



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/CEMENT MASON COMMERCIAL 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 | 07/01/23 | 07/01/23 | 07/01/23 | 07/01/23 | 07/01/23 |
| | | 60% | 70% | 80% | 90% |
| Base Wage | \$36.82 | \$28.40 | \$29.07 | \$31.11 | \$34.03 |
| Annuity | \$2.52 | \$0.00 | \$0.00 | \$0.50 | \$1.00 |
| Health & Welfare | \$10.35 | \$8.42 | \$8.42 | \$9.22 | \$10.12 |
| 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 | \$1.20 | \$1.20 | \$1.20 | \$1.20 | \$1.20 |
| Local Training Fund | \$0.60 | \$0.60 | \$0.60 | \$0.60 | \$0.60 |
| I.M.I. | \$1.10 | \$0.66 | \$0.77 | \$0.88 | \$0.99 |
| J.A.B. | \$0.40 | \$0.24 | \$0.28 | \$0.32 | \$0.36 |
| Buffalo Building Trades | \$0.03 | \$0.03 | \$0.03 | \$0.03 | \$0.03 |
| Industry Fund | \$0.25 | \$0.25 | \$0.25 | \$0.25 | \$0.25 |
| Benefit Total | \$32.01 | \$12.90 | \$19.11 | \$23.95 | \$27.92 |
| Total Package | \$68.83 | \$41.30 | \$48.18 | \$55.06 | \$61.95 |

| | | | | | |
|----------------------|----------------|----------------|----------------|----------------|----------------|
| Local Dues | \$2.06 | \$1.24 | \$1.45 | \$1.65 | \$1.86 |
| International Dues | \$0.69 | \$0.41 | \$0.48 | \$0.55 | \$0.62 |
| 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 | \$3.92 | \$2.42 | \$2.80 | \$3.17 | \$3.55 |
| Gross Net Pay | \$32.90 | \$25.98 | \$26.27 | \$27.94 | \$30.48 |