



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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$34.93	\$21.48	\$25.07	\$28.53	\$32.34
Annuity	\$6.02	\$3.33	\$3.95	\$4.73	\$5.38
Health & Welfare	\$9.42	\$5.10	\$6.00	\$6.88	\$7.53
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	\$17.16	\$9.77	\$11.39	\$13.14	\$14.54
Total Package	\$52.09	\$31.25	\$36.46	\$41.67	\$46.88

Local Dues	\$1.56	\$0.94	\$1.09	\$1.25	\$1.41
International Dues	\$0.52	\$0.31	\$0.36	\$0.42	\$0.47
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.25	\$1.42	\$1.62	\$1.84	\$2.05
Gross Net Pay	\$32.68	\$20.06	\$23.45	\$26.69	\$30.29