



SCHEDULE 4(a)

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

Apprentice Rates Based on Percentage of Total Package

BUFFALO AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/23	07/01/23	07/01/23	07/01/23	07/01/23
		60%	70%	80%	90%
Base Wage	\$33.00	\$20.33	\$23.73	\$26.98	\$30.60
Annuity	\$4.84	\$2.62	\$3.12	\$3.79	\$4.32
Health & Welfare	\$9.24	\$4.99	\$5.87	\$6.74	\$7.37
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.	\$0.50	\$0.30	\$0.35	\$0.40	\$0.45
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	\$15.80	\$8.95	\$10.43	\$12.06	\$13.32
Total Package	\$48.80	\$29.28	\$34.16	\$39.04	\$43.92

Local Dues	\$1.46	\$0.88	\$1.02	\$1.17	\$1.32
International Dues	\$0.49	\$0.29	\$0.34	\$0.39	\$0.44
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	\$3.12	\$1.94	\$2.23	\$2.53	\$2.83
Gross Net Pay	\$29.88	\$18.39	\$21.50	\$24.45	\$27.77