

SCHEDULE 4(a)

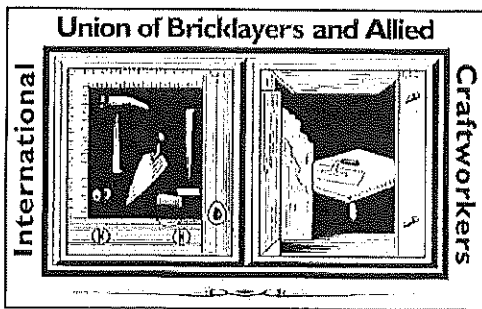
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

Apprentice Rates Based on Percentage of Package

BUFFALO AREA BRICKLAYERS/PCC RESIDENTIAL RATES
Towns of Perrysburg and Gowanda in Cattaraugus County; Erie,
Niagara and Orleans 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
		60%	70%	80%	90%
Base Wage	\$30.53	\$19.02	\$22.12	\$25.21	\$28.58
Annuity	\$4.34	\$2.17	\$2.67	\$3.19	\$3.67
Health & Welfare	\$8.24	\$4.39	\$5.17	\$5.94	\$6.47
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.44	\$0.26	\$0.31	\$0.35	\$0.40
J.A.B.	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
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	\$14.75	\$8.15	\$9.58	\$11.01	\$12.17
Total Package	\$45.28	\$27.17	\$31.70	\$36.22	\$40.75

Local Dues	\$1.36	\$0.82	\$0.95	\$1.09	\$1.22
International Dues	\$0.45	\$0.27	\$0.32	\$0.36	\$0.41
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	\$2.98	\$1.86	\$2.14	\$2.42	\$2.70
Gross Net Pay	\$27.55	\$17.16	\$19.98	\$22.79	\$25.88



SCHEDULE 4(b)

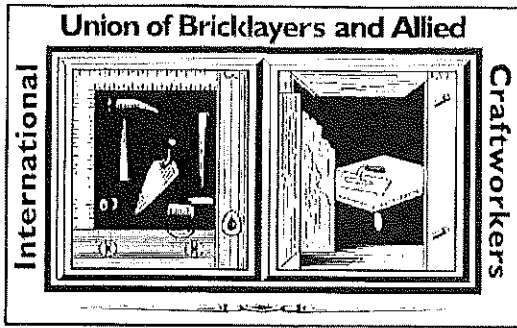
BAC Local #3 NY
33 Saginaw Drive
Rochester NY 14623

Apprentice Rates Based on Percentage of Package

ROCHESTER AREA BRICKLAYERS/PCC RESIDENTIAL 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%
Base Wage	\$26.61	\$14.81	\$17.17	\$20.03	\$22.89
Health & Welfare	\$6.25	\$3.00	\$4.00	\$4.50	\$5.00
Local Pension	\$6.37	\$3.44	\$4.09	\$4.74	\$5.39
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.40	\$0.20	\$0.24	\$0.28	\$0.32
J.A.B.	\$0.90	\$0.45	\$0.54	\$0.63	\$0.72
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	\$14.78	\$7.95	\$9.73	\$11.01	\$12.29
Total Package	\$41.39	\$22.76	\$26.90	\$31.04	\$35.18

Local Dues	\$1.24	\$0.68	\$0.81	\$0.93	\$1.06
International Dues	\$0.41	\$0.23	\$0.27	\$0.31	\$0.35
Dues Assessment	\$1.00	\$0.50	\$0.60	\$0.70	\$0.80
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	\$2.82	\$1.58	\$1.85	\$2.11	\$2.38
Gross Net Pay	\$23.79	\$13.23	\$15.32	\$17.92	\$20.51



SCHEDULE 4(c)

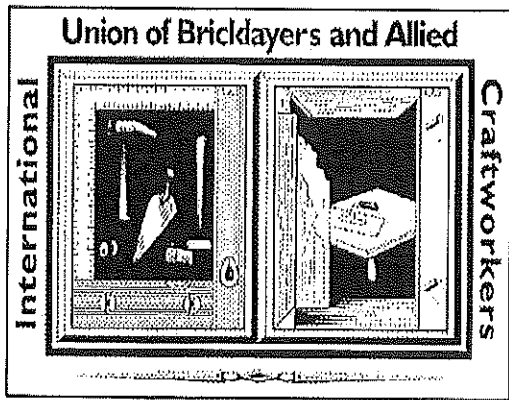
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

Apprentice Rates Based on Percentage of Package

JAMESTOWN AREA BRICKLAYERS/PCC RESIDENTIAL 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%
Base Wage	\$26.70	\$18.64	\$21.75	\$24.33	\$26.63
Annuity	\$4.16	\$0.00	\$0.00	\$1.29	\$1.83
Health & Welfare	\$7.34	\$4.00	\$4.78	\$4.80	\$5.85
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.39	\$0.23	\$0.27	\$0.31	\$0.35
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
A.S.P.	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$13.49	\$5.47	\$6.38	\$7.82	\$9.54
Total	\$40.19	\$24.11	\$28.13	\$32.15	\$36.17

Local Dues	\$1.21	\$0.72	\$0.84	\$0.96	\$1.09
International Dues	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
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	\$2.78	\$1.73	\$1.99	\$2.25	\$2.52
Gross Net Pay	\$23.92	\$16.91	\$19.76	\$22.08	\$24.11



SCHEDULE 4 (d)

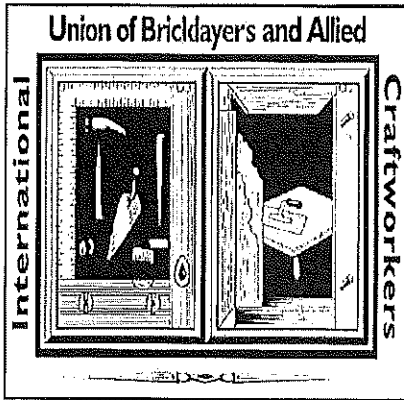
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

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

ITHACA AREA BRICKLAYERS/PCC RESIDENTIAL 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%
Base Wage	\$27.00	\$16.85	\$20.90	\$22.35	\$24.30
Annuity Fund	\$4.14	\$1.95	\$1.95	\$3.33	\$4.13
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39
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
Benefit Total	\$13.81	\$11.62	\$11.62	\$13.00	\$13.80
Total Package	\$40.81	\$28.47	\$32.52	\$35.35	\$38.10

Local Dues	\$1.22	\$0.85	\$0.98	\$1.06	\$1.14
International Dues	\$0.41	\$0.28	\$0.33	\$0.35	\$0.38
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	\$2.80	\$1.85	\$2.18	\$2.38	\$2.59
Gross Net Pay	\$24.20	\$15.00	\$18.72	\$19.97	\$21.71



Schedule 4 (e)

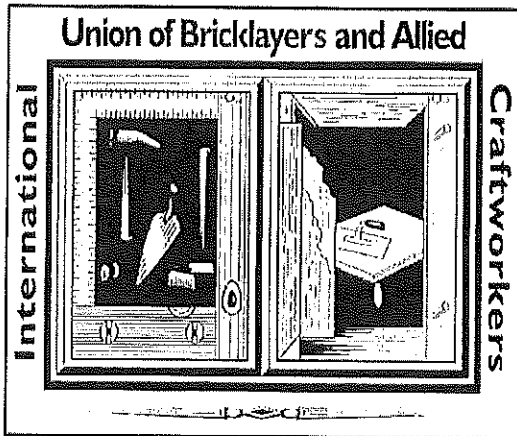
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

*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

CORNING AREA BRICKLAYERS/PCC RESIDENTIAL 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>	<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%
Base Wage	\$27.00	\$16.85	\$20.90	\$22.35	\$24.30
Annuity	\$4.14	\$1.95	\$1.95	\$3.33	\$4.13
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39
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
Benefit Total	\$13.81	\$11.62	\$11.62	\$13.00	\$13.80
Total Package	\$40.81	\$28.47	\$32.52	\$35.35	\$38.10

Local Dues	\$1.22	\$0.85	\$0.98	\$1.06	\$1.14
International Dues	\$0.41	\$0.28	\$0.33	\$0.35	\$0.38
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	\$2.80	\$1.85	\$2.18	\$2.38	\$2.59
Gross Net Pay	\$24.20	\$15.00	\$18.72	\$19.97	\$21.71



SCHEDULE 4(f)

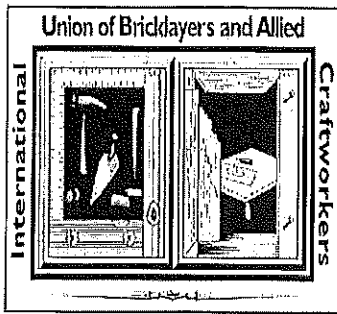
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

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

BINGHAMTON AREA BRICKLAYERS/PCC RESIDENTIAL 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%
Base Wage	\$27.00	\$16.85	\$20.90	\$22.35	\$24.30
Annuity	\$4.14	\$1.95	\$1.95	\$3.33	\$4.13
Health & Welfare	\$7.60	\$7.60	\$7.60	\$7.60	\$7.60
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39
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
Benefit Total	\$13.81	\$11.62	\$11.62	\$13.00	\$13.80
Total Package	\$40.81	\$28.47	\$32.52	\$35.35	\$38.10

Local Dues	\$1.22	\$0.85	\$0.98	\$1.06	\$1.14
International Dues	\$0.41	\$0.28	\$0.33	\$0.35	\$0.38
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	\$2.80	\$1.85	\$2.18	\$2.38	\$2.59
Gross Net Pay	\$24.20	\$15.00	\$18.72	\$19.97	\$21.71



SCHEDULE 5(a)

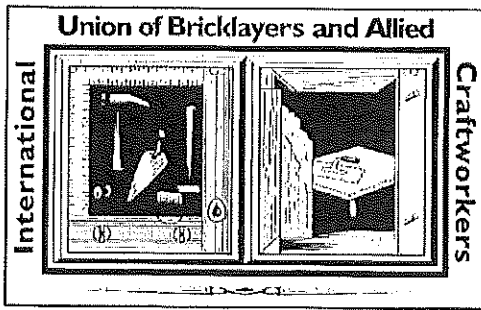
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

Apprentice Rates Based on Percentage of Package

BUFFALO AREA TILE SETTERS RESIDENTIAL RATES Towns of Perrysburg and Gowanda in Cattaraugus County; Erie, Niagara and Orleans 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
		60%	70%	80%	90%
Base Wage	\$30.78	\$18.32	\$21.49	\$24.69	\$27.58
Annuity	\$3.74	\$2.24	\$2.62	\$2.99	\$3.37
Health & Welfare	\$8.34	\$4.86	\$5.67	\$6.47	\$7.55
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.43	\$0.26	\$0.30	\$0.34	\$0.39
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	\$14.14	\$8.63	\$9.95	\$11.25	\$12.85
Total Package	\$44.92	\$26.95	\$31.44	\$35.94	\$40.43

Local Dues	\$1.35	\$0.81	\$0.94	\$1.08	\$1.21
International Dues	\$0.45	\$0.27	\$0.31	\$0.36	\$0.40
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	\$2.97	\$1.85	\$2.12	\$2.41	\$2.68
Gross Net Pay	\$27.81	\$16.47	\$19.37	\$22.28	\$24.90



SCHEDULE 5(b)

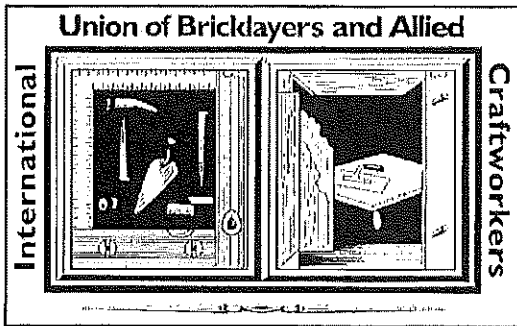
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

Apprentice Rates Based on Percentage of Package

ROCHESTER AREA TILE SETTERS RESIDENTIAL 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
		60%	70%	80%	90%
Base Wage	\$26.93	\$17.11	\$19.97	\$22.17	\$24.25
Health & Welfare	\$6.15	\$3.30	\$4.10	\$4.95	\$5.95
Local Pension	\$6.20	\$2.81	\$3.18	\$4.13	\$5.07
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.40	\$0.24	\$0.27	\$0.32	\$0.36
J.A.B	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
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	\$14.51	\$7.75	\$9.04	\$10.98	\$13.05
Total Package	\$41.44	\$24.86	\$29.01	\$33.15	\$37.30

Local Dues	\$1.24	\$0.75	\$0.87	\$0.99	\$1.12
International Dues	\$0.41	\$0.25	\$0.29	\$0.33	\$0.37
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	\$2.82	\$1.77	\$2.03	\$2.29	\$2.56
Gross Net Pay	\$24.11	\$15.34	\$17.94	\$19.88	\$21.69



SCHEDULE 5 (c)

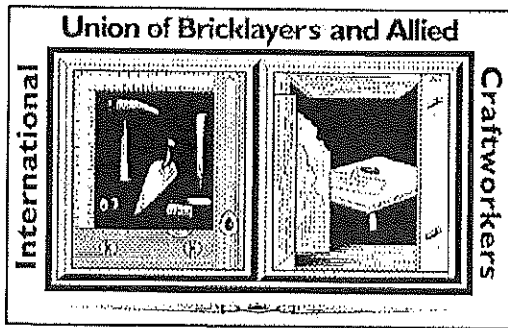
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Apprentice Rates Based on Percentage of Package

JAMESTOWN AREA TILE SETTER RESIDENTIAL 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%
Base Wage	\$26.53	\$17.67	\$19.64	\$22.09	\$24.29
Annuity	\$3.79	\$0.00	\$1.26	\$1.79	\$2.58
Health & Welfare	\$6.70	\$4.25	\$4.80	\$5.59	\$6.38
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.37	\$0.23	\$0.26	\$0.30	\$0.33
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$12.46	\$5.72	\$7.65	\$9.10	\$10.80
Total	\$38.99	\$23.39	\$27.29	\$31.19	\$35.09

Local Dues	\$1.17	\$0.70	\$0.82	\$0.94	\$1.05
International Dues	\$0.39	\$0.23	\$0.27	\$0.31	\$0.35
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	\$2.73	\$1.70	\$1.96	\$2.22	\$2.47
Gross Net Pay	\$23.80	\$15.97	\$17.68	\$19.87	\$21.82



SCHEDULE 5 (d)

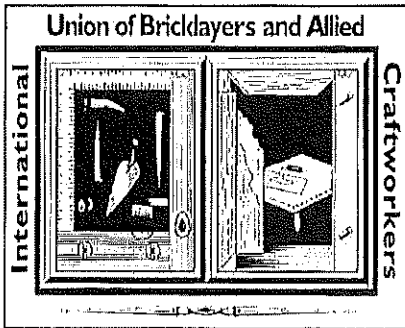
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

*Apprentice Rates Based on Percentage of Wage

ITHACA AREA TILE SETTER RESIDENTIAL 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%
Base Wage	\$26.46	\$15.88	\$18.52	\$21.17	\$23.81
Annuity	\$3.71	\$3.33	\$3.44	\$3.52	\$3.62
Health & Welfare	\$6.85	\$6.85	\$6.85	\$6.85	\$6.85
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
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	\$12.53	\$12.15	\$12.26	\$12.34	\$12.44
Total Package	\$38.99	\$28.03	\$30.78	\$33.51	\$36.25

Local Dues	\$1.17	\$0.84	\$0.92	\$1.01	\$1.09
International Dues	\$0.39	\$0.28	\$0.31	\$0.34	\$0.36
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	\$2.73	\$1.89	\$2.10	\$2.32	\$2.52
Gross Net Pay	\$23.73	\$13.99	\$16.42	\$18.85	\$21.29



Schedule 5 (e)

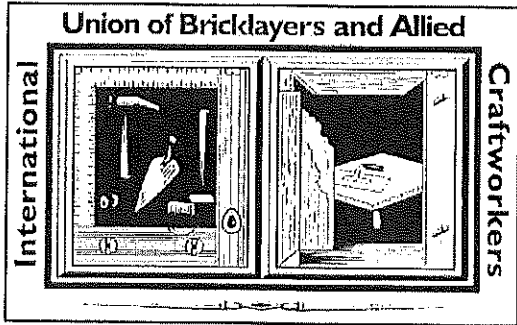
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

*Apprentice Rates Based on Percentage of Base Wage

CORNING AREA TILE SETTER RESIDENTIAL 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>	<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%
Base Wage	\$26.46	\$15.88	\$18.52	\$21.17	\$23.81
Annuity	\$3.71	\$3.33	\$3.44	\$3.52	\$3.62
Health & Welfare	\$6.85	\$6.85	\$6.85	\$6.85	\$6.85
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
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	\$12.53	\$12.15	\$12.26	\$12.34	\$12.44
Total Package	\$38.99	\$28.03	\$30.78	\$33.51	\$36.25

Local Dues	\$1.17	\$0.84	\$0.92	\$1.01	\$1.09
International Dues	\$0.39	\$0.28	\$0.31	\$0.34	\$0.36
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	\$2.73	\$1.89	\$2.10	\$2.32	\$2.52
Gross Net Pay	\$23.73	\$13.99	\$16.42	\$18.85	\$21.29



SCHEDULE 5 (f)

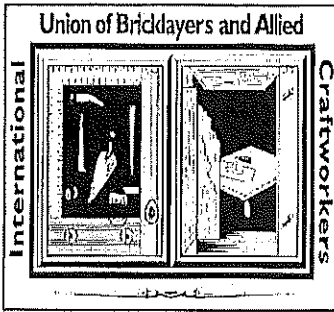
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

*Apprentice Rates Based on Percentage of Base Wage

BINGHAMTON AREA TILE SETTER RESIDENTIAL RATES Broome, Chenango, Delaware, Otsego and Tioga 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
		60%	70%	80%	90%
Base Wage	\$26.46	\$15.88	\$18.52	\$21.17	\$23.81
Annuity	\$3.71	\$3.33	\$3.44	\$3.52	\$3.62
Health & Welfare	\$6.85	\$6.85	\$6.85	\$6.85	\$6.85
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
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	\$12.53	\$12.15	\$12.26	\$12.34	\$12.44
Total Package	\$38.99	\$28.03	\$30.78	\$33.51	\$36.25

Local Dues	\$1.17	\$0.84	\$0.92	\$1.01	\$1.09
International Dues	\$0.39	\$0.28	\$0.31	\$0.34	\$0.36
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	\$2.73	\$1.89	\$2.10	\$2.32	\$2.52
Gross Net Pay	\$23.73	\$13.99	\$16.42	\$18.85	\$21.29



SCHEDULE 6 (a)

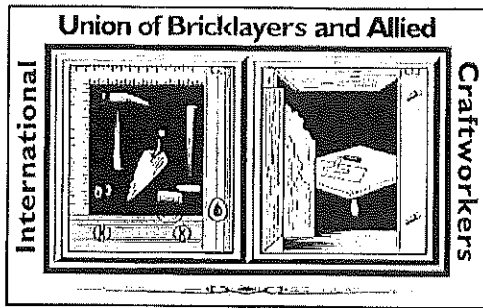
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

Apprentice Rates Based on Percentage of Package

BUFFALO AREA TILE, MARBLE, TERRAZZO
 AND MASON FINISHER RESIDENTIAL RATES
 Towns of Perrysburg and Gowanda in Cattaraugus County; Erie,
 Niagara and Orleans 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%
Base Wage	\$22.87	\$15.71	\$17.86	\$19.21
Annuity	\$2.80	\$0.00	\$0.50	\$1.50
Health & Welfare	\$6.11	\$3.06	\$3.67	\$4.57
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.33	\$0.20	\$0.23	\$0.26
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
Benefit Total	\$10.87	\$4.53	\$5.76	\$7.78
Total Package	\$33.74	\$20.24	\$23.62	\$26.99

Local Dues	\$1.01	\$0.61	\$0.71	\$0.81
International Dues	\$0.34	\$0.20	\$0.24	\$0.27
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	\$2.52	\$1.58	\$1.82	\$2.05
Gross Net Pay	\$20.35	\$14.13	\$16.04	\$17.16



SCHEDULE 6 (b)

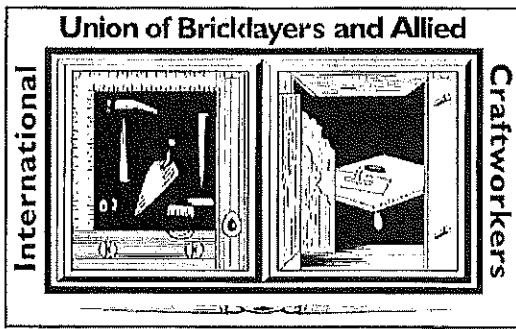
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

Apprentice Rates Based on Percentage of Package

ROCHESTER AREA TILE, MARBLE, TERRAZZO
AND MASON FINISHER RESIDENTIAL 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%
Base Wage	\$21.06	\$15.09	\$17.27	\$17.92
Health & Welfare	\$5.40	\$3.44	\$4.49	\$4.32
Local Pension	\$5.00	\$0.00	\$0.00	\$2.75
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.32	\$0.19	\$0.23	\$0.26
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	\$12.48	\$5.03	\$6.21	\$8.91
Total Package	\$33.54	\$20.12	\$23.48	\$26.83

Local Dues	\$1.01	\$0.60	\$0.70	\$0.80
International Dues	\$0.34	\$0.20	\$0.23	\$0.27
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	\$2.52	\$1.57	\$1.80	\$2.04
Gross Net Pay	\$18.54	\$13.52	\$15.47	\$15.88



SCHEDULE 6 (c)

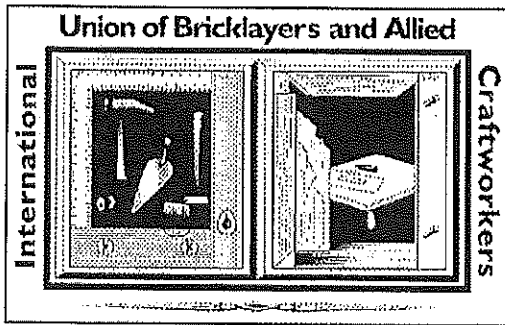
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

Apprentice Rates Based on Percentage of Package

JAMESTOWN AREA TILE, MARBLE, TERRAZZO
 AND MASON FINISHER RESIDENTIAL 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%
Base Wage	\$22.53	\$14.59	\$17.36	\$18.63
Annuity	\$3.39	\$0.00	\$0.00	\$1.74
Health & Welfare	\$6.30	\$4.46	\$4.99	\$5.27
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.33	\$0.20	\$0.23	\$0.26
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$11.62	\$5.90	\$6.55	\$8.69
Total	\$34.15	\$20.49	\$23.91	\$27.32

Local Dues	\$1.02	\$0.61	\$0.72	\$0.82
International Dues	\$0.34	\$0.20	\$0.24	\$0.27
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	\$2.53	\$1.58	\$1.83	\$2.06
Gross Net Pay	\$20.00	\$13.01	\$15.53	\$16.57



SCHEDULE 6 (d)

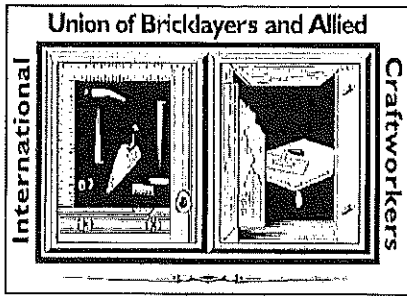
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

*Apprentice Rates Based on Percentage of Wage

ITHACA AREA TILE, MARBLE, TERRAZZO
 AND MASON FINISHER RESIDENTIAL 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%
Base Wage	\$22.82	\$13.69	\$15.97	\$18.26
Annuity	\$2.99	\$2.82	\$2.87	\$2.89
Health & Welfare	\$6.45	\$6.45	\$6.45	\$6.45
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.33	\$0.33	\$0.33	\$0.33
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$11.37	\$11.20	\$11.25	\$11.27
Total Package	\$34.19	\$24.89	\$27.22	\$29.53

Local Dues	\$1.03	\$0.75	\$0.82	\$0.89
International Dues	\$0.34	\$0.25	\$0.27	\$0.30
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	\$2.54	\$1.77	\$1.96	\$2.16
Gross Net Pay	\$20.28	\$11.92	\$14.01	\$16.10



Schedule 6 (e)

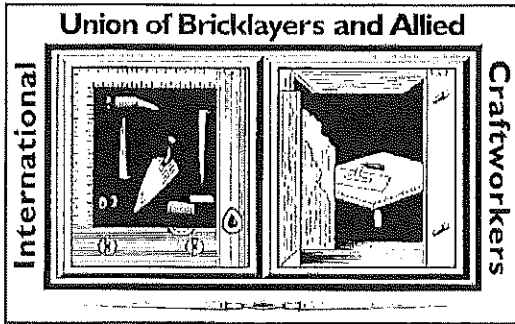
BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623

*Apprentice Rates Based on Percentage of Base Wage

CORNING AREA TILE, MARBLE, TERRAZZO
 AND MASON FINISHERS RESIDENTIAL RATE
 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%
Base Wage	\$22.82	\$13.69	\$15.97	\$18.26
Annuity	\$2.99	\$2.82	\$2.87	\$2.89
Health & Welfare	\$6.45	\$6.45	\$6.45	\$6.45
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.33	\$0.33	\$0.33	\$0.33
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$11.37	\$11.20	\$11.25	\$11.27
Total Package	\$34.19	\$24.89	\$27.22	\$29.53

Local Dues	\$1.03	\$0.75	\$0.82	\$0.89
International Dues	\$0.34	\$0.25	\$0.27	\$0.30
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	\$2.54	\$1.77	\$1.96	\$2.16
Gross Net Pay	\$20.28	\$11.92	\$14.01	\$16.10



SCHEDULE 6 (f)

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

*Apprentice Rates Based on Percentage of
 Base Wage

BINGHAMTON AREA TILE, MARBLE, TERRAZO
 AND MASON FINISHERS COMMERCIAL RESIDENTIAL RATES
 Broome, Chenango, Delaware, Otsego and Tioga 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%
Base Wage	\$22.82	\$13.69	\$15.97	\$18.26
Annuity	\$2.99	\$2.82	\$2.87	\$2.89
Health & Welfare	\$6.45	\$6.45	\$6.45	\$6.45
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.33	\$0.33	\$0.33	\$0.33
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$11.37	\$11.20	\$11.25	\$11.27
Total Package	\$34.19	\$24.89	\$27.22	\$29.53

Local Dues	\$1.03	\$0.75	\$0.82	\$0.89
International Dues	\$0.34	\$0.25	\$0.27	\$0.30
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	\$2.54	\$1.77	\$1.96	\$2.16
Gross Net Pay	\$20.28	\$11.92	\$14.01	\$16.10