

SCHEDULE 1(a)

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

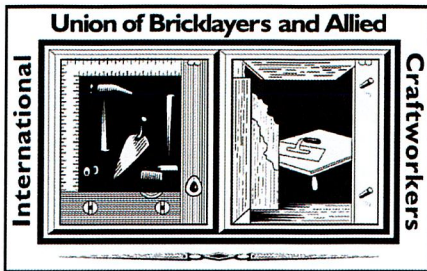
Apprentice Rates Based on Percent of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$39.44	\$29.97	\$30.89	\$33.21	\$36.38
Annuity	\$4.15	\$0.98	\$1.15	\$1.80	\$2.47
Health & Welfare	\$10.60	\$8.57	\$8.60	\$9.42	\$10.35
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	\$33.89	\$14.03	\$20.44	\$25.45	\$29.62
Total Package	\$73.33	\$44.00	\$51.33	\$58.66	\$66.00

Local Dues	\$2.20	\$1.32	\$1.54	\$1.76	\$1.98
International Dues	\$0.73	\$0.44	\$0.51	\$0.59	\$0.66
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	\$3.10	\$1.93	\$2.22	\$2.52	\$2.81
Gross Net Pay	\$36.34	\$28.04	\$28.67	\$30.69	\$33.57



SCHEDULE 1(b)

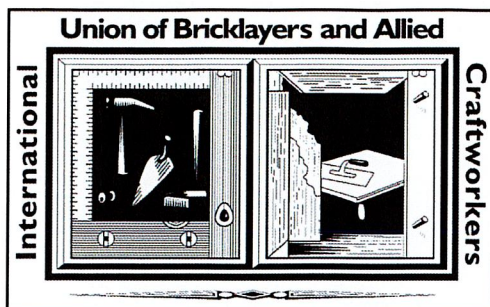
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	65%	75%	85%
Base Wage	\$35.81	\$24.69	\$26.57	\$29.01	\$32.11
Annuity	\$4.26	\$0.00	\$0.00	\$1.38	\$2.18
Health & Welfare	\$13.14	\$8.14	\$8.47	\$9.44	\$11.20
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	\$29.44	\$11.20	\$15.84	\$19.93	\$23.35
Total Package	\$65.25	\$35.89	\$42.41	\$48.94	\$55.46

Local Dues	\$1.96	\$1.08	\$1.27	\$1.47	\$1.66
International Dues	\$0.65	\$0.36	\$0.42	\$0.49	\$0.55
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	\$2.78	\$1.61	\$1.86	\$2.13	\$2.38
Gross Net Pay	\$33.03	\$23.08	\$24.71	\$26.88	\$29.73



SCHEDULE 1(c)

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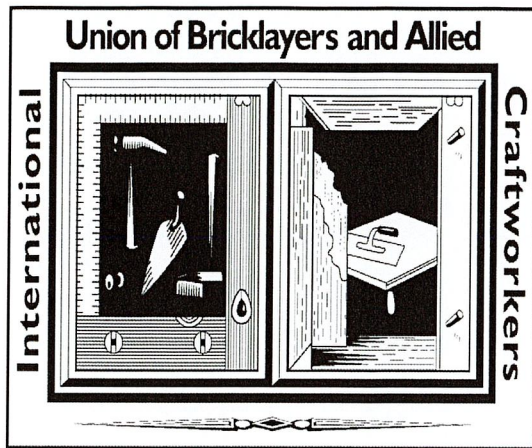
Apprentice Rates Based on Percent of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$39.83	\$24.01	\$27.58	\$31.68	\$35.75
Annuity	\$6.54	\$0.98	\$2.65	\$3.80	\$4.97
Health & Welfare	\$10.07	\$6.23	\$7.29	\$8.35	\$9.41
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	\$24.53	\$14.61	\$17.47	\$19.81	\$22.17
Total Package	\$64.36	\$38.62	\$45.05	\$51.49	\$57.92

Local Dues	\$1.93	\$1.16	\$1.35	\$1.54	\$1.74
International Dues	\$0.64	\$0.39	\$0.45	\$0.51	\$0.58
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	\$2.74	\$1.72	\$1.97	\$2.22	\$2.49
Gross Net Pay	\$37.09	\$22.29	\$25.61	\$29.46	\$33.26



SCHEDULE 1 (d)

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Apprentice Rates Based on Percent of Base Wage

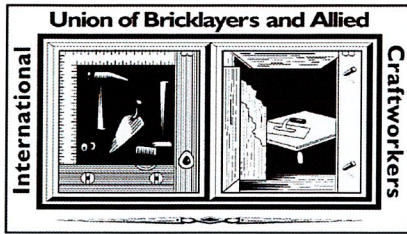
*Added \$2 to Base Wage from Annuity in 2019 for 1st & 2nd Years
and \$0.75 to 3rd Years

*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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	70%	80%	90%
Base Wage	\$33.68	\$21.52	\$26.58	\$27.69	\$30.31
Annuity	\$5.45	\$2.65	\$3.13	\$4.82	\$5.21
Health & Welfare	\$12.15	\$10.26	\$10.66	\$10.83	\$11.79
Local Pension	\$8.45	\$7.25	\$7.32	\$8.36	\$8.41
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	\$31.47	\$25.40	\$26.41	\$29.35	\$30.79
Total Package	\$65.15	\$46.92	\$52.99	\$57.04	\$61.10

Local Dues	\$1.95	\$1.41	\$1.59	\$1.71	\$1.83
International Dues	\$0.65	\$0.47	\$0.53	\$0.57	\$0.61
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	\$2.77	\$2.05	\$2.29	\$2.45	\$2.61
Gross Net Pay	\$30.91	\$19.47	\$24.29	\$25.24	\$27.70



Schedule 1 (e)

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CORNING AREA BRICKLAYERS/PCC/CEMENT MASON COMMERCIAL RATES

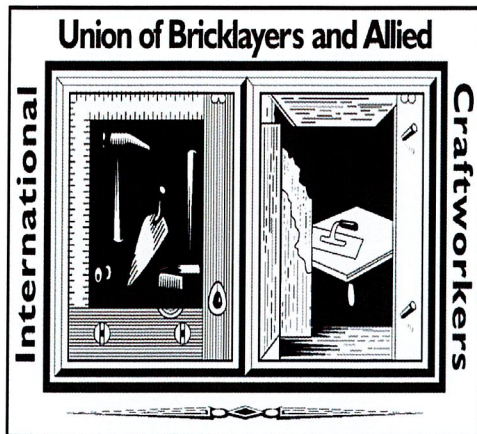
Chemung, Schuyler and Steuben Counties;
Towns of Alfred, Almond, Andover and Burns in Allegany County

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	70%	80%	90%
Base Wage	\$33.26	\$20.29	\$25.28	\$27.36	\$29.93
Annuity	\$5.95	\$3.00	\$3.12	\$4.56	\$5.59
Health & Welfare	\$12.15	\$10.74	\$11.39	\$11.74	\$11.98
Local Pension	\$8.45	\$8.25	\$8.32	\$8.36	\$8.41
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	\$31.94	\$27.20	\$28.10	\$29.97	\$31.33
Total Package	\$65.20	\$47.49	\$53.38	\$57.33	\$61.26

Local Dues	\$1.96	\$1.42	\$1.60	\$1.72	\$1.84
International Dues	\$0.65	\$0.47	\$0.53	\$0.57	\$0.61
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	\$2.78	\$2.06	\$2.30	\$2.46	\$2.62
Gross Net Pay	\$30.48	\$18.23	\$22.98	\$24.90	\$27.31



SCHEDULE 1(f)

BAC Local #3 NY
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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.

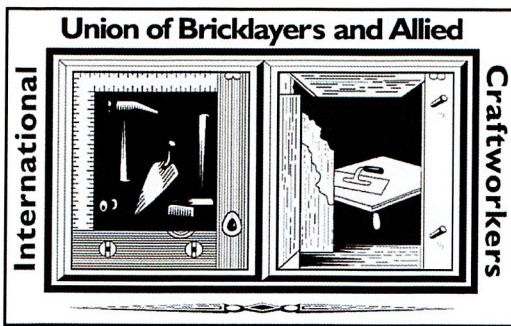
*Added \$1 to Base Wage from Local Pension for 1st & 2nd
Years in 2021

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	70%	80%	90%
Base Wage	\$34.34	\$21.89	\$27.04	\$28.22	\$30.91
Annuity	\$4.20	\$1.10	\$1.43	\$3.02	\$4.01
Health & Welfare	\$12.15	\$10.81	\$11.36	\$11.63	\$11.98
Local Pension	\$8.45	\$7.00	\$7.07	\$8.11	\$8.16
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	\$30.02	\$23.95	\$24.96	\$27.90	\$29.33
Total Package	\$64.36	\$45.84	\$52.00	\$56.12	\$60.24

Local Dues	\$1.93	\$1.38	\$1.56	\$1.68	\$1.81
International Dues	\$0.64	\$0.46	\$0.52	\$0.56	\$0.60
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	\$2.74	\$2.01	\$2.25	\$2.41	\$2.58
Gross Net Pay	\$31.60	\$19.88	\$24.79	\$25.81	\$28.33



SCHEDULE 2(a)

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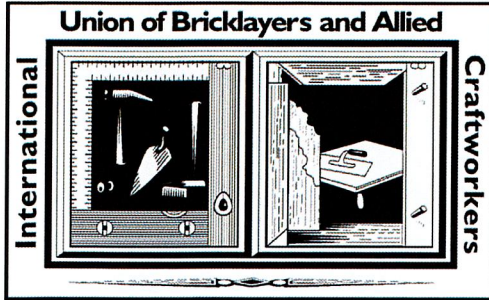
Apprentice Rates Based on Percent of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$38.85	\$29.48	\$30.30	\$32.32	\$36.14
Annuity	\$4.83	\$0.90	\$1.05	\$2.10	\$2.80
Health & Welfare	\$10.01	\$8.84	\$8.94	\$9.61	\$9.81
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	\$33.98	\$14.22	\$20.68	\$25.94	\$29.41
Total Package	\$72.83	\$43.70	\$50.98	\$58.26	\$65.55

Local Dues	\$2.18	\$1.31	\$1.53	\$1.75	\$1.97
International Dues	\$0.73	\$0.44	\$0.51	\$0.58	\$0.66
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	\$3.08	\$1.92	\$2.21	\$2.50	\$2.80
Gross Net Pay	\$35.77	\$27.56	\$28.09	\$29.82	\$33.34

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SCHEDULE 2(b)

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Apprentice Rates Based on Percent of Total Package

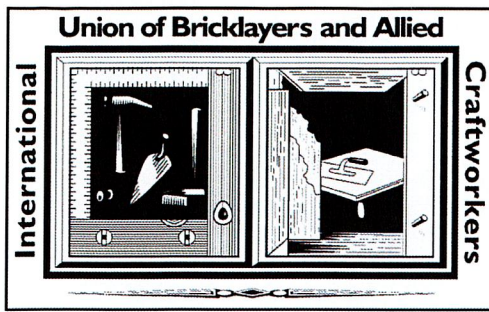
ROCHESTER AREA TILE SETTERS COMMERCIAL RATES

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

APPRENTICE RATES

	<u>Journeyman</u>	<u>1st year</u>	<u>1 1/2 Year</u>	<u>2nd Year</u>	<u>2 1/2 year</u>	<u>3rd Year</u>	<u>3 1/2 Year</u>	<u>4th Year</u>	<u>4 1/2 Year</u>
Effective Date	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	60%	65%	70%	75%	80%	90%	95%
Base Wage	\$37.45	\$22.36	\$24.71	\$26.23	\$28.11	\$30.33	\$32.37	\$34.99	\$36.49
Annuity	\$3.44	\$0.00	\$0.00	\$0.50	\$0.75	\$1.00	\$1.25	\$2.50	\$2.50
Health & Welfare	\$13.13	\$7.22	\$7.70	\$8.51	\$9.01	\$9.37	\$9.89	\$11.65	\$12.63
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	\$28.61	\$13.97	\$14.93	\$16.71	\$18.13	\$19.22	\$20.48	\$24.46	\$26.27
Total Package	\$66.06	\$36.33	\$39.64	\$42.94	\$46.24	\$49.55	\$52.85	\$59.45	\$62.76

Local Dues	\$1.98	\$1.09	\$1.19	\$1.29	\$1.39	\$1.49	\$1.59	\$1.78	\$1.88
International Dues	\$0.66	\$0.36	\$0.40	\$0.43	\$0.46	\$0.50	\$0.53	\$0.59	\$0.63
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.81	\$1.62	\$1.76	\$1.89	\$2.02	\$2.16	\$2.29	\$2.54	\$2.68
Gross Net Pay	\$34.64	\$20.74	\$22.95	\$24.34	\$26.09	\$28.17	\$30.08	\$32.45	\$33.81



SCHEDULE 2 (c)

BAC Local #3 NY
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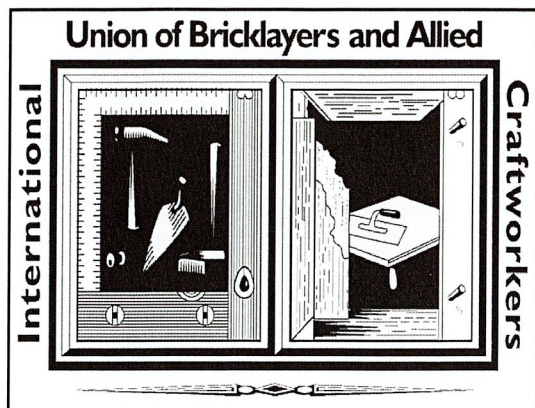
Apprentice Rates Based on Percent of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$39.34	\$24.94	\$28.49	\$32.24	\$36.00
Annuity	\$6.73	\$0.90	\$2.31	\$3.51	\$4.71
Health & Welfare	\$10.72	\$6.67	\$7.78	\$8.90	\$10.01
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	\$22.67	\$12.27	\$14.92	\$17.37	\$19.81
Total Package	\$62.01	\$37.21	\$43.41	\$49.61	\$55.81

Local Dues	\$1.86	\$1.12	\$1.30	\$1.49	\$1.67
International Dues	\$0.62	\$0.37	\$0.43	\$0.50	\$0.56
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	\$2.65	\$1.66	\$1.90	\$2.16	\$2.40
Gross Net Pay	\$36.69	\$23.28	\$26.59	\$30.08	\$33.60



SCHEDULE 2 (d)

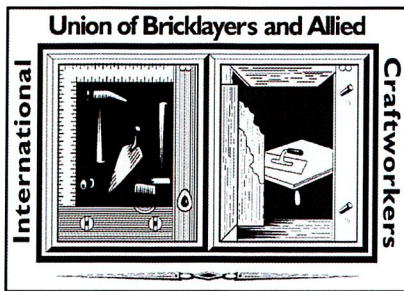
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$34.69	\$20.81	\$24.28	\$27.75	\$31.22
Annuity	\$1.50	\$0.44	\$0.62	\$1.31	\$1.45
Health & Welfare	\$12.15	\$10.71	\$11.07	\$11.43	\$11.79
Local Pension	\$8.45	\$0.00	\$0.00	\$8.26	\$8.31
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	\$27.32	\$15.85	\$16.52	\$25.96	\$26.64
Total Package	\$62.01	\$36.66	\$40.80	\$53.71	\$57.86

Local Dues	\$1.86	\$1.10	\$1.22	\$1.61	\$1.74
International Dues	\$0.62	\$0.37	\$0.41	\$0.54	\$0.58
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	\$2.65	\$1.64	\$1.80	\$2.32	\$2.49
Gross Net Pay	\$32.04	\$19.17	\$22.48	\$25.43	\$28.73



Schedule 2 (e)

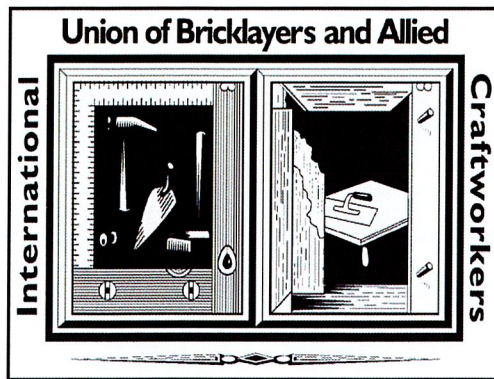
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$34.69	\$20.81	\$24.28	\$27.75	\$31.22
Annuity	\$1.50	\$0.74	\$0.88	\$1.40	\$1.45
Health & Welfare	\$12.15	\$10.41	\$10.82	\$11.29	\$11.69
Local Pension	\$8.45	\$0.00	\$0.00	\$8.31	\$8.41
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	\$27.32	\$15.85	\$16.53	\$25.96	\$26.64
Total Package	\$62.01	\$36.66	\$40.81	\$53.71	\$57.86
Local Dues	\$1.86	\$1.10	\$1.22	\$1.61	\$1.74
International Dues	\$0.62	\$0.37	\$0.41	\$0.54	\$0.58
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	\$2.65	\$1.64	\$1.80	\$2.32	\$2.49
Gross Net Pay	\$32.04	\$19.17	\$22.48	\$25.43	\$28.73



SCHEDULE 2 (f)

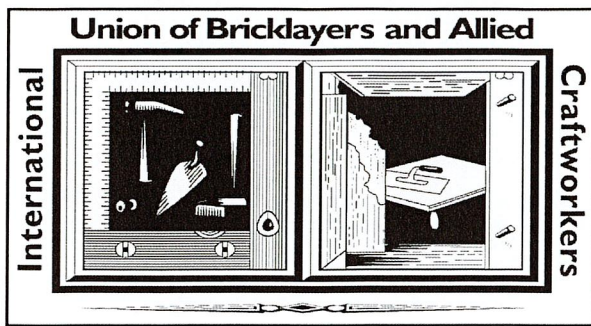
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

*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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$34.69	\$20.81	\$24.28	\$27.75	\$31.22
Annuity	\$1.50	\$0.74	\$0.88	\$1.40	\$1.45
Health & Welfare	\$12.15	\$10.41	\$10.82	\$11.29	\$11.69
Local Pension	\$8.45	\$0.00	\$0.00	\$8.31	\$8.41
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	\$27.32	\$15.85	\$16.53	\$25.96	\$26.64
Total Package	\$62.01	\$36.66	\$40.81	\$53.71	\$57.86

Local Dues	\$1.86	\$1.10	\$1.22	\$1.61	\$1.74
International Dues	\$0.62	\$0.37	\$0.41	\$0.54	\$0.58
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	\$2.65	\$1.64	\$1.80	\$2.32	\$2.49
Gross Net Pay	\$32.04	\$19.17	\$22.48	\$25.43	\$28.73



SCHEDULE 3(a)

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Rochester, NY 14623

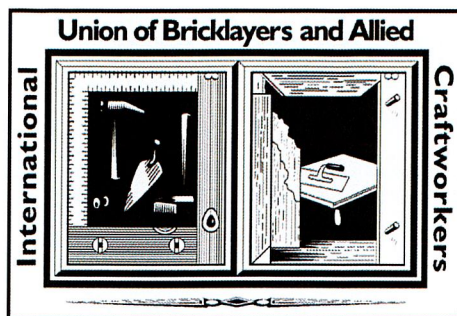
Apprentice Rates Based on Percent of
Total Package

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>
Effective Date	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$35.71	\$22.57	\$25.74	\$29.22
Annuity	\$5.63	\$1.20	\$2.35	\$3.40
Health & Welfare	\$10.23	\$6.10	\$7.20	\$8.10
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	\$19.72	\$10.69	\$13.06	\$15.12
Total Package	\$55.43	\$33.26	\$38.80	\$44.34

Local Dues	\$1.66	\$1.00	\$1.16	\$1.33
International Dues	\$0.55	\$0.33	\$0.39	\$0.44
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.38	\$1.50	\$1.72	\$1.94
Gross Net Pay	\$33.33	\$21.07	\$24.02	\$27.28



SCHEDULE 3(b)

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

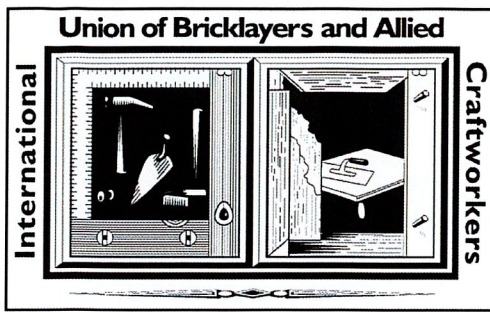
Apprentice Rates Based on Percent of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$31.06	\$24.39	\$25.55	\$27.85
Annuity	\$3.00	\$0.50	\$0.50	\$1.00
Health & Welfare	\$10.12	\$5.68	\$6.43	\$7.97
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	\$24.17	\$8.75	\$13.11	\$16.33
Total Package	\$55.23	\$33.14	\$38.66	\$44.18

Local Dues	\$1.66	\$0.99	\$1.16	\$1.33
International Dues	\$0.55	\$0.33	\$0.39	\$0.44
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.38	\$1.49	\$1.72	\$1.94
Gross Net Pay	\$28.68	\$22.90	\$23.83	\$25.91



SCHEDULE 3 (c)

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

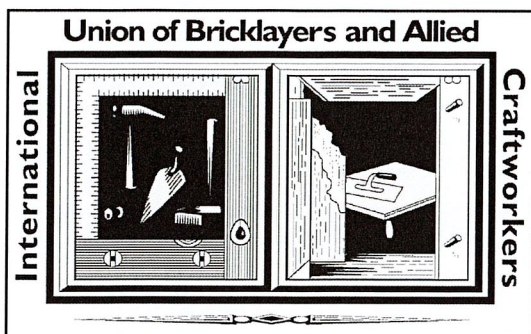
***Apprentice Rates Based on Percent of
Total Package***

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$34.44	\$22.53	\$26.69	\$28.41
Annuity	\$7.72	\$1.20	\$1.40	\$4.03
Health & Welfare	\$9.00	\$5.40	\$6.55	\$7.70
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	\$21.74	\$11.18	\$12.64	\$16.53
Total Package	\$56.18	\$33.71	\$39.33	\$44.94

Local Dues	\$1.69	\$1.01	\$1.18	\$1.35
International Dues	\$0.56	\$0.34	\$0.39	\$0.45
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.42	\$1.52	\$1.74	\$1.97
Gross Net Pay	\$32.02	\$21.01	\$24.95	\$26.44



SCHEDULE 3 (d)

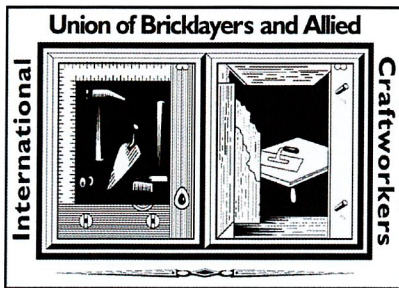
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$32.45	\$19.47	\$22.72	\$25.96
Annuity	\$6.61	\$0.27	\$0.32	\$4.41
Health & Welfare	\$12.15	\$10.53	\$10.97	\$11.42
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	\$23.78	\$15.38	\$15.98	\$20.63
Total Package	\$56.23	\$34.85	\$38.70	\$46.59

Local Dues	\$1.69	\$1.05	\$1.16	\$1.40
International Dues	\$0.56	\$0.35	\$0.39	\$0.47
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.42	\$1.57	\$1.72	\$2.04
Gross Net Pay	\$30.03	\$17.90	\$21.00	\$23.92



Schedule 3 (e)

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

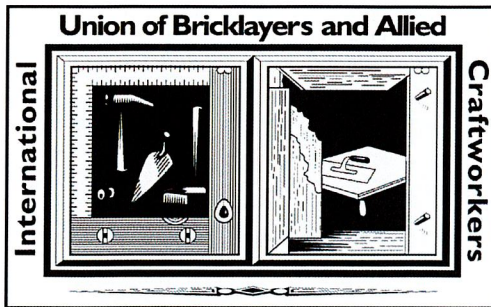
Apprentice Rates Based on Percentage of Base Wage

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$32.45	\$19.47	\$22.72	\$25.96
Annuity	\$6.61	\$0.27	\$0.32	\$4.41
Health & Welfare	\$12.15	\$10.53	\$10.97	\$11.42
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	\$23.78	\$15.38	\$15.98	\$20.63
Total Package	\$56.23	\$34.85	\$38.70	\$46.59

Local Dues	\$1.69	\$1.05	\$1.16	\$1.40
International Dues	\$0.56	\$0.35	\$0.39	\$0.47
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.42	\$1.57	\$1.72	\$2.04
Gross Net Pay	\$30.03	\$17.90	\$21.00	\$23.92



SCHEDULE 3 (f)

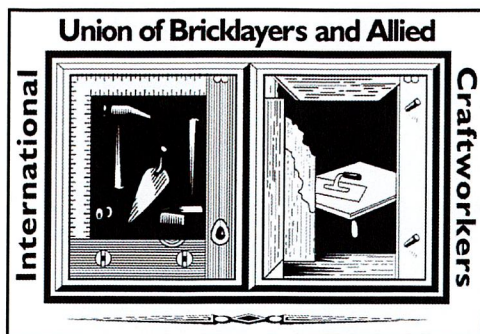
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

*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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$32.45	\$19.47	\$22.72	\$25.96
Annuity	\$6.61	\$0.27	\$0.32	\$4.41
Health & Welfare	\$12.15	\$10.53	\$10.97	\$11.42
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	\$23.78	\$15.38	\$15.98	\$20.63
Total Package	\$56.23	\$34.85	\$38.70	\$46.59

Local Dues	\$1.69	\$1.05	\$1.16	\$1.40
International Dues	\$0.56	\$0.35	\$0.39	\$0.47
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$2.42	\$1.57	\$1.72	\$2.04
Gross Net Pay	\$30.03	\$17.90	\$21.00	\$23.92



SCHEDULE 4(a)

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

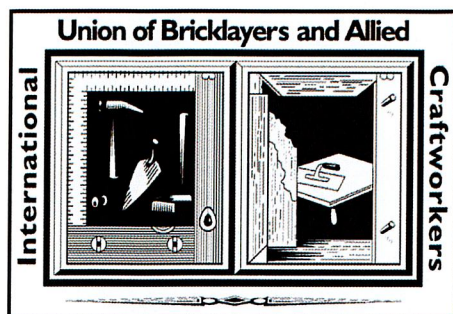
Apprentice Rates Based on Percentage of Total Package

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



SCHEDULE 4(b)

BAC Local #3 NY
33 Saginaw Drive
Rochester NY 14623

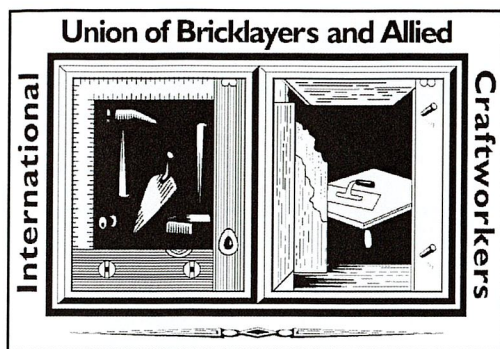
Apprentice Rates Based on Percentage of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	65%	75%	85%
Base Wage	\$29.48	\$16.85	\$19.64	\$22.88	\$26.12
Health & Welfare	\$8.73	\$4.14	\$5.35	\$6.06	\$6.77
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	\$18.79	\$9.70	\$11.74	\$13.32	\$14.91
Total Package	\$48.27	\$26.55	\$31.38	\$36.20	\$41.03

Local Dues	\$1.45	\$0.80	\$0.94	\$1.09	\$1.23
International Dues	\$0.48	\$0.27	\$0.31	\$0.36	\$0.41
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	\$2.10	\$1.24	\$1.42	\$1.62	\$1.81
Gross Net Pay	\$27.38	\$15.61	\$18.22	\$21.26	\$24.31



SCHEDULE 4(c)

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

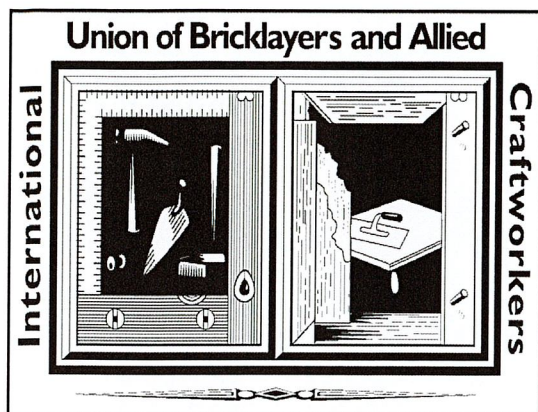
Apprentice Rates Based on Percentage of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$31.60	\$21.56	\$25.15	\$28.26	\$31.04
Annuity	\$5.34	\$0.71	\$0.84	\$2.22	\$2.89
Health & Welfare	\$8.52	\$4.71	\$5.61	\$5.74	\$6.91
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	\$15.41	\$6.65	\$7.76	\$9.35	\$11.27
Total	\$47.01	\$28.21	\$32.91	\$37.61	\$42.31

Local Dues	\$1.41	\$0.85	\$0.99	\$1.13	\$1.27
International Dues	\$0.47	\$0.28	\$0.33	\$0.38	\$0.42
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	\$2.05	\$1.30	\$1.49	\$1.68	\$1.86
Gross Net Pay	\$29.55	\$20.26	\$23.66	\$26.58	\$29.18



SCHEDULE 4 (d)

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

*Apprentice Rates Based on Percentage of Base Wage

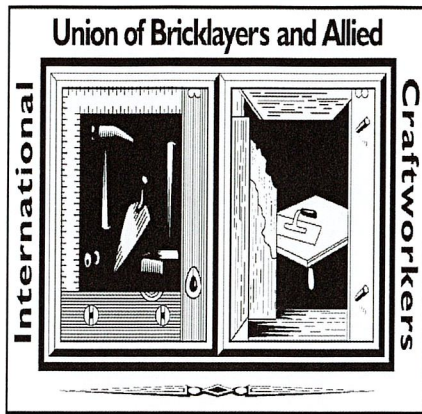
*Added \$2 to Base Wage from Annuity for 1st & 2nd Years in 2019 and \$0.75 to 3rd Years

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	70%	80%	90%
Base Wage	\$29.25	\$18.09	\$22.48	\$24.15	\$26.33
Annuity Fund	\$5.03	\$2.44	\$2.56	\$4.04	\$4.93
Health & Welfare	\$11.72	\$9.97	\$10.56	\$10.95	\$11.32
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	\$18.32	\$13.80	\$14.57	\$16.48	\$17.78
Total Package	\$47.57	\$31.89	\$37.05	\$40.63	\$44.11

Local Dues	\$1.43	\$0.96	\$1.11	\$1.22	\$1.32
International Dues	\$0.48	\$0.32	\$0.37	\$0.41	\$0.44
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	\$2.08	\$1.45	\$1.65	\$1.80	\$1.93
Gross Net Pay	\$27.17	\$16.64	\$20.83	\$22.35	\$24.40



Schedule 4 (e)

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

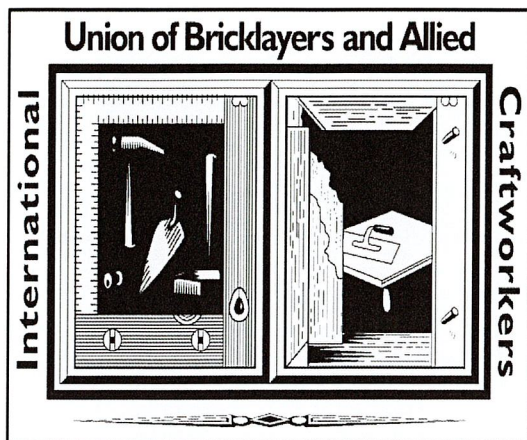
*Apprentice Rates Based on Percentage of Base Wage
*Added \$2 to Base Wage from Annuity for 1st & 2nd Years
in 2019 and \$0.75 for 3rd Years

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	70%	80%	90%
Base Wage	\$29.32	\$18.13	\$22.52	\$24.21	\$26.39
Annuity	\$5.03	\$2.44	\$2.57	\$4.03	\$4.93
Health & Welfare	\$11.72	\$9.86	\$10.49	\$10.90	\$11.30
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	\$18.32	\$13.69	\$14.51	\$16.42	\$17.76
Total Package	\$47.64	\$31.82	\$37.03	\$40.63	\$44.15

Local Dues	\$1.43	\$0.95	\$1.11	\$1.22	\$1.32
International Dues	\$0.48	\$0.32	\$0.37	\$0.41	\$0.44
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	\$2.08	\$1.44	\$1.65	\$1.80	\$1.93
Gross Net Pay	\$27.24	\$16.69	\$20.87	\$22.41	\$24.46



SCHEDULE 4(f)

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

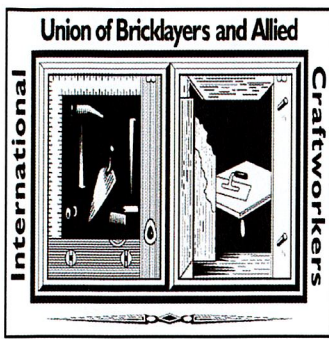
*Apprentice Rates Based on Percentage of Base Wage
*Added \$2 to Base Wage from Annuity for 1st & 2nd Years
in 2019 & \$0.75 for 3rd Years

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		55%	70%	80%	90%
Base Wage	\$29.25	\$18.09	\$22.48	\$24.15	\$26.33
Annuity	\$5.03	\$2.44	\$2.56	\$4.04	\$4.93
Health & Welfare	\$11.72	\$9.97	\$10.56	\$10.95	\$11.32
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	\$18.32	\$13.80	\$14.57	\$16.48	\$17.78
Total Package	\$47.57	\$31.89	\$37.05	\$40.63	\$44.11

Local Dues	\$1.43	\$0.96	\$1.11	\$1.22	\$1.32
International Dues	\$0.48	\$0.32	\$0.37	\$0.41	\$0.44
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	\$2.07	\$1.45	\$1.65	\$1.80	\$1.93
Gross Net Pay	\$27.18	\$16.64	\$20.83	\$22.35	\$24.40



SCHEDULE 5(a)

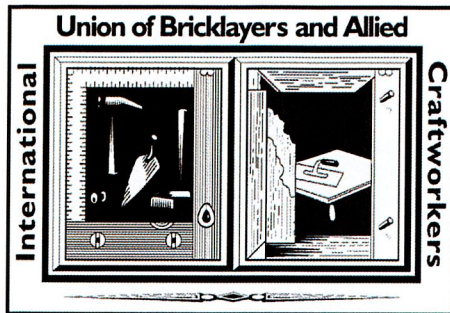
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$35.18	\$20.94	\$24.57	\$28.20	\$31.54
Annuity	\$4.85	\$2.91	\$3.39	\$3.87	\$4.37
Health & Welfare	\$10.09	\$5.91	\$6.89	\$7.87	\$9.12
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	\$16.55	\$10.10	\$11.64	\$13.18	\$15.02
Total Package	\$51.73	\$31.04	\$36.21	\$41.38	\$46.56

Local Dues	\$1.55	\$0.93	\$1.09	\$1.24	\$1.40
International Dues	\$0.52	\$0.31	\$0.36	\$0.41	\$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	\$2.24	\$1.41	\$1.62	\$1.82	\$2.04
Gross Net Pay	\$32.94	\$19.53	\$22.95	\$26.38	\$29.50



SCHEDULE 5(b)

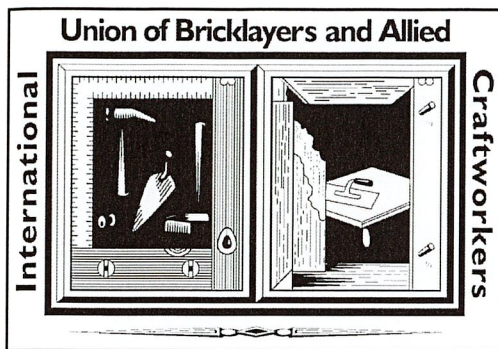
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$29.70	\$19.11	\$22.32	\$24.86	\$27.28
Health & Welfare	\$8.79	\$4.89	\$5.95	\$7.06	\$8.33
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	\$18.55	\$9.84	\$11.46	\$13.74	\$16.15
Total Package	\$48.25	\$28.95	\$33.78	\$38.60	\$43.43

Local Dues	\$1.45	\$0.87	\$1.01	\$1.16	\$1.30
International Dues	\$0.48	\$0.29	\$0.34	\$0.39	\$0.43
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	\$2.10	\$1.33	\$1.52	\$1.72	\$1.90
Gross Net Pay	\$27.60	\$17.78	\$20.80	\$23.14	\$25.38



SCHEDULE 5 (c)

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

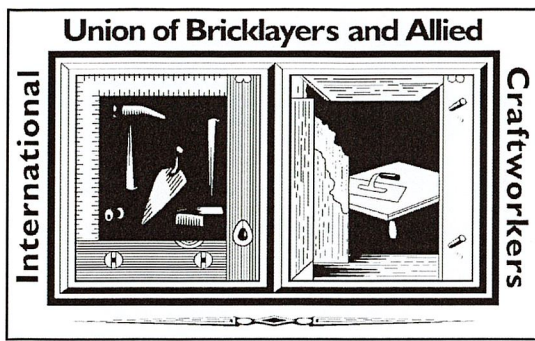
Apprentice Rates Based on Percentage of Total Package

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$30.93	\$20.29	\$22.71	\$25.62	\$28.25
Annuity	\$4.90	\$0.67	\$2.03	\$2.67	\$3.58
Health & Welfare	\$8.45	\$5.30	\$6.03	\$6.98	\$7.95
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	\$14.88	\$7.20	\$9.36	\$11.03	\$12.98
Total	\$45.81	\$27.49	\$32.07	\$36.65	\$41.23

Local Dues	\$1.37	\$0.82	\$0.96	\$1.10	\$1.24
International Dues	\$0.46	\$0.27	\$0.32	\$0.37	\$0.41
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	\$2.00	\$1.26	\$1.45	\$1.64	\$1.82
Gross Net Pay	\$28.93	\$19.03	\$21.26	\$23.98	\$26.43



SCHEDULE 5 (d)

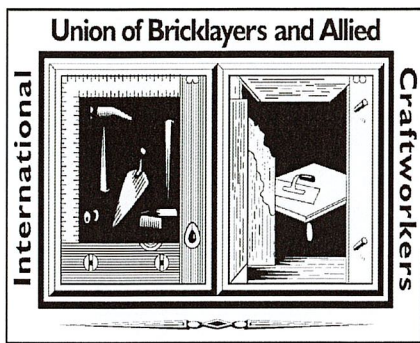
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

**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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$29.21	\$17.53	\$20.45	\$23.37	\$26.29
Annuity	\$4.04	\$3.53	\$3.67	\$3.78	\$3.92
Health & Welfare	\$10.97	\$9.40	\$9.78	\$10.19	\$10.57
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	\$16.54	\$14.30	\$14.86	\$15.42	\$15.98
Total Package	\$45.75	\$31.83	\$35.31	\$38.79	\$42.27

Local Dues	\$1.37	\$0.95	\$1.06	\$1.16	\$1.27
International Dues	\$0.46	\$0.32	\$0.35	\$0.39	\$0.42
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	\$2.00	\$1.44	\$1.58	\$1.72	\$1.86
Gross Net Pay	\$27.21	\$16.09	\$18.87	\$21.65	\$24.43



Schedule 5 (e)

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

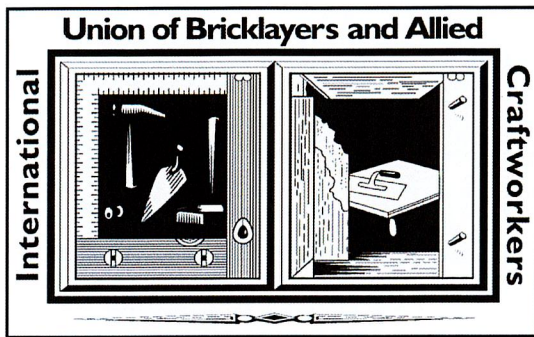
***Apprentice Rates Based on Percentage of Base Wage**

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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$29.46	\$17.68	\$20.62	\$23.57	\$26.51
Annuity	\$4.04	\$3.53	\$3.67	\$3.78	\$3.92
Health & Welfare	\$10.78	\$9.21	\$9.60	\$10.00	\$10.38
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	\$16.35	\$14.11	\$14.68	\$15.23	\$15.79
Total Package	\$45.81	\$31.79	\$35.30	\$38.80	\$42.30

Local Dues	\$1.37	\$0.95	\$1.06	\$1.16	\$1.27
International Dues	\$0.46	\$0.32	\$0.35	\$0.39	\$0.42
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	\$2.00	\$1.44	\$1.58	\$1.72	\$1.86
Gross Net Pay	\$27.46	\$16.24	\$19.04	\$21.85	\$24.65



SCHEDULE 5 (f)

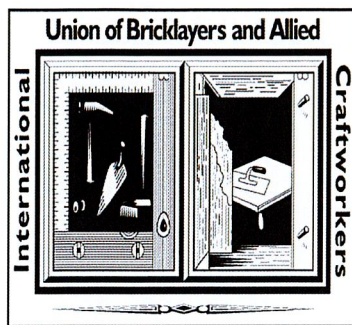
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

***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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%	90%
Base Wage	\$29.27	\$17.56	\$20.49	\$23.42	\$26.34
Annuity	\$4.04	\$3.53	\$3.67	\$3.78	\$3.92
Health & Welfare	\$10.97	\$9.43	\$9.80	\$10.20	\$10.58
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	\$16.54	\$14.33	\$14.88	\$15.43	\$15.99
Total Package	\$45.81	\$31.89	\$35.37	\$38.85	\$42.33

Local Dues	\$1.37	\$0.96	\$1.06	\$1.17	\$1.27
International Dues	\$0.46	\$0.32	\$0.35	\$0.39	\$0.42
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	\$2.00	\$1.45	\$1.58	\$1.73	\$1.86
Gross Net Pay	\$27.27	\$16.11	\$18.91	\$21.69	\$24.48



SCHEDULE 6 (a)

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

Apprentice Rates Based on Percentage of Total Package

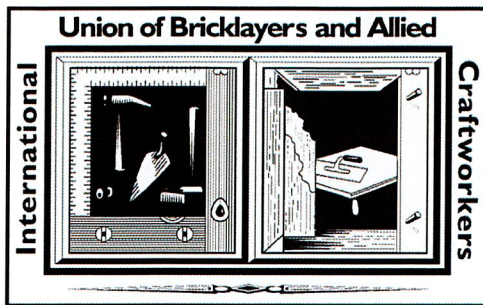
BUFFALO AREA TILE, MARBLE, TERRAZZO

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$27.30	\$18.36	\$20.95	\$22.75
Annuity	\$4.26	\$0.87	\$1.52	\$2.66
Health & Welfare	\$7.48	\$3.88	\$4.63	\$5.67
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	\$13.25	\$5.97	\$7.44	\$9.69
Total Package	\$40.55	\$24.33	\$28.39	\$32.44

Local Dues	\$1.22	\$0.73	\$0.85	\$0.97
International Dues	\$0.41	\$0.24	\$0.28	\$0.32
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$1.80	\$1.14	\$1.30	\$1.46
Gross Net Pay	\$25.50	\$17.22	\$19.65	\$21.29



SCHEDULE 6 (b)

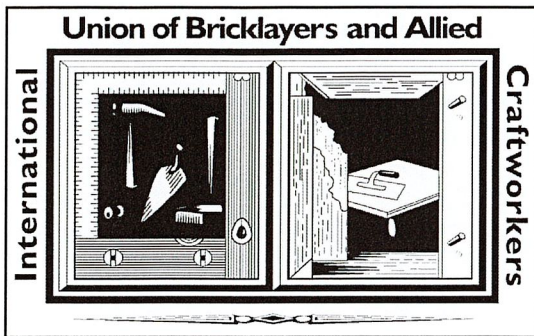
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$24.76	\$18.39	\$21.13	\$21.87
Health & Welfare	\$7.13	\$4.48	\$5.70	\$5.70
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	\$15.59	\$5.82	\$7.12	\$10.41
Total Package	\$40.35	\$24.21	\$28.25	\$32.28

Local Dues	\$1.21	\$0.73	\$0.85	\$0.97
International Dues	\$0.40	\$0.24	\$0.28	\$0.32
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$1.78	\$1.14	\$1.30	\$1.46
Gross Net Pay	\$22.98	\$17.25	\$19.83	\$20.41



SCHEDULE 6 (c)

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

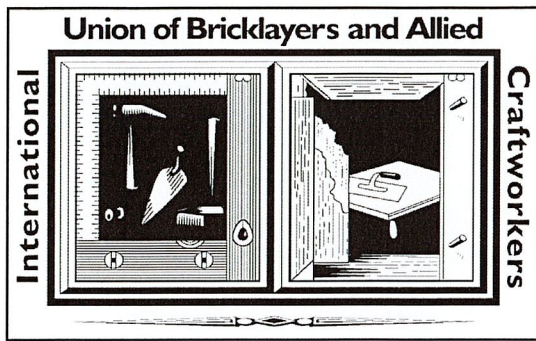
**Apprentice Rates Based on Percentage of
Total Package*

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$26.96	\$17.23	\$20.44	\$22.17
Annuity	\$4.85	\$0.87	\$1.02	\$2.90
Health & Welfare	\$7.67	\$5.28	\$5.95	\$6.37
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
A.S.P	\$0.26	\$0.26	\$0.26	\$0.26
Benefit Total	\$14.01	\$7.35	\$8.24	\$10.61
Total	\$40.97	\$24.58	\$28.68	\$32.78

Local Dues	\$1.23	\$0.74	\$0.86	\$0.98
International Dues	\$0.41	\$0.25	\$0.29	\$0.33
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$1.81	\$1.16	\$1.32	\$1.48
Gross Net Pay	\$25.15	\$16.07	\$19.12	\$20.69



SCHEDULE 6 (d)

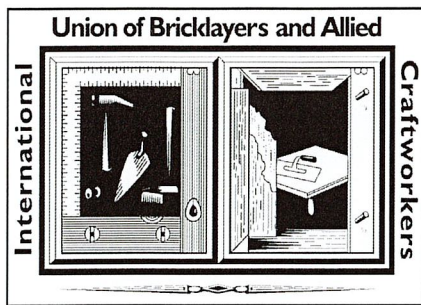
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

**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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$25.63	\$15.38	\$17.94	\$20.50
Annuity	\$3.32	\$3.02	\$3.10	\$3.15
Health & Welfare	\$10.57	\$9.03	\$9.41	\$9.80
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	\$15.38	\$13.38	\$13.88	\$14.36
Total Package	\$41.01	\$28.76	\$31.82	\$34.86

Local Dues	\$1.23	\$0.86	\$0.95	\$1.05
International Dues	\$0.41	\$0.29	\$0.32	\$0.35
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$1.81	\$1.32	\$1.44	\$1.57
Gross Net Pay	\$23.82	\$14.06	\$16.50	\$18.93



Schedule 6 (e)

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

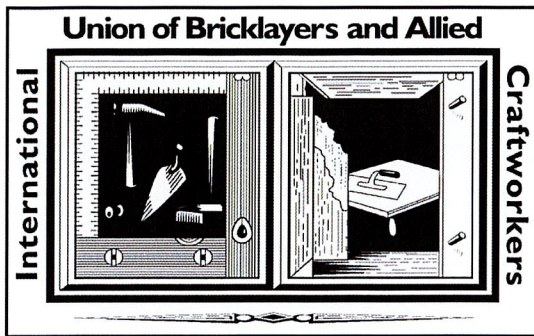
*Apprentice Rates Based on Percentage of Base Wage

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	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$25.82	\$15.49	\$18.07	\$20.66
Annuity	\$3.32	\$3.02	\$3.10	\$3.15
Health & Welfare	\$10.38	\$8.82	\$9.20	\$9.59
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	\$15.19	\$13.17	\$13.67	\$14.15
Total Package	\$41.01	\$28.66	\$31.74	\$34.81

Local Dues	\$1.23	\$0.86	\$0.95	\$1.04
International Dues	\$0.41	\$0.29	\$0.32	\$0.35
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$1.81	\$1.32	\$1.44	\$1.56
Gross Net Pay	\$24.01	\$14.17	\$16.63	\$19.10



SCHEDULE 6 (f)

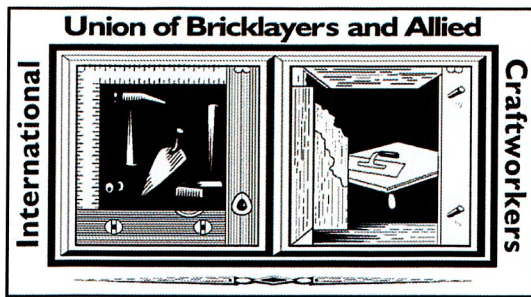
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

*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</u> <u>Year</u>	<u>Apprentice</u> <u>2nd Year</u>	<u>Apprentice</u> <u>3rd Year</u>
Effective Date	07/01/25	07/01/25	07/01/25	07/01/25
		60%	70%	80%
Base Wage	\$25.63	\$15.38	\$17.94	\$20.50
Annuity	\$3.32	\$3.02	\$3.10	\$3.15
Health & Welfare	\$10.57	\$9.03	\$9.41	\$9.80
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	\$15.38	\$13.38	\$13.88	\$14.36
Total Package	\$41.01	\$28.76	\$31.82	\$34.86

Local Dues	\$1.23	\$0.86	\$0.95	\$1.05
International Dues	\$0.41	\$0.29	\$0.32	\$0.35
Dues Assessment	\$0.00	\$0.00	\$0.00	\$0.00
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	\$1.81	\$1.32	\$1.44	\$1.57
Gross Net Pay	\$23.82	\$14.06	\$16.50	\$18.93



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	07/01/25	07/01/25	07/01/25	07/01/25	07/01/25
		50%	60%	70%	80%
Base Wage	\$38.63	\$19.32	\$23.18	\$27.04	\$30.90
Annuity	\$9.55	\$0.38	\$9.25	\$9.33	\$9.40
Health & Welfare	\$11.30	\$9.79	\$10.10	\$10.40	\$10.70
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	\$26.57	\$15.69	\$24.91	\$25.33	\$25.74
Total Package	\$65.20	\$35.01	\$48.09	\$52.37	\$56.64
Local Dues	\$1.96	\$1.05	\$1.44	\$1.57	\$1.70
International Dues	\$0.65	\$0.35	\$0.48	\$0.52	\$0.57
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	\$2.78	\$1.57	\$2.09	\$2.26	\$2.44
Gross Net Pay	\$35.85	\$17.75	\$21.09	\$24.78	\$28.46