SCHEDULE 1(c)

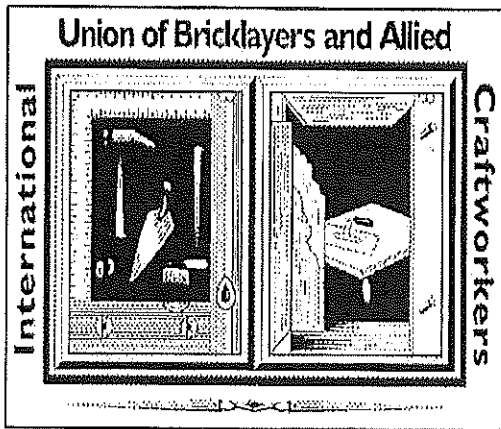
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

\*Apprentice Rates Based on Percent of Package\*

JAMESTOWN AREA BRICKLAYERS/PCC COMMERCIAL RATES  
Chautauqua County; Allegany County with exception of Towns of Alfred,  
Almond, Andover and Burns;  
Cattaraugus County with exception of Towns of Perrysburg and Gowanda

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
<b>Base Wage</b>	\$32.96	\$19.55	\$22.54	\$26.01	\$29.50
Annuity	\$4.91	\$0.00	\$1.50	\$2.50	\$3.50
Health & Welfare	\$8.82	\$5.48	\$6.41	\$7.35	\$8.28
International Pension	\$3.20	\$3.20	\$3.20	\$3.20	\$3.20
IPF-PPA Assessment	\$2.66	\$2.66	\$2.66	\$2.66	\$2.66
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$22.09	\$13.48	\$16.00	\$18.03	\$20.05
<b>Total Package</b>	<b>\$55.05</b>	<b>\$33.03</b>	<b>\$38.54</b>	<b>\$44.04</b>	<b>\$49.55</b>

Local Dues	\$1.65	\$0.99	\$1.16	\$1.32	\$1.49
International Dues	\$0.55	\$0.33	\$0.39	\$0.44	\$0.50
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.37	\$2.09	\$2.42	\$2.73	\$3.06
<b>Gross Net Pay</b>	<b>\$29.59</b>	<b>\$17.46</b>	<b>\$20.12</b>	<b>\$23.28</b>	<b>\$26.44</b>



## SCHEDULE 1 (d)

BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

\*Apprentice Rates Based on Percent of Base Wage\*

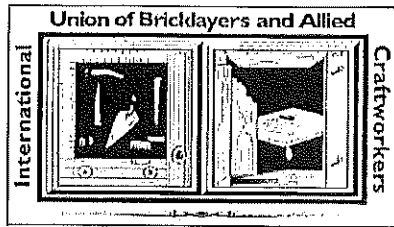
\*Added \$2 to Base Wage from Annuity in 2019 for 1st & 2nd Years  
and \$0.75 to 3rd Years

\*Added \$1 to Base Wage from Local Pension in 2021 for 1st & 2nd  
Years

### ITHACA AREA BRICKLAYERS/PCC COMMERCIAL RATES Cortland and Tompkins County

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		55%	70%	80%	90%
<b>Base Wage</b>	\$30.63	\$19.85	\$24.44	\$25.25	\$27.57
Annuity	\$4.00	\$2.00	\$2.00	\$3.25	\$4.00
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Pension	\$7.75	\$6.75	\$6.75	\$7.75	\$7.75
International Pension	\$1.80	\$1.80	\$1.80	\$1.80	\$1.80
IPF-PPA Assessment	\$1.54	\$1.54	\$1.54	\$1.54	\$1.54
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
Industry Fund	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Benefit Total	\$25.27	\$22.27	\$22.27	\$24.52	\$25.27
<b>Total Package</b>	<b>\$55.90</b>	<b>\$42.12</b>	<b>\$46.71</b>	<b>\$49.77</b>	<b>\$52.84</b>

Local Dues	\$1.68	\$1.26	\$1.40	\$1.49	\$1.59
International Dues	\$0.56	\$0.42	\$0.47	\$0.50	\$0.53
Dues Assessment	\$1.00	\$0.55	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65
Total Deductions	\$4.06	\$3.05	\$3.39	\$3.61	\$3.84
<b>Gross Net Pay</b>	<b>\$26.57</b>	<b>\$16.80</b>	<b>\$21.05</b>	<b>\$21.64</b>	<b>\$23.73</b>



## Schedule 1 (e)

BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

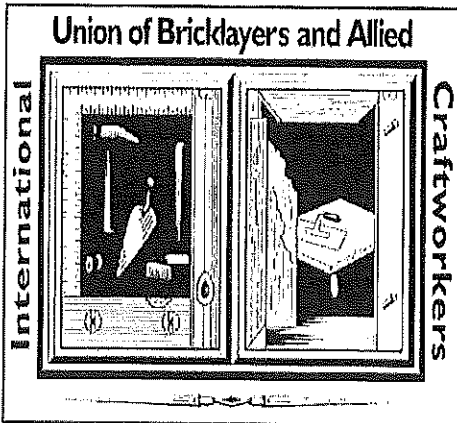
CORNING AREA BRICKLAYERS/PCC COMMERCIAL RATES  
 Chemung, Schuyler and Steuben Counties;  
 Towns of Alfred, Almond, Andover and Burns in Allegany County

\*Apprentice Rates Based on Percentage of Wages\*

\*Added \$2 to Base Wage from Annuity for 1st & 2nd Years in 2019  
 and \$0.75 for 3rd Years

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>	<u>Apprentice 4th Year</u>
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$29.73</b>	<b>\$18.35</b>	<b>\$22.81</b>	<b>\$24.53</b>	<b>\$26.76</b>
Annuity	\$4.25	\$2.25	\$2.25	\$3.50	\$4.25
Health & Welfare	\$8.08	\$8.08	\$8.08	\$8.08	\$8.08
Local Pension	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P.	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$26.17	\$24.17	\$24.17	\$25.42	\$26.17
<b>Total Package</b>	<b>\$55.90</b>	<b>\$42.52</b>	<b>\$46.98</b>	<b>\$49.95</b>	<b>\$52.93</b>

Local Dues	\$1.68	\$1.28	\$1.41	\$1.50	\$1.59
International Dues	\$0.56	\$0.43	\$0.47	\$0.50	\$0.53
Dues Assessment	\$1.00	\$0.55	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.41	\$2.43	\$2.75	\$2.97	\$3.19
<b>Gross Net Pay</b>	<b>\$26.32</b>	<b>\$15.92</b>	<b>\$20.06</b>	<b>\$21.56</b>	<b>\$23.57</b>



## SCHEDULE 1(f)

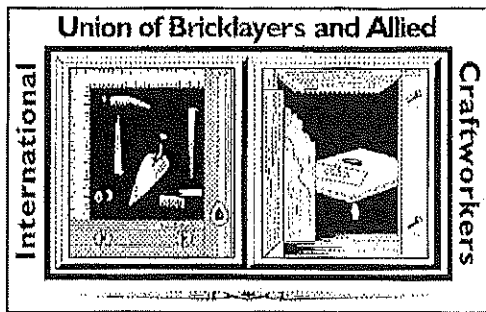
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

- \*Apprentice Rates Based on Percentage of Base Wage
- \*Added \$2 to Base Wage from Annuity for 1st & 2nd Years in 2019 and \$0.75 for 3rd Years.
- \*Added \$1 to Base Wage from Local Pension for 1st & 2nd Years in 2021

### BINGHAMTON AREA BRICKLAYERS/PCC COMMERCIAL RATES Broome, Chenango, Delaware, Otsego and Tioga Counties

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$31.29</b>	<b>\$20.21</b>	<b>\$24.90</b>	<b>\$25.78</b>	<b>\$28.16</b>
Annuity	\$2.75	\$0.75	\$0.75	\$2.00	\$2.75
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Pension	\$7.75	\$6.75	\$6.75	\$7.75	\$7.75
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$23.76	\$20.76	\$20.76	\$23.01	\$23.76
<b>Total Package</b>	<b>\$55.05</b>	<b>\$40.97</b>	<b>\$45.66</b>	<b>\$48.79</b>	<b>\$51.92</b>

Local Dues	\$1.65	\$1.23	\$1.37	\$1.46	\$1.56
International Dues	\$0.55	\$0.41	\$0.46	\$0.49	\$0.52
Dues Assessment	\$1.00	\$0.55	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65
Total Deductions	\$4.02	\$3.01	\$3.35	\$3.57	\$3.80
<b>Gross Net Pay</b>	<b>\$27.27</b>	<b>\$17.20</b>	<b>\$21.55</b>	<b>\$22.21</b>	<b>\$24.36</b>



## SCHEDULE 2(a)

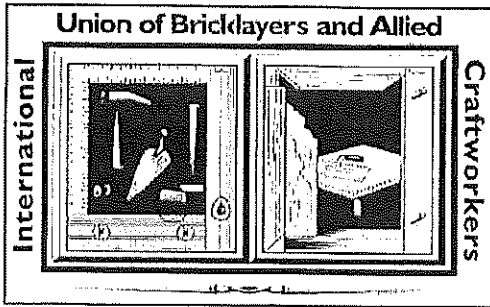
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

\*Apprentice Rates Based on Percent of Total Package\*

BUFFALO AREA TILE SETTERS COMMERCIAL RATES  
Towns of Perrysburg and Gowanda in Cattaraugus County;  
Erie, Niagara and Orleans County

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
<b>Base Wage</b>	\$32.60	\$25.75	\$25.84	\$27.33	\$30.52
Annuity	\$3.33	\$0.00	\$0.00	\$0.90	\$1.45
Health & Welfare	\$8.01	\$7.64	\$7.64	\$8.01	\$8.01
Local Pension	\$5.06	\$0.00	\$2.53	\$4.05	\$4.55
Local Pension Assessment	\$9.00	\$0.00	\$3.53	\$5.40	\$7.32
International Pension	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
IPF-PPA Assessment	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$1.10	\$0.66	\$0.77	\$0.88	\$0.99
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$30.93	\$12.37	\$18.63	\$23.49	\$26.66
<b>Total Package</b>	<b>\$63.53</b>	<b>\$38.12</b>	<b>\$44.47</b>	<b>\$50.82</b>	<b>\$57.18</b>

Local Dues	\$1.91	\$1.14	\$1.33	\$1.52	\$1.72
International Dues	\$0.64	\$0.38	\$0.44	\$0.51	\$0.57
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.72	\$2.29	\$2.64	\$3.00	\$3.36
<b>Gross Net Pay</b>	<b>\$28.88</b>	<b>\$23.46</b>	<b>\$23.20</b>	<b>\$24.33</b>	<b>\$27.16</b>



## SCHEDULE 2(b)

BAC Local #3 NY  
 33 Saginaw Drive  
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\*Apprentice Rates Based on Percent of Total Package\*

### ROCHESTER AREA TILE SETTERS COMMERCIAL RATES

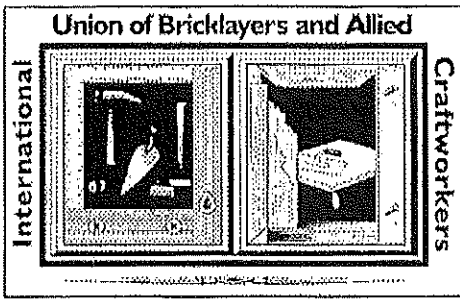
Genesee, Livingston, Monroe, Ontario, Seneca, Wayne, Yates, and Wyoming Counties

### APPRENTICE RATES

	Journeyman	1st year	1 1/2 Year	2nd Year	2 1/2 year	3rd Year	3 1/2 Year	4th Year	4 1/2 Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		55%	60%	65%	70%	75%	80%	90%	95%
Base Wage	\$32.12	\$19.50	\$21.57	\$22.82	\$24.43	\$26.39	\$28.16	\$30.24	\$31.42
Annuity	\$3.44	\$0.00	\$0.00	\$0.50	\$0.75	\$1.00	\$1.25	\$2.50	\$2.50
Health & Welfare	\$9.46	\$5.20	\$5.50	\$6.13	\$6.45	\$6.61	\$6.95	\$8.35	\$9.14
Local Pension	\$8.00	\$3.69	\$4.05	\$4.42	\$4.98	\$5.36	\$5.74	\$6.50	\$7.23
International Pension	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
IPF-PPA Assessment	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.98	\$0.52	\$0.58	\$0.62	\$0.67	\$0.72	\$0.77	\$0.86	\$0.91
J.A.B.	\$0.90	\$0.45	\$0.50	\$0.54	\$0.59	\$0.63	\$0.68	\$0.77	\$0.86
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$24.64	\$11.72	\$12.49	\$14.07	\$15.30	\$16.18	\$17.25	\$20.84	\$22.50
Total Package	\$56.76	\$31.22	\$34.06	\$36.89	\$39.73	\$42.57	\$45.41	\$51.08	\$53.92

Local Dues	\$1.70	\$0.94	\$1.02	\$1.11	\$1.19	\$1.28	\$1.36	\$1.53	\$1.62
International Dues	\$0.57	\$0.31	\$0.34	\$0.37	\$0.40	\$0.43	\$0.45	\$0.51	\$0.54
Dues Assessment	\$1.00	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.90	\$0.95
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.44	\$1.97	\$2.13	\$2.30	\$2.46	\$2.63	\$2.78	\$3.11	\$3.28
Gross Net Pay	\$28.68	\$17.53	\$19.44	\$20.52	\$21.97	\$23.76	\$25.38	\$27.13	\$28.14





## SCHEDULE 2 (c)

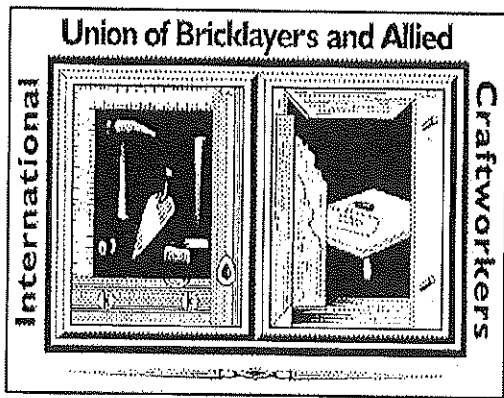
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percent of Package\*

JAMESTOWN AREA TILE SETTER COMMERCIAL RATES  
 Chautauqua County; Allegany County with exception of Towns of Alfred,  
 Almond, Andover and Burns;  
 Cattaraugus County with exception of Towns of Perrysburg and Gowanda

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>	<u>Apprentice 4th Year</u>
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
<b>Base Wage</b>	\$33.09	\$20.85	\$23.86	\$27.07	\$30.29
Annuity	\$5.23	\$0.00	\$1.26	\$2.31	\$3.36
Health & Welfare	\$8.72	\$5.47	\$6.38	\$7.30	\$8.21
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$19.61	\$10.77	\$13.03	\$15.09	\$17.14
<b>Total Package</b>	<b>\$52.70</b>	<b>\$31.62</b>	<b>\$36.89</b>	<b>\$42.16</b>	<b>\$47.43</b>

Local Dues	\$1.58	\$0.95	\$1.11	\$1.26	\$1.42
International Dues	\$0.53	\$0.32	\$0.37	\$0.42	\$0.47
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.28	\$2.04	\$2.35	\$2.66	\$2.96
<b>Gross Net Pay</b>	<b>\$29.81</b>	<b>\$18.81</b>	<b>\$21.51</b>	<b>\$24.41</b>	<b>\$27.33</b>



## SCHEDULE 2 (d)

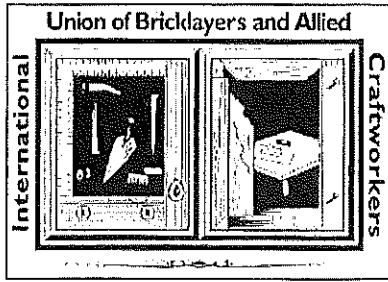
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percent of Base Wage\*

### ITHACA AREA TILE SETTER COMMERCIAL RATES Cortland and Tompkins County

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>	<u>Apprentice 4th Year</u>
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
<b>Base Wage</b>	\$30.69	\$18.41	\$21.48	\$24.55	\$27.62
Annuity	\$1.00	\$0.00	\$0.00	\$1.00	\$1.00
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Pension	\$7.75	\$0.00	\$0.00	\$7.75	\$7.75
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$22.01	\$12.90	\$12.99	\$21.83	\$21.92
<b>Total Package</b>	<b>\$52.70</b>	<b>\$31.31</b>	<b>\$34.47</b>	<b>\$46.38</b>	<b>\$49.54</b>

Local Dues	\$1.58	\$0.94	\$1.03	\$1.39	\$1.49
International Dues	\$0.53	\$0.31	\$0.34	\$0.46	\$0.50
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
Total Deductions	\$3.58	\$2.32	\$2.54	\$3.12	\$3.36
<b>Gross Net Pay</b>	<b>\$27.11</b>	<b>\$16.09</b>	<b>\$18.94</b>	<b>\$21.43</b>	<b>\$24.26</b>



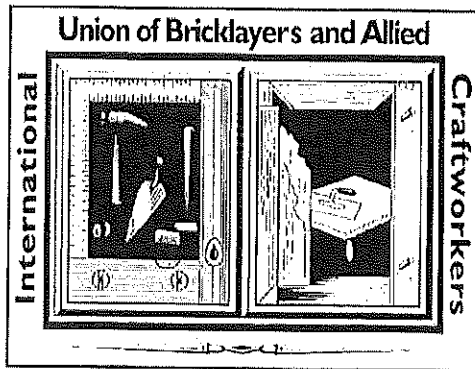
## Schedule 2 (e)

BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Wages\*

CORNING AREA TILE SETTER COMMERCIAL RATES  
 Chemung, Schuyler and Steuben Counties;  
 Towns of Alfred, Almond, Andover and Burns in Allegany County

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.69</b>	<b>\$18.41</b>	<b>\$21.48</b>	<b>\$24.55</b>	<b>\$27.62</b>
Annuity	\$1.00	\$0.00	\$0.00	\$1.00	\$1.00
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Pension	\$7.75	\$0.00	\$0.00	\$7.75	\$7.75
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P.	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
<b>Benefit Total</b>	<b>\$22.01</b>	<b>\$12.90</b>	<b>\$12.99</b>	<b>\$21.83</b>	<b>\$21.92</b>
<b>Total Package</b>	<b>\$52.70</b>	<b>\$31.31</b>	<b>\$34.47</b>	<b>\$46.38</b>	<b>\$49.54</b>
Local Dues	\$1.58	\$0.94	\$1.03	\$1.39	\$1.49
International Dues	\$0.53	\$0.31	\$0.34	\$0.46	\$0.50
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
<b>Total Deductions</b>	<b>\$3.28</b>	<b>\$2.02</b>	<b>\$2.24</b>	<b>\$2.82</b>	<b>\$3.06</b>
<b>Gross Net Pay</b>	<b>\$27.41</b>	<b>\$16.39</b>	<b>\$19.24</b>	<b>\$21.73</b>	<b>\$24.56</b>



## SCHEDULE 2 (f)

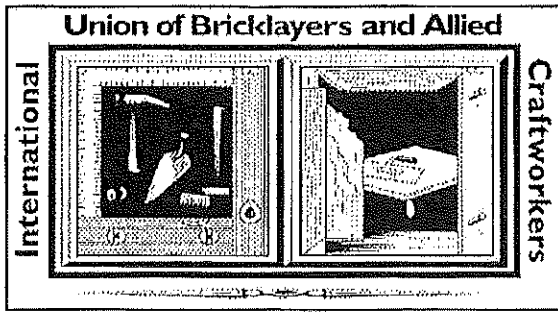
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Base Wage

### BINGHAMTON AREA TILE SETTER COMMERCIAL RATES Broome, Chenango, Delaware, Otsego and Tioga Counties

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.69</b>	<b>\$18.41</b>	<b>\$21.48</b>	<b>\$24.55</b>	<b>\$27.62</b>
Annuity	\$1.00	\$0.00	\$0.00	\$1.00	\$1.00
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Pension	\$7.75	\$0.00	\$0.00	\$7.75	\$7.75
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$22.01	\$12.90	\$12.99	\$21.83	\$21.92
<b>Total Package</b>	<b>\$52.70</b>	<b>\$31.31</b>	<b>\$34.47</b>	<b>\$46.38</b>	<b>\$49.54</b>

Local Dues	\$1.58	\$0.94	\$1.03	\$1.39	\$1.49
International Dues	\$0.53	\$0.31	\$0.34	\$0.46	\$0.50
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
Total Deductions	\$3.58	\$2.32	\$2.54	\$3.12	\$3.36
<b>Gross Net Pay</b>	<b>\$27.11</b>	<b>\$16.09</b>	<b>\$18.94</b>	<b>\$21.43</b>	<b>\$24.26</b>



## SCHEDULE 3(a)

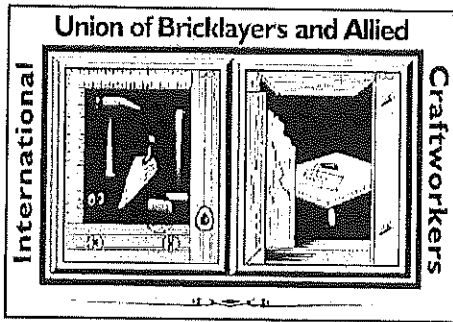
BAC Local #3 NY  
 33 Saginaw  
 Rochester, NY 14623

\*Apprentice Rates Based on Percent of  
 Total Package

**BUFFALO AREA TILE, MARBLE, TERRAZZO AND MASON  
 FINISHERS COMMERCIAL RATES**  
 Towns of Perrysburg and Gowanda in Cattaragus County;  
 Erie, Niagara and Orleans Counties

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%
<b>Base Wage</b>	\$29.46	\$18.84	\$21.38	\$24.23
Annuity	\$3.63	\$0.00	\$0.95	\$1.80
Health & Welfare	\$8.73	\$5.20	\$6.15	\$6.90
International Pension	\$1.00	\$1.00	\$1.00	\$1.00
IPF-PPA Assessment	\$0.90	\$0.90	\$0.90	\$0.90
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.78	\$0.47	\$0.55	\$0.62
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20
<b>Benefit Total</b>	\$16.67	\$8.84	\$10.91	\$12.67
<b>Total Package</b>	\$46.13	\$27.68	\$32.29	\$36.90

Local Dues	\$1.38	\$0.83	\$0.97	\$1.11
International Dues	\$0.46	\$0.28	\$0.32	\$0.37
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
<b>Total Deductions</b>	\$3.01	\$1.88	\$2.16	\$2.45
<b>Gross Net Pay</b>	\$26.45	\$16.96	\$19.22	\$21.78



## SCHEDULE 3(b)

BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

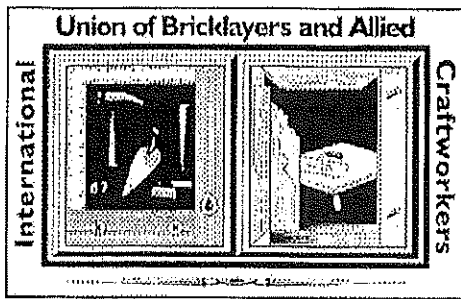
\*Apprentice Rates Based on Percent of Total Package\*

### ROCHESTER AREA TILE, MARBLE, TERRAZZO AND MASON FINISHERS COMMERCIAL RATES

Genesee, Livingston, Monroe, Ontario, Seneca, Wayne, Yates and  
Wyoming Counties

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%
<b>Base Wage</b>	\$25.98	\$20.76	\$22.00	\$23.80
Annuity	\$3.00	\$0.50	\$0.50	\$1.00
Health & Welfare	\$7.45	\$4.08	\$4.57	\$5.83
Local Pension	\$6.75	\$0.00	\$2.73	\$3.64
International Pension	\$0.25	\$0.25	\$0.25	\$0.25
IPF-PPA Assessment	\$0.30	\$0.30	\$0.30	\$0.30
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.44	\$0.27	\$0.31	\$0.34
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$19.95	\$6.80	\$10.15	\$12.94
<b>Total Package</b>	<b>\$45.93</b>	<b>\$27.56</b>	<b>\$32.15</b>	<b>\$36.74</b>

Local Dues	\$1.38	\$0.83	\$0.96	\$1.10
International Dues	\$0.46	\$0.28	\$0.32	\$0.37
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.01	\$1.88	\$2.15	\$2.44
<b>Gross Net Pay</b>	<b>\$22.97</b>	<b>\$18.88</b>	<b>\$19.85</b>	<b>\$21.36</b>



## SCHEDULE 3 (c)

BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percent of Package\*

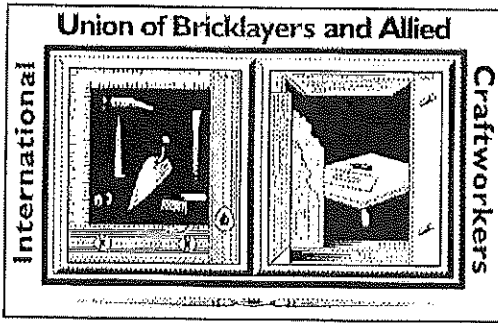
### JAMESTOWN AREA TILE, MARBLE, TERRAZZO AND MASON FINISHER COMMERCIAL RATES

Chautauqua County; Allegany County with exception of Towns of Alfred,  
 Almond, Andover and Burns;

Cattaraugus County with exception of Towns of Perrysburg and Gowanda

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%
<b>Base Wage</b>	\$28.19	\$18.80	\$22.33	\$23.43
Annuity	\$5.72	\$0.00	\$0.00	\$2.43
Health & Welfare	\$7.50	\$4.50	\$5.50	\$6.50
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P.	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$18.68	\$9.32	\$10.48	\$14.07
<b>Total Package</b>	<b>\$46.87</b>	<b>\$28.12</b>	<b>\$32.81</b>	<b>\$37.50</b>

Local Dues	\$1.41	\$0.84	\$0.98	\$1.13
International Dues	\$0.47	\$0.28	\$0.33	\$0.38
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.05	\$1.89	\$2.18	\$2.48
<b>Gross Net Pay</b>	<b>\$25.14</b>	<b>\$16.91</b>	<b>\$20.15</b>	<b>\$20.95</b>



## SCHEDULE 3 (d)

BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

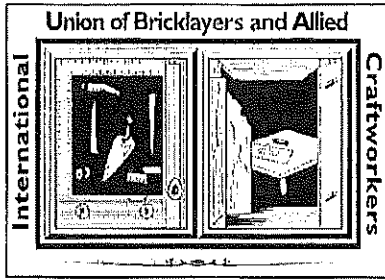
\*Apprentice Rates Based on Percent of Base Wage\*

ITHACA AREA TILE, MARBLE, TERRAZZO  
 AND MASON FINISHERS COMMERCIAL RATES  
 Cortland and Tompkins County

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%
<b>Base Wage</b>	\$27.86	\$16.72	\$19.50	\$22.29
Annuity	\$6.00	\$0.00	\$0.00	\$4.05
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Industry Fund				
Benefit Total	\$19.06	\$12.42	\$12.58	\$16.79
<b>Total Package</b>	<b>\$46.92</b>	<b>\$29.14</b>	<b>\$32.08</b>	<b>\$39.08</b>

Local Dues	\$1.41	\$0.87	\$0.96	\$1.17
International Dues	\$0.47	\$0.29	\$0.32	\$0.39
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30
Total Deductions	\$3.35	\$2.23	\$2.45	\$2.83
<b>Gross Net Pay</b>	<b>\$24.51</b>	<b>\$14.49</b>	<b>\$17.05</b>	<b>\$19.46</b>





## Schedule 3 (e)

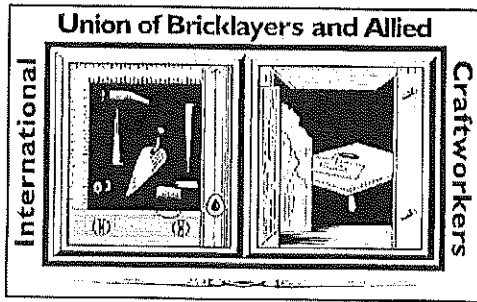
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Wages\*

CORNING AREA TILE, MARBLE, TERRAZZO  
 AND MASON FINISHER COMMERCIAL RATES  
 Chemung, Schuyler and Steuben Counties;  
 Towns of Alfred, Almond, Andover and Burns in Allegany County

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%
<b>Base Wage</b>	<b>\$27.86</b>	<b>\$16.72</b>	<b>\$19.50</b>	<b>\$22.29</b>
Annuity	\$6.00	\$0.00	\$0.00	\$4.05
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$19.06	\$12.42	\$12.58	\$16.79
<b>Total Package</b>	<b>\$46.92</b>	<b>\$29.14</b>	<b>\$32.08</b>	<b>\$39.08</b>

Local Dues	\$1.41	\$0.87	\$0.96	\$1.17
International Dues	\$0.47	\$0.29	\$0.32	\$0.39
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.05	\$1.93	\$2.15	\$2.53
<b>Gross Net Pay</b>	<b>\$24.81</b>	<b>\$14.79</b>	<b>\$17.35</b>	<b>\$19.76</b>



## SCHEDULE 3 (f)

BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Base Wage

BINGHAMTON AREA TILE, MARBLE, TERRAZZO  
 AND MASON FINISHERS COMMERCIAL RATES  
 Broome, Chenango, Delaware, Otsego and Tioga Counties

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%
<b>Base Wage</b>	<b>\$27.86</b>	<b>\$16.72</b>	<b>\$19.50</b>	<b>\$22.29</b>
Annuity	\$6.00	\$0.00	\$0.00	\$4.05
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.46	\$1.46	\$1.46	\$1.46
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
<b>Benefit Total</b>	<b>\$19.06</b>	<b>\$12.42</b>	<b>\$12.58</b>	<b>\$16.79</b>
<b>Total Package</b>	<b>\$46.92</b>	<b>\$29.14</b>	<b>\$32.08</b>	<b>\$39.08</b>

Local Dues	\$1.41	\$0.87	\$0.96	\$1.17
International Dues	\$0.47	\$0.29	\$0.32	\$0.39
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30
<b>Total Deductions</b>	<b>\$3.35</b>	<b>\$2.23</b>	<b>\$2.45</b>	<b>\$2.83</b>
<b>Gross Net Pay</b>	<b>\$24.51</b>	<b>\$14.49</b>	<b>\$17.05</b>	<b>\$19.46</b>