

## SCHEDULE 1(a)

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

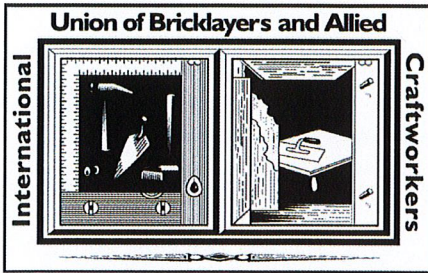
*\*Apprentice Rates Based on Percent of Total Package\**

### 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$37.44</b>	<b>\$28.77</b>	<b>\$29.50</b>	<b>\$31.61</b>	<b>\$34.59</b>
Annuity	\$3.90	\$0.83	\$0.97	\$1.60	\$2.24
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	\$33.39	\$13.73	\$20.08	\$25.05	\$29.16
<b>Total Package</b>	<b>\$70.83</b>	<b>\$42.50</b>	<b>\$49.58</b>	<b>\$56.66</b>	<b>\$63.75</b>

Local Dues	\$2.12	\$1.28	\$1.49	\$1.70	\$1.91
International Dues	\$0.71	\$0.43	\$0.50	\$0.57	\$0.64
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	\$4.00	\$2.48	\$2.86	\$3.24	\$3.62
<b>Gross Net Pay</b>	<b>\$33.44</b>	<b>\$26.29</b>	<b>\$26.64</b>	<b>\$28.37</b>	<b>\$30.97</b>



## SCHEDULE 1(b)

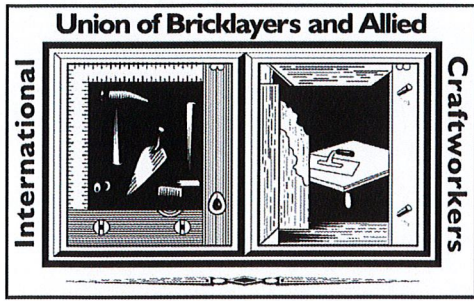
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

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

**ROCHESTER AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	65%	75%	85%
<b>Base Wage</b>	<b>\$34.31</b>	<b>\$23.86</b>	<b>\$25.60</b>	<b>\$27.88</b>	<b>\$30.84</b>
Annuity	\$4.26	\$0.00	\$0.00	\$1.38	\$2.18
Health & Welfare	\$12.14	\$7.59	\$7.82	\$8.69	\$10.35
Local Pension	\$8.75	\$0.41	\$4.57	\$6.16	\$6.88
International Pension	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
IPF-PPA Assessment	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Local Training Fund	\$0.60	\$0.55	\$0.55	\$0.55	\$0.55
I.M.I.	\$0.98	\$0.54	\$0.64	\$0.74	\$0.83
J.A.B.	\$0.40	\$0.25	\$0.30	\$0.35	\$0.40
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Benefit Total	\$28.44	\$10.65	\$15.19	\$19.18	\$22.50
<b>Total Package</b>	<b>\$62.75</b>	<b>\$34.51</b>	<b>\$40.79</b>	<b>\$47.06</b>	<b>\$53.34</b>

Local Dues	\$1.88	\$1.04	\$1.22	\$1.41	\$1.60
International Dues	\$0.63	\$0.35	\$0.41	\$0.47	\$0.53
Dues Assessment	\$1.00	\$0.55	\$0.65	\$0.75	\$0.85
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	\$3.68	\$2.11	\$2.45	\$2.80	\$3.15
<b>Gross Net Pay</b>	<b>\$30.63</b>	<b>\$21.75</b>	<b>\$23.15</b>	<b>\$25.08</b>	<b>\$27.69</b>



## SCHEDULE 1(c)

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

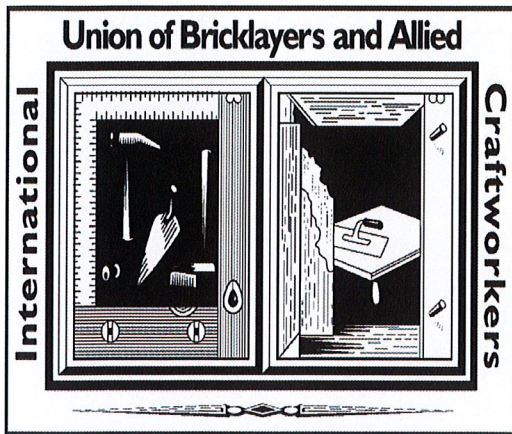
*\*Apprentice Rates Based on Percent of Total Package\**

### JAMESTOWN AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$37.83</b>	<b>\$22.81</b>	<b>\$26.19</b>	<b>\$30.08</b>	<b>\$33.96</b>
Annuity	\$6.29	\$0.83	\$2.47	\$3.60	\$4.74
Health & Welfare	\$9.82	\$6.08	\$7.11	\$8.15	\$9.18
International Pension	\$3.20	\$3.20	\$3.20	\$3.20	\$3.20
IPF-PPA Assessment	\$2.56	\$2.56	\$2.56	\$2.56	\$2.56
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$24.03	\$14.31	\$17.11	\$19.41	\$21.71
<b>Total Package</b>	<b>\$61.86</b>	<b>\$37.12</b>	<b>\$43.30</b>	<b>\$49.49</b>	<b>\$55.67</b>

Local Dues	\$1.86	\$1.11	\$1.30	\$1.48	\$1.67
International Dues	\$0.62	\$0.37	\$0.43	\$0.49	\$0.56
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	\$3.65	\$2.25	\$2.60	\$2.94	\$3.30
<b>Gross Net Pay</b>	<b>\$34.18</b>	<b>\$20.56</b>	<b>\$23.59</b>	<b>\$27.14</b>	<b>\$30.66</b>



## SCHEDULE 1 (d)

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

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

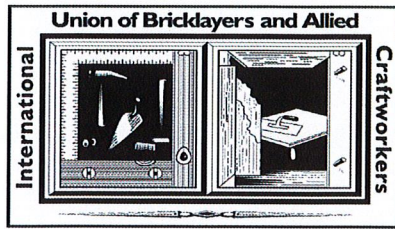
\*Added \$2 to Base Wage from Annuity in 2019 for 1st & 2nd Years and \$0.75 to 3rd Years

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

### ITHACA AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$33.68</b>	<b>\$21.52</b>	<b>\$26.58</b>	<b>\$27.69</b>	<b>\$30.31</b>
Annuity	\$5.00	\$2.40	\$2.81	\$4.46	\$4.80
Health & Welfare	\$10.55	\$9.38	\$9.55	\$9.55	\$10.36
Local Pension	\$8.00	\$7.00	\$7.00	\$8.00	\$8.00
International Pension	\$1.80	\$1.80	\$1.80	\$1.80	\$1.80
IPF-PPA Assessment	\$1.44	\$1.44	\$1.44	\$1.44	\$1.44
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.40	\$0.22	\$0.28	\$0.32	\$0.36
Industry Fund	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Benefit Total	\$28.97	\$24.02	\$24.66	\$27.35	\$28.54
<b>Total Package</b>	<b>\$62.65</b>	<b>\$45.54</b>	<b>\$51.24</b>	<b>\$55.04</b>	<b>\$58.85</b>

Local Dues	\$1.88	\$1.37	\$1.54	\$1.65	\$1.77
International Dues	\$0.63	\$0.46	\$0.51	\$0.55	\$0.59
Dues Assessment	\$1.00	\$0.55	\$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	\$3.68	\$2.55	\$2.92	\$3.17	\$3.43
<b>Gross Net Pay</b>	<b>\$30.00</b>	<b>\$18.97</b>	<b>\$23.66</b>	<b>\$24.52</b>	<b>\$26.88</b>



## Schedule 1 (e)

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

### CORNING AREA BRICKLAYERS/PCC/CEMENT MASON COMMERCIAL RATES

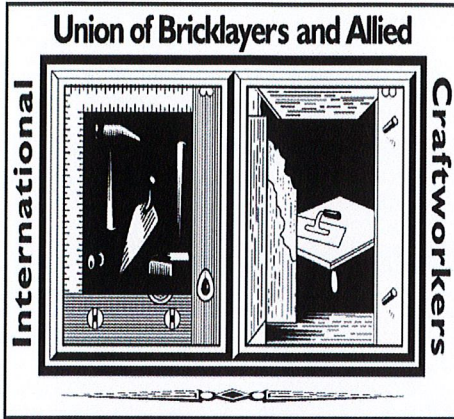
Chemung, Schuyler and Steuben Counties;  
 Towns of Alfred, Almond, Andover and Burns in Allegany County

\*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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$33.26</b>	<b>\$20.29</b>	<b>\$25.28</b>	<b>\$27.36</b>	<b>\$29.93</b>
Annuity	\$5.50	\$2.75	\$2.80	\$4.20	\$5.18
Health & Welfare	\$10.55	\$9.86	\$10.28	\$10.46	\$10.55
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	\$1.36	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.40	\$0.22	\$0.28	\$0.32	\$0.36
A.S.P.	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Labor Management	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Benefit Total	\$29.44	\$25.82	\$26.35	\$27.97	\$29.08
<b>Total Package</b>	<b>\$62.70</b>	<b>\$46.11</b>	<b>\$51.63</b>	<b>\$55.33</b>	<b>\$59.01</b>

Local Dues	\$1.88	\$1.38	\$1.55	\$1.66	\$1.77
International Dues	\$0.63	\$0.46	\$0.52	\$0.55	\$0.59
Dues Assessment	\$1.00	\$0.55	\$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	\$3.68	\$2.56	\$2.94	\$3.18	\$3.43
<b>Gross Net Pay</b>	<b>\$29.58</b>	<b>\$17.73</b>	<b>\$22.34</b>	<b>\$24.18</b>	<b>\$26.50</b>



## SCHEDULE 1(f)

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

\*Apprentice Rates Based on Percentage of Base Wage

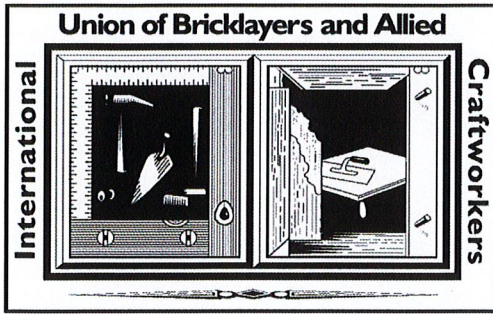
\*Added \$2 to Base Wage from Annuity for 1st & 2nd Years  
in 2019 and \$0.75 for 3rd Years.

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

### BINGHAMTON AREA BRICKLAYERS/PCC/CEMENT MASON COMMERCIAL 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$34.34</b>	<b>\$21.89</b>	<b>\$27.04</b>	<b>\$28.22</b>	<b>\$30.91</b>
Annuity	\$3.75	\$0.85	\$1.11	\$2.66	\$3.60
Health & Welfare	\$10.55	\$9.93	\$10.25	\$10.35	\$10.55
Local Pension	\$8.00	\$6.75	\$6.75	\$7.75	\$7.75
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.40	\$0.22	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$27.52	\$22.57	\$23.21	\$25.90	\$27.08
<b>Total Package</b>	<b>\$61.86</b>	<b>\$44.46</b>	<b>\$50.25</b>	<b>\$54.12</b>	<b>\$57.99</b>

Local Dues	\$1.86	\$1.33	\$1.51	\$1.62	\$1.74
International Dues	\$0.62	\$0.44	\$0.50	\$0.54	\$0.58
Dues Assessment	\$1.00	\$0.55	\$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	\$3.65	\$2.49	\$2.88	\$3.13	\$3.39
<b>Gross Net Pay</b>	<b>\$30.69</b>	<b>\$19.40</b>	<b>\$24.16</b>	<b>\$25.09</b>	<b>\$27.52</b>



## SCHEDULE 2(a)

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

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

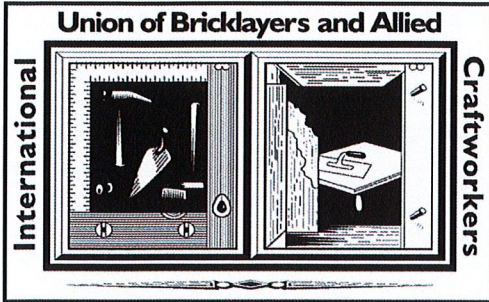
### BUFFALO AREA TILE SETTERS COMMERCIAL RATES

Towns of Perrysburg and Gowanda in Cattaraugus County;

Erie, Niagara and Orleans County

	<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%
<b>Base Wage</b>	<b>\$37.85</b>	<b>\$28.88</b>	<b>\$29.60</b>	<b>\$31.52</b>	<b>\$35.24</b>
Annuity	\$3.83	\$0.30	\$0.35	\$1.30	\$1.90
Health & Welfare	\$9.51	\$8.54	\$8.59	\$9.21	\$9.36
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	\$32.48	\$13.32	\$19.63	\$24.74	\$28.06
<b>Total Package</b>	<b>\$70.33</b>	<b>\$42.20</b>	<b>\$49.23</b>	<b>\$56.26</b>	<b>\$63.30</b>

Local Dues	\$2.11	\$1.27	\$1.48	\$1.69	\$1.90
International Dues	\$0.70	\$0.42	\$0.49	\$0.56	\$0.63
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	\$3.98	\$2.46	\$2.84	\$3.22	\$3.60
<b>Gross Net Pay</b>	<b>\$33.87</b>	<b>\$26.42</b>	<b>\$26.76</b>	<b>\$28.30</b>	<b>\$31.64</b>



## SCHEDULE 2(b)

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

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

### ROCHESTER AREA TILE SETTERS COMMERCIAL RATES

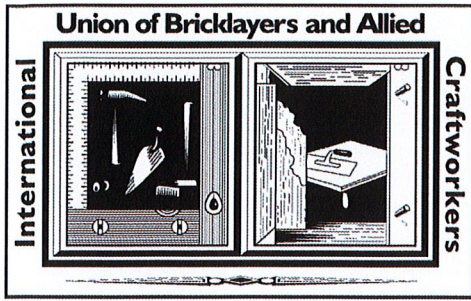
Genesee, Livingston, Monroe, Ontario, Seneca, Wayne, Yates, and Wyoming Counties

### 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	60%	65%	70%	75%	80%	90%	95%
Base Wage	\$36.95	\$22.09	\$24.41	\$25.90	\$27.76	\$29.95	\$31.97	\$34.54	\$36.01
Annuity	\$3.44	\$0.00	\$0.00	\$0.50	\$0.75	\$1.00	\$1.25	\$2.50	\$2.50
Health & Welfare	\$11.13	\$6.12	\$6.50	\$7.21	\$7.61	\$7.87	\$8.29	\$9.85	\$10.73
Local Pension	\$8.75	\$4.10	\$4.50	\$4.91	\$5.51	\$5.92	\$6.34	\$7.18	\$7.94
International Pension	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
IPF-PPA Assessment	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.98	\$0.52	\$0.58	\$0.62	\$0.67	\$0.72	\$0.77	\$0.86	\$0.91
J.A.B.	\$0.40	\$0.22	\$0.24	\$0.26	\$0.28	\$0.30	\$0.32	\$0.36	\$0.38
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Benefit Total	\$26.61	\$12.87	\$13.73	\$15.41	\$16.73	\$17.72	\$18.88	\$22.66	\$24.37
<b>Total Package</b>	<b>\$63.56</b>	<b>\$34.96</b>	<b>\$38.14</b>	<b>\$41.31</b>	<b>\$44.49</b>	<b>\$47.67</b>	<b>\$50.85</b>	<b>\$57.20</b>	<b>\$60.38</b>

Local Dues	\$1.91	\$1.05	\$1.14	\$1.24	\$1.33	\$1.43	\$1.53	\$1.72	\$1.81
International Dues	\$0.64	\$0.35	\$0.38	\$0.41	\$0.44	\$0.48	\$0.51	\$0.57	\$0.60
Dues Assessment	\$1.00	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.90	\$0.95
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.72	\$2.12	\$2.29	\$2.47	\$2.64	\$2.83	\$3.01	\$3.36	\$3.53
<b>Gross Net Pay</b>	<b>\$33.23</b>	<b>\$19.97</b>	<b>\$22.12</b>	<b>\$23.43</b>	<b>\$25.12</b>	<b>\$27.12</b>	<b>\$28.96</b>	<b>\$31.18</b>	<b>\$32.48</b>





## SCHEDULE 2 (c)

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

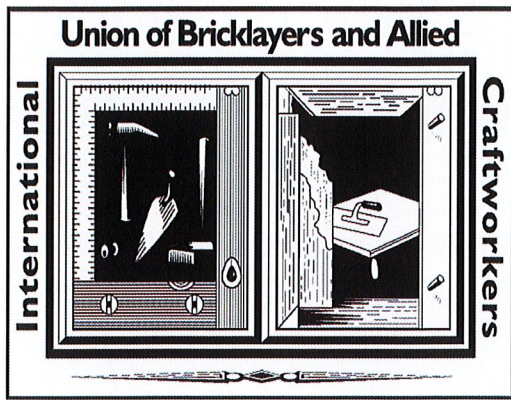
*\*Apprentice Rates Based on Percent of Total Package\**

### 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$38.34</b>	<b>\$24.34</b>	<b>\$27.79</b>	<b>\$31.44</b>	<b>\$35.10</b>
Annuity	\$5.73	\$0.30	\$1.61	\$2.71	\$3.81
Health & Welfare	\$10.22	\$6.37	\$7.43	\$8.50	\$9.56
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$21.17	\$11.37	\$13.87	\$16.17	\$18.46
<b>Total Package</b>	<b>\$59.51</b>	<b>\$35.71</b>	<b>\$41.66</b>	<b>\$47.61</b>	<b>\$53.56</b>

Local Dues	\$1.79	\$1.07	\$1.25	\$1.43	\$1.61
International Dues	\$0.60	\$0.36	\$0.42	\$0.48	\$0.54
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	\$3.56	\$2.20	\$2.54	\$2.88	\$3.22
<b>Gross Net Pay</b>	<b>\$34.78</b>	<b>\$22.14</b>	<b>\$25.25</b>	<b>\$28.56</b>	<b>\$31.88</b>



## SCHEDULE 2 (d)

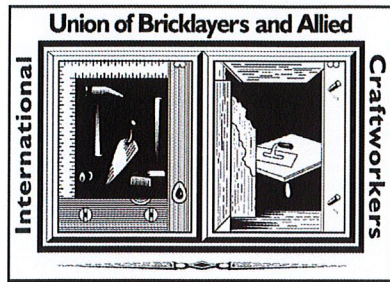
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$34.24</b>	<b>\$20.54</b>	<b>\$23.97</b>	<b>\$27.39</b>	<b>\$30.82</b>
Annuity	\$1.50	\$0.17	\$0.30	\$1.31	\$1.45
Health & Welfare	\$10.55	\$9.75	\$9.95	\$10.15	\$10.35
Local Pension	\$8.00	\$0.00	\$0.00	\$7.90	\$7.90
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
Industry Fund	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$25.27	\$14.62	\$15.08	\$24.32	\$24.79
<b>Total Package</b>	<b>\$59.51</b>	<b>\$35.16</b>	<b>\$39.05</b>	<b>\$51.71</b>	<b>\$55.61</b>

Local Dues	\$1.79	\$1.05	\$1.17	\$1.55	\$1.67
International Dues	\$0.60	\$0.35	\$0.39	\$0.52	\$0.56
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	<b>\$3.56</b>	<b>\$2.17</b>	<b>\$2.43</b>	<b>\$3.04</b>	<b>\$3.30</b>
<b>Gross Net Pay</b>	<b>\$30.68</b>	<b>\$18.37</b>	<b>\$21.54</b>	<b>\$24.35</b>	<b>\$27.52</b>



## Schedule 2 (e)

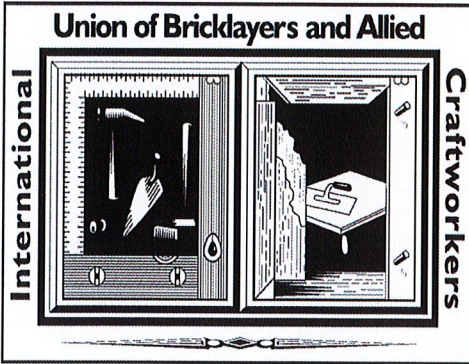
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

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

### CORNING AREA TILE SETTER 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>	<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%
<b>Base Wage</b>	<b>\$34.24</b>	<b>\$20.54</b>	<b>\$23.97</b>	<b>\$27.39</b>	<b>\$30.82</b>
Annuity	\$1.50	\$0.47	\$0.56	\$1.40	\$1.45
Health & Welfare	\$10.55	\$9.45	\$9.70	\$10.01	\$10.25
Local Pension	\$8.00	\$0.00	\$0.00	\$7.95	\$8.00
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
<b>Benefit Total</b>	<b>\$25.27</b>	<b>\$14.62</b>	<b>\$15.09</b>	<b>\$24.32</b>	<b>\$24.79</b>
<b>Total Package</b>	<b>\$59.51</b>	<b>\$35.16</b>	<b>\$39.06</b>	<b>\$51.71</b>	<b>\$55.61</b>
Local Dues	\$1.79	\$1.05	\$1.17	\$1.55	\$1.67
International Dues	\$0.60	\$0.35	\$0.39	\$0.52	\$0.56
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
<b>Total Deductions</b>	<b>\$3.56</b>	<b>\$2.17</b>	<b>\$2.43</b>	<b>\$3.04</b>	<b>\$3.30</b>
<b>Gross Net Pay</b>	<b>\$30.68</b>	<b>\$18.37</b>	<b>\$21.54</b>	<b>\$24.35</b>	<b>\$27.52</b>



## SCHEDULE 2 (f)

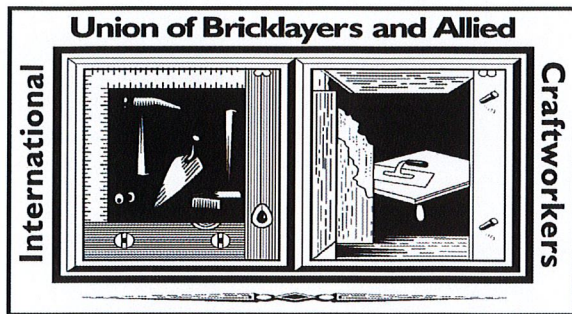
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Base Wage

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

	<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%
<b>Base Wage</b>	<b>\$34.24</b>	<b>\$20.54</b>	<b>\$23.97</b>	<b>\$27.39</b>	<b>\$30.82</b>
Annuity	\$1.50	\$0.17	\$0.30	\$1.31	\$1.45
Health & Welfare	\$10.55	\$9.75	\$9.95	\$10.15	\$10.35
Local Pension	\$8.00	\$0.00	\$0.00	\$7.90	\$7.90
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$25.27	\$14.62	\$15.08	\$24.32	\$24.79
<b>Total Package</b>	<b>\$59.51</b>	<b>\$35.16</b>	<b>\$39.05</b>	<b>\$51.71</b>	<b>\$55.61</b>

Local Dues	\$1.79	\$1.05	\$1.17	\$1.55	\$1.67
International Dues	\$0.60	\$0.35	\$0.39	\$0.52	\$0.56
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	\$3.56	\$2.17	\$2.43	\$3.04	\$3.30
<b>Gross Net Pay</b>	<b>\$30.68</b>	<b>\$18.37</b>	<b>\$21.54</b>	<b>\$24.35</b>	<b>\$27.52</b>



# SCHEDULE 3(a)

BAC Local #3 NY  
 33 Saginaw  
 Rochester, NY 14623

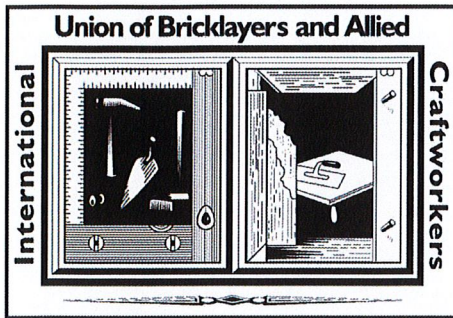
Apprentice Rates Based on Percent of  
 Total Package

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

Towns of Perrysburg and Gowanda in Cattaragus County;  
 Erie, Niagara and Orleans Counties

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
<b>Effective Date</b>	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$34.71</b>	<b>\$21.97</b>	<b>\$25.04</b>	<b>\$28.42</b>
Annuity	\$4.63	\$0.60	\$1.65	\$2.60
Health & Welfare	\$9.73	\$5.80	\$6.85	\$7.70
International Pension	\$1.00	\$1.00	\$1.00	\$1.00
IPF-PPA Assessment	\$0.80	\$0.80	\$0.80	\$0.80
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.78	\$0.47	\$0.55	\$0.62
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.25	\$0.25	\$0.25	\$0.25
Benefit Total	\$18.22	\$9.79	\$12.01	\$13.92
<b>Total Package</b>	<b>\$52.93</b>	<b>\$31.76</b>	<b>\$37.05</b>	<b>\$42.34</b>

Local Dues	\$1.59	\$0.95	\$1.11	\$1.27
International Dues	\$0.53	\$0.32	\$0.37	\$0.42
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.29	\$2.04	\$2.35	\$2.66
<b>Gross Net Pay</b>	<b>\$31.42</b>	<b>\$19.93</b>	<b>\$22.69</b>	<b>\$25.76</b>



## SCHEDULE 3(b)

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

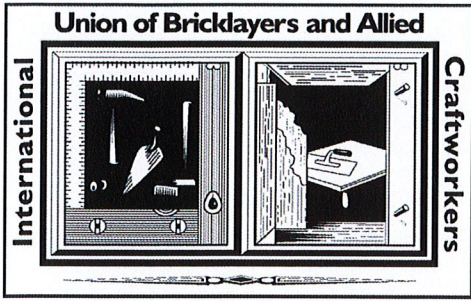
**\*Apprentice Rates Based on Percent of Total Package\***

### 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	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$29.56</b>	<b>\$23.49</b>	<b>\$24.50</b>	<b>\$26.65</b>
Annuity	\$3.00	\$0.50	\$0.50	\$1.00
Health & Welfare	\$9.12	\$5.08	\$5.73	\$7.17
Local Pension	\$8.75	\$0.60	\$4.13	\$5.24
International Pension	\$0.25	\$0.25	\$0.25	\$0.25
IPF-PPA Assessment	\$0.20	\$0.20	\$0.20	\$0.20
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.44	\$0.27	\$0.31	\$0.34
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.15	\$0.15	\$0.15	\$0.15
Benefit Total	\$23.17	\$8.15	\$12.41	\$15.53
<b>Total Package</b>	<b>\$52.73</b>	<b>\$31.64</b>	<b>\$36.91</b>	<b>\$42.18</b>

Local Dues	\$1.58	\$0.95	\$1.11	\$1.27
International Dues	\$0.53	\$0.32	\$0.37	\$0.42
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.28	\$2.04	\$2.35	\$2.66
<b>Gross Net Pay</b>	<b>\$26.28</b>	<b>\$21.45</b>	<b>\$22.15</b>	<b>\$23.99</b>



## SCHEDULE 3 (c)

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

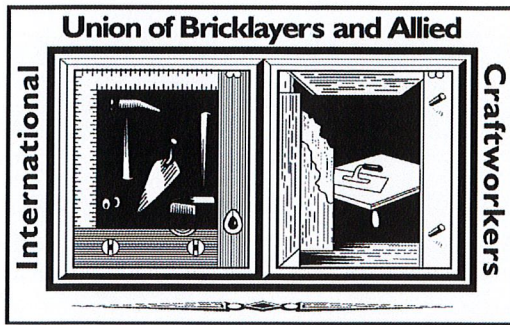
**\*Apprentice Rates Based on Percent of Total Package\***

### 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	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$33.44</b>	<b>\$21.93</b>	<b>\$25.99</b>	<b>\$27.61</b>
Annuity	\$6.72	\$0.60	\$0.70	\$3.23
Health & Welfare	\$8.50	\$5.10	\$6.20	\$7.30
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$20.24	\$10.28	\$11.59	\$15.33
<b>Total Package</b>	<b>\$53.68</b>	<b>\$32.21</b>	<b>\$37.58</b>	<b>\$42.94</b>

Local Dues	\$1.61	\$0.97	\$1.13	\$1.29
International Dues	\$0.54	\$0.32	\$0.38	\$0.43
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.32	\$2.06	\$2.38	\$2.69
<b>Gross Net Pay</b>	<b>\$30.12</b>	<b>\$19.87</b>	<b>\$23.61</b>	<b>\$24.92</b>



## SCHEDULE 3 (d)

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

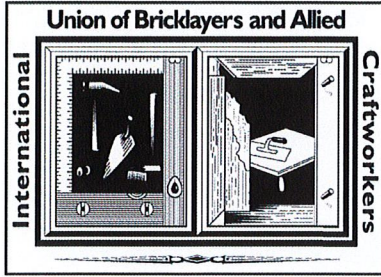
\*Apprentice Rates Based on Percent of Base Wage\*

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

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$32.00</b>	<b>\$19.20</b>	<b>\$22.40</b>	<b>\$25.60</b>
Annuity	\$6.16	\$0.00	\$0.00	\$4.05
Health & Welfare	\$10.55	\$9.57	\$9.85	\$10.14
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$21.73	\$14.15	\$14.54	\$18.99
<b>Total Package</b>	<b>\$53.73</b>	<b>\$33.35</b>	<b>\$36.94</b>	<b>\$44.59</b>

Local Dues	\$1.61	\$1.00	\$1.11	\$1.34
International Dues	\$0.54	\$0.33	\$0.37	\$0.45
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.32	\$2.10	\$2.35	\$2.76
<b>Gross Net Pay</b>	<b>\$28.68</b>	<b>\$17.10</b>	<b>\$20.05</b>	<b>\$22.84</b>





## Schedule 3 (e)

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

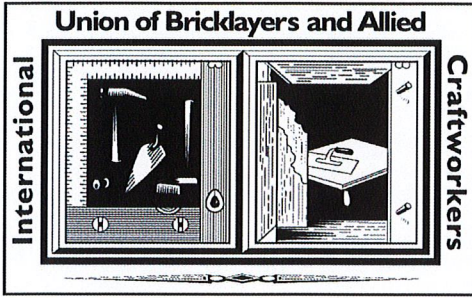
\*Apprentice Rates Based on Percentage of Base Wage\*

### CORNING AREA TILE, MARBLE, TERRAZZO AND MASON 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	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$32.00</b>	<b>\$19.20</b>	<b>\$22.40</b>	<b>\$25.60</b>
Annuity	\$6.16	\$0.00	\$0.00	\$4.05
Health & Welfare	\$10.55	\$9.57	\$9.85	\$10.14
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$21.73	\$14.15	\$14.54	\$18.99
<b>Total Package</b>	<b>\$53.73</b>	<b>\$33.35</b>	<b>\$36.94</b>	<b>\$44.59</b>

Local Dues	\$1.61	\$1.00	\$1.11	\$1.34
International Dues	\$0.54	\$0.33	\$0.37	\$0.45
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.32	\$2.10	\$2.35	\$2.76
<b>Gross Net Pay</b>	<b>\$28.68</b>	<b>\$17.10</b>	<b>\$20.05</b>	<b>\$22.84</b>



## SCHEDULE 3 (f)

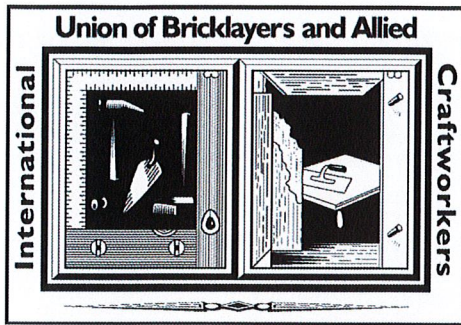
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$32.00</b>	<b>\$19.20</b>	<b>\$22.40</b>	<b>\$25.60</b>
Annuity	\$6.16	\$0.00	\$0.00	\$4.05
Health & Welfare	\$10.55	\$9.57	\$9.85	\$10.14
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
<b>Benefit Total</b>	<b>\$21.73</b>	<b>\$14.15</b>	<b>\$14.54</b>	<b>\$18.99</b>
<b>Total Package</b>	<b>\$53.73</b>	<b>\$33.35</b>	<b>\$36.94</b>	<b>\$44.59</b>

Local Dues	\$1.61	\$1.00	\$1.11	\$1.34
International Dues	\$0.54	\$0.33	\$0.37	\$0.45
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
<b>Total Deductions</b>	<b>\$3.32</b>	<b>\$2.10</b>	<b>\$2.35</b>	<b>\$2.76</b>
<b>Gross Net Pay</b>	<b>\$28.68</b>	<b>\$17.10</b>	<b>\$20.05</b>	<b>\$22.84</b>



## SCHEDULE 4(a)

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

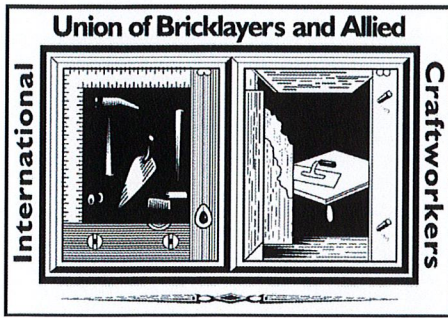
*\*Apprentice Rates Based on Percentage of Total Package\**

### 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%
<b>Base Wage</b>	<b>\$33.46</b>	<b>\$20.61</b>	<b>\$24.05</b>	<b>\$27.35</b>	<b>\$31.01</b>
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
<b>Total Package</b>	<b>\$50.26</b>	<b>\$30.16</b>	<b>\$35.18</b>	<b>\$40.21</b>	<b>\$45.23</b>

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
<b>Gross Net Pay</b>	<b>\$30.28</b>	<b>\$18.64</b>	<b>\$21.77</b>	<b>\$24.77</b>	<b>\$28.13</b>



## SCHEDULE 4(b)

BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester NY 14623

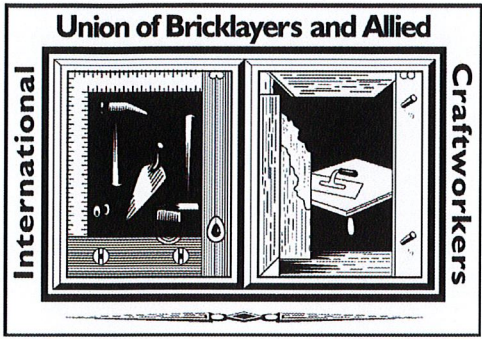
*\*Apprentice Rates Based on Percentage of Total Package\**

### ROCHESTER AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	65%	75%	85%
<b>Base Wage</b>	<b>\$28.38</b>	<b>\$16.24</b>	<b>\$18.92</b>	<b>\$22.06</b>	<b>\$25.18</b>
Health & Welfare	\$8.00	\$3.74	\$4.88	\$5.51	\$6.15
Local Pension	\$8.35	\$4.20	\$4.99	\$5.77	\$6.56
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.	\$0.40	\$0.25	\$0.25	\$0.30	\$0.35
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Benefit Total	\$18.06	\$9.30	\$11.27	\$12.77	\$14.29
<b>Total Package</b>	<b>\$46.44</b>	<b>\$25.54</b>	<b>\$30.19</b>	<b>\$34.83</b>	<b>\$39.47</b>

Local Dues	\$1.39	\$0.77	\$0.91	\$1.04	\$1.18
International Dues	\$0.46	\$0.26	\$0.30	\$0.35	\$0.39
Dues Assessment	\$1.00	\$0.50	\$0.60	\$0.70	\$0.80
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	\$3.02	\$1.70	\$1.98	\$2.26	\$2.54
<b>Gross Net Pay</b>	<b>\$25.36</b>	<b>\$14.54</b>	<b>\$16.94</b>	<b>\$19.80</b>	<b>\$22.64</b>



# SCHEDULE 4(c)

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

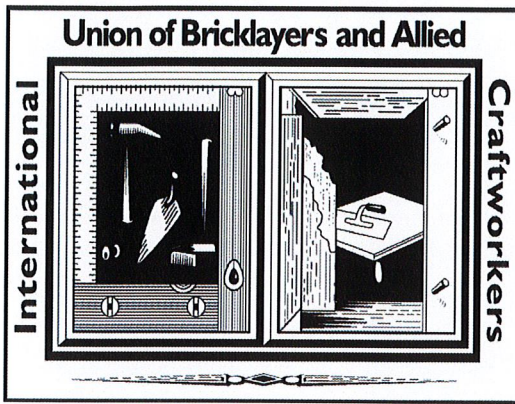
\*Apprentice Rates Based on Percentage of Total Package\*

## JAMESTOWN AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.13</b>	<b>\$20.68</b>	<b>\$24.13</b>	<b>\$27.07</b>	<b>\$29.71</b>
Annuity	\$5.16	\$0.60	\$0.71	\$2.08	\$2.73
Health & Welfare	\$8.34	\$4.60	\$5.48	\$5.60	\$6.75
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.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$15.05	\$6.43	\$7.50	\$9.07	\$10.95
<b>Total</b>	<b>\$45.18</b>	<b>\$27.11</b>	<b>\$31.63</b>	<b>\$36.14</b>	<b>\$40.66</b>

Local Dues	\$1.36	\$0.81	\$0.95	\$1.08	\$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	\$0.04	\$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	\$2.98	\$1.85	\$2.14	\$2.41	\$2.70
<b>Gross Net Pay</b>	<b>\$27.15</b>	<b>\$18.83</b>	<b>\$21.99</b>	<b>\$24.66</b>	<b>\$27.01</b>



## SCHEDULE 4 (d)

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

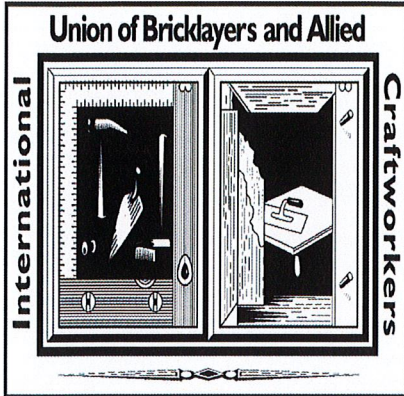
\*Apprentice Rates Based on Percentage of Base Wage  
 \*Added \$2 to Base Wage from Annuity for 1st & 2nd Years in 2019 and \$0.75 to 3rd Years

### ITHACA AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$29.25</b>	<b>\$18.09</b>	<b>\$22.48</b>	<b>\$24.15</b>	<b>\$26.33</b>
Annuity Fund	\$4.37	\$2.07	\$2.10	\$3.52	\$4.33
Health & Welfare	\$10.55	\$9.33	\$9.74	\$10.01	\$10.27
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.	\$0.40	\$0.22	\$0.28	\$0.32	\$0.36
A.S.P	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Benefit Total	\$16.49	\$12.79	\$13.29	\$15.02	\$16.13
<b>Total Package</b>	<b>\$45.74</b>	<b>\$30.88</b>	<b>\$35.77</b>	<b>\$39.17</b>	<b>\$42.46</b>

Local Dues	\$1.37	\$0.93	\$1.07	\$1.18	\$1.27
International Dues	\$0.46	\$0.31	\$0.36	\$0.39	\$0.42
Dues Assessment	\$1.00	\$0.55	\$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	\$3.00	\$1.96	\$2.30	\$2.54	\$2.76
<b>Gross Net Pay</b>	<b>\$26.25</b>	<b>\$16.13</b>	<b>\$20.18</b>	<b>\$21.61</b>	<b>\$23.57</b>



## Schedule 4 (e)

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

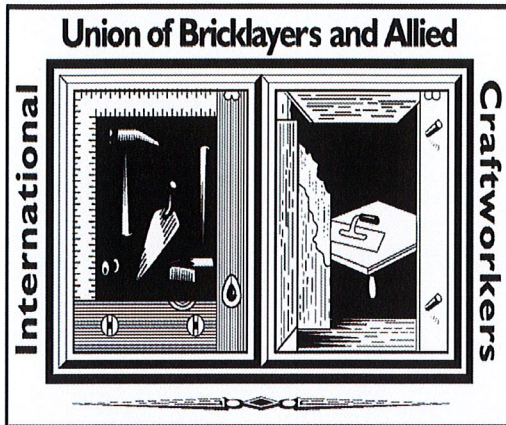
\*Apprentice Rates Based on Percentage of Base Wage  
 \*Added \$2 to Base Wage from Annuity for 1st & 2nd Years  
 in 2019 and \$0.75 for 3rd Years

### CORNING AREA BRICKLAYERS/PCC/CEMENT MASON 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$29.32</b>	<b>\$18.13</b>	<b>\$22.52</b>	<b>\$24.21</b>	<b>\$26.39</b>
Annuity	\$4.37	\$2.07	\$2.11	\$3.51	\$4.33
Health & Welfare	\$10.55	\$9.22	\$9.67	\$9.96	\$10.25
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.	\$0.40	\$0.22	\$0.28	\$0.32	\$0.36
A.S.P.	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Benefit Total	\$16.49	\$12.68	\$13.23	\$14.96	\$16.11
<b>Total Package</b>	<b>\$45.81</b>	<b>\$30.81</b>	<b>\$35.75</b>	<b>\$39.17</b>	<b>\$42.50</b>

Local Dues	\$1.37	\$0.92	\$1.07	\$1.18	\$1.28
International Dues	\$0.46	\$0.31	\$0.36	\$0.39	\$0.43
Dues Assessment	\$1.00	\$0.55	\$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	\$3.00	\$1.95	\$2.30	\$2.54	\$2.78
<b>Gross Net Pay</b>	<b>\$26.32</b>	<b>\$16.18</b>	<b>\$20.22</b>	<b>\$21.67</b>	<b>\$23.61</b>



## 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

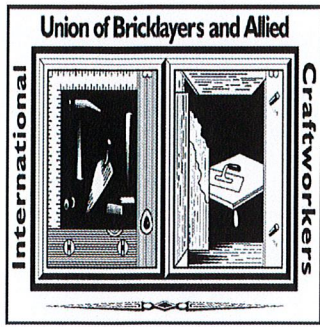
### BINGHAMTON AREA BRICKLAYERS/PCC/CEMENT MASON RESIDENTIAL RATES

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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$29.25</b>	<b>\$18.09</b>	<b>\$22.48</b>	<b>\$24.15</b>	<b>\$26.33</b>
Annuity	\$4.37	\$2.07	\$2.10	\$3.52	\$4.33
Health & Welfare	\$10.55	\$9.33	\$9.74	\$10.01	\$10.27
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.	\$0.40	\$0.22	\$0.28	\$0.32	\$0.36
A.S.P	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Benefit Total	\$16.49	\$12.79	\$13.29	\$15.02	\$16.13
<b>Total Package</b>	<b>\$45.74</b>	<b>\$30.88</b>	<b>\$35.77</b>	<b>\$39.17</b>	<b>\$42.46</b>

Local Dues	\$1.37	\$0.93	\$1.07	\$1.18	\$1.27
International Dues	\$0.46	\$0.31	\$0.36	\$0.39	\$0.42
Dues Assessment	\$1.00	\$0.55	\$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	\$3.00	\$1.96	\$2.30	\$2.54	\$2.76
<b>Gross Net Pay</b>	<b>\$26.25</b>	<b>\$16.13</b>	<b>\$20.18</b>	<b>\$21.61</b>	<b>\$23.57</b>





## SCHEDULE 5(a)

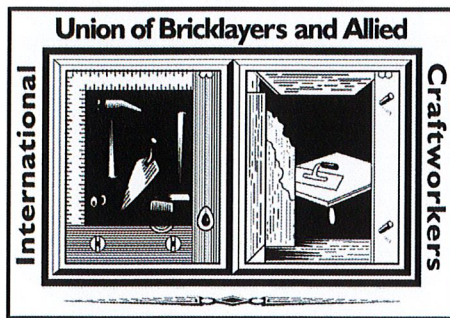
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Total 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$34.45</b>	<b>\$20.50</b>	<b>\$24.06</b>	<b>\$27.62</b>	<b>\$30.88</b>
Annuity	\$4.12	\$2.47	\$2.88	\$3.29	\$3.71
Health & Welfare	\$9.72	\$5.69	\$6.63	\$7.57	\$8.79
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.	\$0.40	\$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	\$15.45	\$9.44	\$10.87	\$12.30	\$14.03
<b>Total Package</b>	<b>\$49.90</b>	<b>\$29.94</b>	<b>\$34.93</b>	<b>\$39.92</b>	<b>\$44.91</b>

Local Dues	\$1.50	\$0.90	\$1.05	\$1.20	\$1.35
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	\$3.17	\$1.97	\$2.27	\$2.57	\$2.87
<b>Gross Net Pay</b>	<b>\$31.28</b>	<b>\$18.53</b>	<b>\$21.79</b>	<b>\$25.05</b>	<b>\$28.01</b>



## SCHEDULE 5(b)

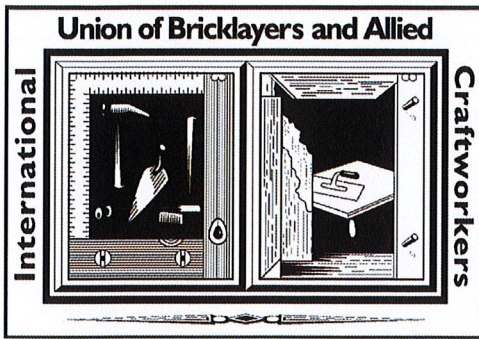
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

*\*Apprentice Rates Based on Percentage of Total 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$29.33</b>	<b>\$18.89</b>	<b>\$22.05</b>	<b>\$24.57</b>	<b>\$26.94</b>
Health & Welfare	\$7.33	\$4.01	\$4.93	\$5.89	\$7.02
Local Pension	\$8.05	\$3.56	\$4.05	\$5.13	\$6.19
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	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Benefit Total	\$17.09	\$8.96	\$10.44	\$12.57	\$14.84
<b>Total Package</b>	<b>\$46.42</b>	<b>\$27.85</b>	<b>\$32.49</b>	<b>\$37.14</b>	<b>\$41.78</b>

Local Dues	\$1.39	\$0.84	\$0.97	\$1.11	\$1.25
International Dues	\$0.46	\$0.28	\$0.32	\$0.37	\$0.42
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	\$3.02	\$1.89	\$2.16	\$2.45	\$2.74
<b>Gross Net Pay</b>	<b>\$26.31</b>	<b>\$17.00</b>	<b>\$19.89</b>	<b>\$22.12</b>	<b>\$24.20</b>



## SCHEDULE 5 (c)

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

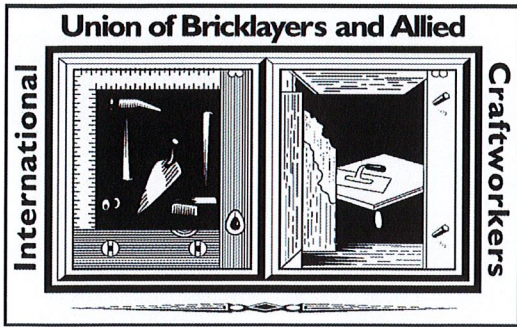
\*Apprentice Rates Based on Percentage of Total Package\*

### 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.20</b>	<b>\$19.85</b>	<b>\$22.20</b>	<b>\$25.03</b>	<b>\$27.59</b>
Annuity	\$4.17	\$0.23	\$1.52	\$2.09	\$2.92
Health & Welfare	\$8.08	\$5.08	\$5.77	\$6.68	\$7.62
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.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$13.78	\$6.54	\$8.59	\$10.15	\$11.99
<b>Total</b>	<b>\$43.98</b>	<b>\$26.39</b>	<b>\$30.79</b>	<b>\$35.18</b>	<b>\$39.58</b>

Local Dues	\$1.32	\$0.79	\$0.92	\$1.06	\$1.19
International Dues	\$0.44	\$0.26	\$0.31	\$0.35	\$0.40
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	\$2.93	\$1.82	\$2.10	\$2.38	\$2.66
<b>Gross Net Pay</b>	<b>\$27.27</b>	<b>\$18.03</b>	<b>\$20.10</b>	<b>\$22.65</b>	<b>\$24.93</b>



## SCHEDULE 5 (d)

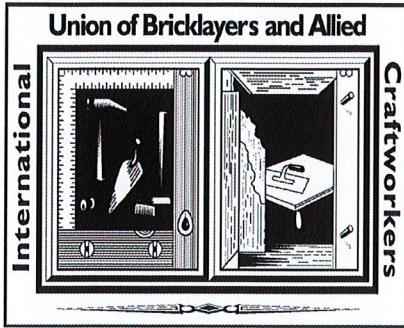
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Base 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$28.88</b>	<b>\$17.33</b>	<b>\$20.22</b>	<b>\$23.10</b>	<b>\$25.99</b>
Annuity	\$3.71	\$3.33	\$3.44	\$3.52	\$3.62
Health & Welfare	\$9.80	\$8.70	\$8.96	\$9.26	\$9.52
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.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$15.04	\$13.40	\$13.81	\$14.23	\$14.63
<b>Total Package</b>	<b>\$43.92</b>	<b>\$30.73</b>	<b>\$34.03</b>	<b>\$37.33</b>	<b>\$40.62</b>

Local Dues	\$1.32	\$0.92	\$1.02	\$1.12	\$1.22
International Dues	\$0.44	\$0.31	\$0.34	\$0.37	\$0.41
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	\$2.93	\$2.00	\$2.23	\$2.46	\$2.70
<b>Gross Net Pay</b>	<b>\$25.95</b>	<b>\$15.33</b>	<b>\$17.99</b>	<b>\$20.64</b>	<b>\$23.29</b>



## Schedule 5 (e)

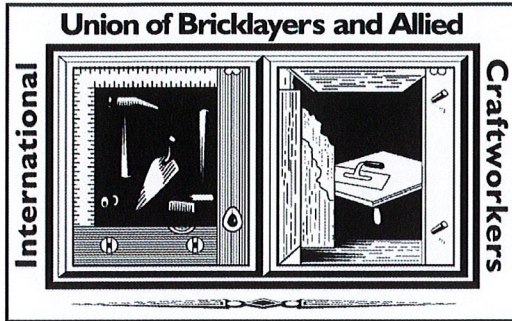
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$29.13</b>	<b>\$17.48</b>	<b>\$20.39</b>	<b>\$23.30</b>	<b>\$26.22</b>
Annuity	\$3.71	\$3.33	\$3.44	\$3.52	\$3.62
Health & Welfare	\$9.61	\$8.51	\$8.78	\$9.07	\$9.32
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.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$14.85	\$13.21	\$13.63	\$14.04	\$14.43
<b>Total Package</b>	<b>\$43.98</b>	<b>\$30.69</b>	<b>\$34.02</b>	<b>\$37.34</b>	<b>\$40.65</b>

Local Dues	\$1.32	\$0.92	\$1.02	\$1.12	\$1.22
International Dues	\$0.44	\$0.31	\$0.34	\$0.37	\$0.41
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	\$2.93	\$2.00	\$2.23	\$2.46	\$2.70
<b>Gross Net Pay</b>	<b>\$26.20</b>	<b>\$15.48</b>	<b>\$18.16</b>	<b>\$20.84</b>	<b>\$23.52</b>



## SCHEDULE 5 (f)

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

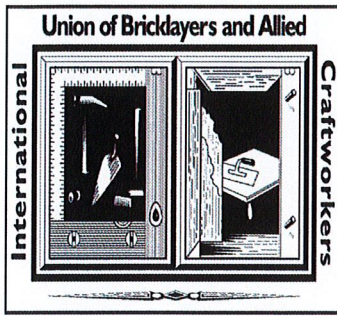
\*Apprentice Rates Based on Percentage of Base Wage

### 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	07/01/24	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$28.94</b>	<b>\$17.36</b>	<b>\$20.26</b>	<b>\$23.15</b>	<b>\$26.05</b>
Annuity	\$3.71	\$3.33	\$3.44	\$3.52	\$3.62
Health & Welfare	\$9.80	\$8.73	\$8.98	\$9.27	\$9.52
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.	\$0.40	\$0.24	\$0.28	\$0.32	\$0.36
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$15.04	\$13.43	\$13.83	\$14.24	\$14.63
<b>Total Package</b>	<b>\$43.98</b>	<b>\$30.79</b>	<b>\$34.09</b>	<b>\$37.39</b>	<b>\$40.68</b>

Local Dues	\$1.32	\$0.92	\$1.02	\$1.12	\$1.22
International Dues	\$0.44	\$0.31	\$0.34	\$0.37	\$0.41
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	\$2.93	\$2.00	\$2.23	\$2.46	\$2.70
<b>Gross Net Pay</b>	<b>\$26.01</b>	<b>\$15.36</b>	<b>\$18.03</b>	<b>\$20.69</b>	<b>\$23.35</b>



## SCHEDULE 6 (a)

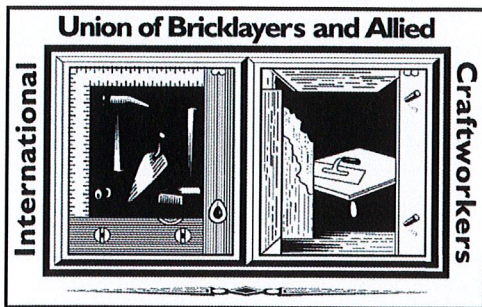
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Total 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	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$26.57</b>	<b>\$17.92</b>	<b>\$20.43</b>	<b>\$22.17</b>
Annuity	\$3.53	\$0.43	\$1.01	\$2.08
Health & Welfare	\$7.11	\$3.66	\$4.37	\$5.37
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.	\$0.40	\$0.24	\$0.28	\$0.32
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.25	\$0.25	\$0.25	\$0.25
Benefit Total	\$12.15	\$5.31	\$6.67	\$8.81
<b>Total Package</b>	<b>\$38.72</b>	<b>\$23.23</b>	<b>\$27.10</b>	<b>\$30.98</b>

Local Dues	\$1.16	\$0.70	\$0.81	\$0.93
International Dues	\$0.39	\$0.23	\$0.27	\$0.31
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$2.72	\$1.70	\$1.95	\$2.21
<b>Gross Net Pay</b>	<b>\$23.85</b>	<b>\$16.22</b>	<b>\$18.48</b>	<b>\$19.96</b>



## SCHEDULE 6 (b)

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

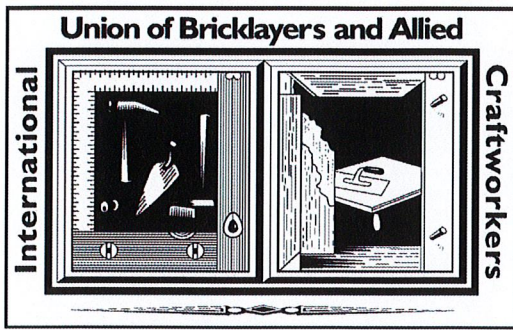
\*Apprentice Rates Based on Percentage of Total Package\*

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	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$23.66</b>	<b>\$17.73</b>	<b>\$20.35</b>	<b>\$20.99</b>
Health & Welfare	\$6.40	\$4.04	\$5.19	\$5.12
Local Pension	\$6.83	\$0.00	\$0.00	\$3.22
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	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.15	\$0.15	\$0.15	\$0.15
Benefit Total	\$14.86	\$5.38	\$6.61	\$9.83
<b>Total Package</b>	<b>\$38.52</b>	<b>\$23.11</b>	<b>\$26.96</b>	<b>\$30.82</b>

Local Dues	\$1.16	\$0.69	\$0.81	\$0.92
International Dues	\$0.39	\$0.23	\$0.27	\$0.31
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$2.72	\$1.69	\$1.95	\$2.20
<b>Gross Net Pay</b>	<b>\$20.94</b>	<b>\$16.04</b>	<b>\$18.40</b>	<b>\$18.79</b>





## SCHEDULE 6 (c)

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

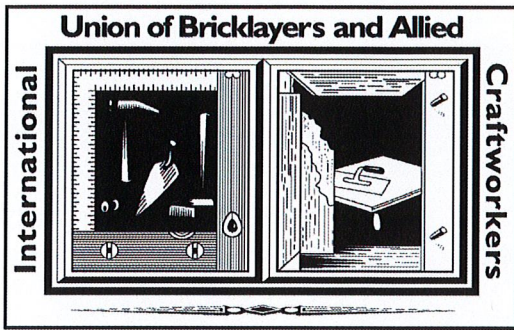
\*Apprentice Rates Based on Percentage of  
 Total Package

### 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	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$26.23</b>	<b>\$16.79</b>	<b>\$19.93</b>	<b>\$21.58</b>
Annuity	\$4.12	\$0.43	\$0.51	\$2.32
Health & Welfare	\$7.30	\$5.06	\$5.69	\$6.07
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.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$12.91	\$6.69	\$7.47	\$9.73
<b>Total</b>	<b>\$39.14</b>	<b>\$23.48</b>	<b>\$27.40</b>	<b>\$31.31</b>

Local Dues	\$1.17	\$0.70	\$0.82	\$0.94
International Dues	\$0.39	\$0.23	\$0.27	\$0.31
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$2.73	\$1.70	\$1.96	\$2.22
<b>Gross Net Pay</b>	<b>\$23.50</b>	<b>\$15.09</b>	<b>\$17.97</b>	<b>\$19.36</b>



## SCHEDULE 6 (d)

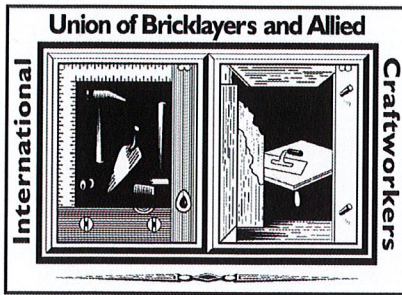
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of Base Wage

### ITHACA AREA TILE, MARBLE, TERRAZZO AND MASON FINISHER RESIDENTIAL RATES Cortland and Tompkins County

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$25.30</b>	<b>\$15.18</b>	<b>\$17.71</b>	<b>\$20.24</b>
Annuity	\$2.99	\$2.82	\$2.87	\$2.89
Health & Welfare	\$9.40	\$8.33	\$8.59	\$8.86
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.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$13.88	\$12.48	\$12.83	\$13.16
<b>Total Package</b>	<b>\$39.18</b>	<b>\$27.66</b>	<b>\$30.54</b>	<b>\$33.40</b>

Local Dues	\$1.18	\$0.83	\$0.92	\$1.00
International Dues	\$0.39	\$0.28	\$0.31	\$0.33
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$2.74	\$1.88	\$2.10	\$2.30
<b>Gross Net Pay</b>	<b>\$22.56</b>	<b>\$13.30</b>	<b>\$15.61</b>	<b>\$17.94</b>



## Schedule 6 (e)

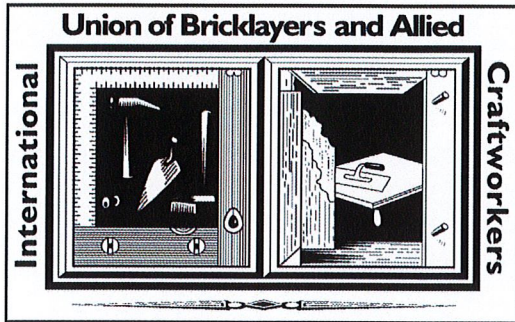
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$25.49</b>	<b>\$15.29</b>	<b>\$17.84</b>	<b>\$20.39</b>
Annuity	\$2.99	\$2.82	\$2.87	\$2.89
Health & Welfare	\$9.21	\$8.12	\$8.38	\$8.66
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.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$13.69	\$12.27	\$12.62	\$12.96
<b>Total Package</b>	<b>\$39.18</b>	<b>\$27.56</b>	<b>\$30.46</b>	<b>\$33.35</b>

Local Dues	\$1.18	\$0.83	\$0.91	\$1.00
International Dues	\$0.39	\$0.28	\$0.30	\$0.33
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$2.74	\$1.88	\$2.08	\$2.30
<b>Gross Net Pay</b>	<b>\$22.75</b>	<b>\$13.41</b>	<b>\$15.76</b>	<b>\$18.09</b>



## SCHEDULE 6 (f)

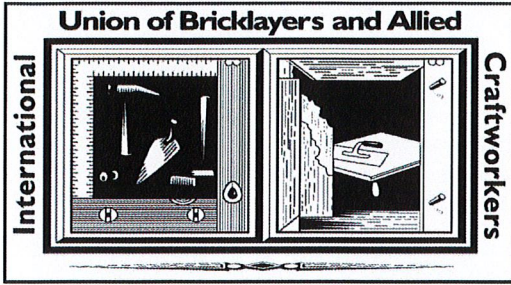
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*Apprentice Rates Based on Percentage of  
 Base Wage

**BINGHAMTON AREA TILE, MARBLE, TERRAZO  
 AND MASON FINISHERS 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>
<b>Effective Date</b>	07/01/24	07/01/24	07/01/24	07/01/24
		60%	70%	80%
<b>Base Wage</b>	<b>\$25.30</b>	<b>\$15.18</b>	<b>\$17.71</b>	<b>\$20.24</b>
Annuity	\$2.99	\$2.82	\$2.87	\$2.89
Health & Welfare	\$9.40	\$8.33	\$8.59	\$8.86
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.	\$0.40	\$0.24	\$0.28	\$0.32
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
<b>Benefit Total</b>	<b>\$13.88</b>	<b>\$12.48</b>	<b>\$12.83</b>	<b>\$13.16</b>
<b>Total Package</b>	<b>\$39.18</b>	<b>\$27.66</b>	<b>\$30.54</b>	<b>\$33.40</b>

Local Dues	\$1.18	\$0.83	\$0.92	\$1.00
International Dues	\$0.39	\$0.28	\$0.31	\$0.33
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.04	\$0.04	\$0.04	\$0.04
BAC/PAC	\$0.03	\$0.03	\$0.03	\$0.03
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
<b>Total Deductions</b>	<b>\$2.74</b>	<b>\$1.88</b>	<b>\$2.10</b>	<b>\$2.30</b>
<b>Gross Net Pay</b>	<b>\$22.56</b>	<b>\$13.30</b>	<b>\$15.61</b>	<b>\$17.94</b>



## SCHEDULE 7(a)

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

**\*Apprentice Base Wage is Percentage Rated\***

### ITHACA, BUFFALO & ROCHESTER AREA HEAVY HIGHWAY RATES

Counties of: Allegany, Broome, Cattaraugus, Chautaugua, Chemung, Chenango,  
 Cortland, Delaware, Erie, Genesee, Livingston, Monroe, Niagara,  
 Ontario, Orleans, Otsego, Schuyler, Seneca, Steuben, Tioga,  
 Tompkins, Wayne, Wyoming, Yates

	<u>Heavy Highway</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
		50%	60%	70%	80%
<b>Base Wage</b>	<b>\$37.88</b>	<b>\$18.94</b>	<b>\$22.73</b>	<b>\$26.52</b>	<b>\$30.30</b>
Annuity	\$8.80	\$0.00	\$8.80	\$8.80	\$8.80
Health & Welfare	\$10.30	\$9.30	\$9.50	\$9.70	\$9.90
International Pension	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
IPF-PPA Assessment	\$1.60	\$1.60	\$1.60	\$1.60	\$1.60
Local Training Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
I.M.I.	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80
J.A.B.	\$0.40	\$0.20	\$0.24	\$0.28	\$0.32
CIAP	\$0.29	\$0.29	\$0.29	\$0.29	\$0.29
BAC I.C.E.	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Benefit Total	\$24.82	\$14.82	\$23.86	\$24.10	\$24.34
<b>Total Package</b>	<b>\$62.70</b>	<b>\$33.76</b>	<b>\$46.59</b>	<b>\$50.62</b>	<b>\$54.64</b>
Local Dues	\$1.88	\$1.01	\$1.40	\$1.52	\$1.64
International Dues	\$0.63	\$0.34	\$0.47	\$0.51	\$0.55
Dues Assessment	\$1.00	\$0.50	\$0.60	\$0.70	\$0.80
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	\$3.68	\$2.02	\$2.64	\$2.90	\$3.16
<b>Gross Net Pay</b>	<b>\$34.20</b>	<b>\$16.92</b>	<b>\$20.09</b>	<b>\$23.62</b>	<b>\$27.14</b>