



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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
Base Wage	\$33.46	\$20.61	\$24.05	\$27.35	\$31.01
Annuity	\$5.84	\$3.22	\$3.82	\$4.59	\$5.22
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	\$16.80	\$9.55	\$11.13	\$12.86	\$14.22
Total Package	\$50.26	\$30.16	\$35.18	\$40.21	\$45.23

Local Dues	\$1.51	\$0.90	\$1.06	\$1.21	\$1.36
International Dues	\$0.50	\$0.30	\$0.35	\$0.40	\$0.45
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.18	\$1.97	\$2.28	\$2.58	\$2.88
Gross Net Pay	\$30.28	\$18.64	\$21.77	\$24.77	\$28.13