

## SCHEDULE 1(a)

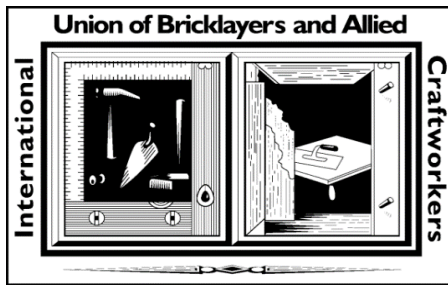
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

**\*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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$40.44</b>	<b>\$30.57</b>	<b>\$31.59</b>	<b>\$34.01</b>	<b>\$37.28</b>
Annuity	\$5.65	\$1.88	\$2.20	\$3.00	\$3.82
Health & Welfare	\$11.60	\$9.17	\$9.30	\$10.22	\$11.25
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	\$36.39	\$15.53	\$22.19	\$27.45	\$31.87
<b>Total Package</b>	<b>\$76.83</b>	<b>\$46.10</b>	<b>\$53.78</b>	<b>\$61.46</b>	<b>\$69.15</b>

Local Dues	\$2.30	\$1.38	\$1.61	\$1.84	\$2.07
International Dues	\$0.77	\$0.46	\$0.54	\$0.61	\$0.69
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	\$3.24	\$2.01	\$2.32	\$2.62	\$2.93
<b>Gross Net Pay</b>	<b>\$37.20</b>	<b>\$28.56</b>	<b>\$29.27</b>	<b>\$31.39</b>	<b>\$34.35</b>



## SCHEDULE 1(b)

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

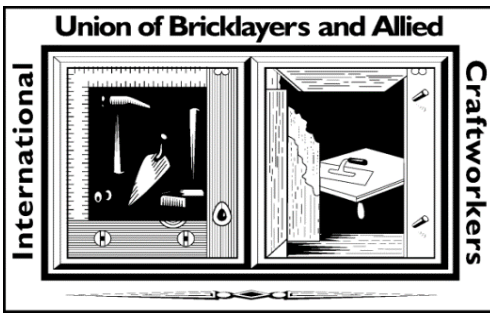
**\*Apprentice Rates Based on Percent of Total Package\***

### 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>
<b>Effective Date</b>	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	65%	75%	85%
<b>Base Wage</b>	<b>\$38.56</b>	<b>\$26.08</b>	<b>\$28.27</b>	<b>\$31.00</b>	<b>\$34.41</b>
Annuity	\$4.26	\$0.00	\$0.00	\$1.38	\$2.18
Health & Welfare	\$13.64	\$8.42	\$8.80	\$9.82	\$11.63
Local Pension	\$9.00	\$0.66	\$4.82	\$6.41	\$7.13
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
<b>Benefit Total</b>	<b>\$30.19</b>	<b>\$11.73</b>	<b>\$16.42</b>	<b>\$20.56</b>	<b>\$24.03</b>
<b>Total Package</b>	<b>\$68.75</b>	<b>\$37.81</b>	<b>\$44.69</b>	<b>\$51.56</b>	<b>\$58.44</b>

Local Dues	\$2.06	\$1.13	\$1.34	\$1.55	\$1.75
International Dues	\$0.69	\$0.38	\$0.45	\$0.52	\$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
<b>Total Deductions</b>	<b>\$2.92</b>	<b>\$1.68</b>	<b>\$1.96</b>	<b>\$2.24</b>	<b>\$2.50</b>
<b>Gross Net Pay</b>	<b>\$35.64</b>	<b>\$24.40</b>	<b>\$26.31</b>	<b>\$28.76</b>	<b>\$31.91</b>



# SCHEDULE 1(c)

BAC Local #3 NY  
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 Rochester, NY 14623

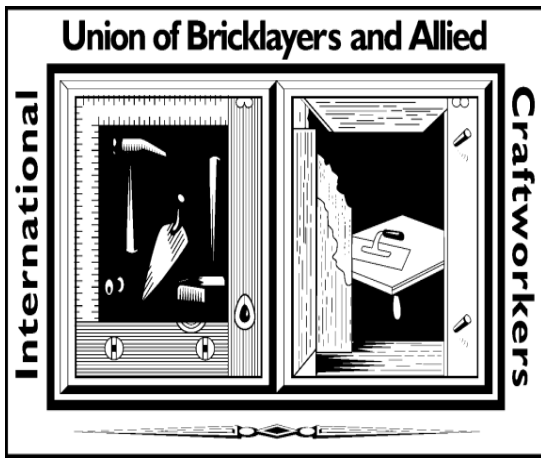
**\*Apprentice Rates Based on Percent of Total Package\***

## 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$40.83</b>	<b>\$24.61</b>	<b>\$28.28</b>	<b>\$32.48</b>	<b>\$36.65</b>
Annuity	\$8.04	\$1.88	\$3.70	\$5.00	\$6.32
Health & Welfare	\$11.07	\$6.83	\$7.99	\$9.15	\$10.31
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	\$27.03	\$16.11	\$19.22	\$21.81	\$24.42
<b>Total Package</b>	<b>\$67.86</b>	<b>\$40.72</b>	<b>\$47.50</b>	<b>\$54.29</b>	<b>\$61.07</b>

Local Dues	\$2.04	\$1.22	\$1.43	\$1.63	\$1.83
International Dues	\$0.68	\$0.41	\$0.48	\$0.54	\$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	\$2.89	\$1.80	\$2.08	\$2.34	\$2.61
<b>Gross Net Pay</b>	<b>\$37.94</b>	<b>\$22.81</b>	<b>\$26.20</b>	<b>\$30.14</b>	<b>\$34.04</b>



# SCHEDULE 1 (d)

BAC Local #3 NY  
 33 Saginaw Drive  
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\*Apprentice Rates Based on Percent of Base Wage\*

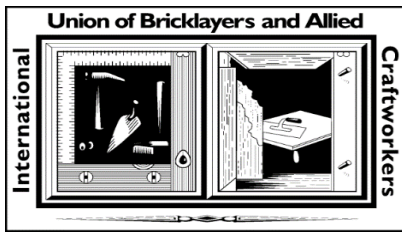
\*Added \$2 to Base Wage from Annuity in 2019 for 1st & 2nd Years  
 and \$0.75 to 3rd Years

\*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>
<b>Effective Date</b>	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$35.68</b>	<b>\$22.62</b>	<b>\$27.98</b>	<b>\$29.29</b>	<b>\$32.11</b>
Annuity	\$6.35	\$3.15	\$3.75	\$5.54	\$6.01
Health & Welfare	\$12.50	\$10.45	\$10.91	\$11.11	\$12.11
Local Pension	\$8.70	\$7.39	\$7.50	\$8.56	\$8.64
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
<b>Benefit Total</b>	<b>\$32.97</b>	<b>\$26.23</b>	<b>\$27.46</b>	<b>\$30.55</b>	<b>\$32.14</b>
<b>Total Package</b>	<b>\$68.65</b>	<b>\$48.85</b>	<b>\$55.44</b>	<b>\$59.84</b>	<b>\$64.25</b>

Local Dues	\$2.06	\$1.47	\$1.66	\$1.80	\$1.93
International Dues	\$0.69	\$0.49	\$0.55	\$0.60	\$0.64
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
<b>Total Deductions</b>	<b>\$2.92</b>	<b>\$2.13</b>	<b>\$2.38</b>	<b>\$2.57</b>	<b>\$2.74</b>
<b>Gross Net Pay</b>	<b>\$32.76</b>	<b>\$20.49</b>	<b>\$25.60</b>	<b>\$26.72</b>	<b>\$29.37</b>



## Schedule 1 (e)

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 Rochester, NY 14623

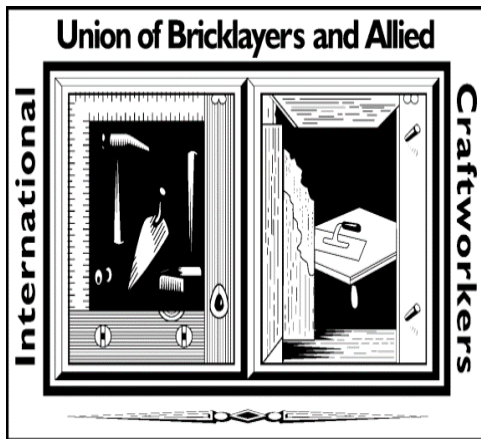
### CORNING AREA BRICKLAYERS/PCC/CEMENT MASON COMMERCIAL RATES

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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$35.26</b>	<b>\$21.39</b>	<b>\$26.68</b>	<b>\$28.96</b>	<b>\$31.73</b>
Annuity	\$6.85	\$3.50	\$3.74	\$5.28	\$6.39
Health & Welfare	\$12.50	\$10.93	\$11.64	\$12.02	\$12.30
Local Pension	\$8.70	\$8.39	\$8.50	\$8.56	\$8.64
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	\$33.44	\$28.03	\$29.15	\$31.17	\$32.68
<b>Total Package</b>	<b>\$68.70</b>	<b>\$49.42</b>	<b>\$55.83</b>	<b>\$60.13</b>	<b>\$64.41</b>

Local Dues	\$2.06	\$1.48	\$1.67	\$1.80	\$1.93
International Dues	\$0.69	\$0.49	\$0.56	\$0.60	\$0.64
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	\$2.92	\$2.14	\$2.40	\$2.57	\$2.74
<b>Gross Net Pay</b>	<b>\$32.34</b>	<b>\$19.25</b>	<b>\$24.28</b>	<b>\$26.39</b>	<b>\$28.99</b>



## SCHEDULE 1(f)

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 Rochester, NY 14623

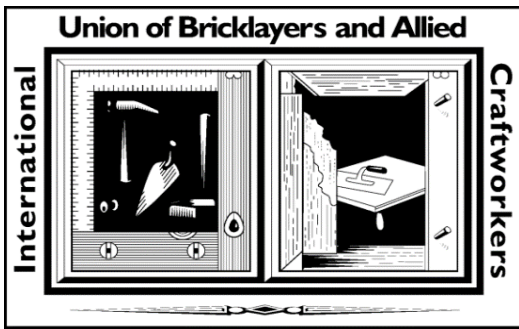
- \*Apprentice Rates Based on Percentage of Base Wage
- \*Added \$2 to Base Wage from Annuity for 1st & 2nd Years in 2019 and \$0.75 for 3rd Years.
- \*Added \$1 to Base Wage from Local Pension for 1st & 2nd Years in 2021

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$36.34</b>	<b>\$22.99</b>	<b>\$28.44</b>	<b>\$29.82</b>	<b>\$32.71</b>
Annuity	\$5.10	\$1.60	\$2.05	\$3.74	\$4.81
Health & Welfare	\$12.50	\$11.00	\$11.61	\$11.91	\$12.30
Local Pension	\$8.70	\$7.14	\$7.25	\$8.31	\$8.39
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	\$31.52	\$24.78	\$26.01	\$29.10	\$30.68
<b>Total Package</b>	<b>\$67.86</b>	<b>\$47.77</b>	<b>\$54.45</b>	<b>\$58.92</b>	<b>\$63.39</b>

Local Dues	\$2.04	\$1.43	\$1.63	\$1.77	\$1.90
International Dues	\$0.68	\$0.48	\$0.54	\$0.59	\$0.63
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	\$2.89	\$2.08	\$2.34	\$2.53	\$2.70
<b>Gross Net Pay</b>	<b>\$33.45</b>	<b>\$20.91</b>	<b>\$26.10</b>	<b>\$27.29</b>	<b>\$30.01</b>



## SCHEDULE 2(a)

BAC Local #3 NY  
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 Rochester, NY 14623

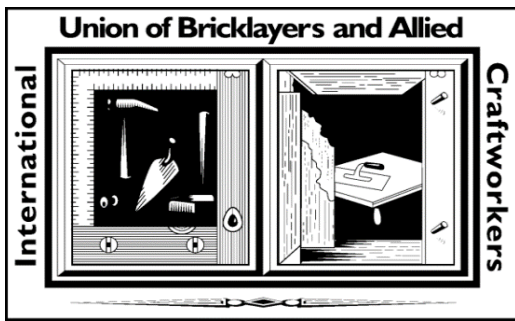
**\*Apprentice Rates Based on Percent of Total Package\***

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$40.00</b>	<b>\$30.17</b>	<b>\$31.10</b>	<b>\$33.24</b>	<b>\$37.17</b>
Annuity	\$6.83	\$2.10	\$2.45	\$3.70	\$4.60
Health & Welfare	\$10.36	\$9.05	\$9.19	\$9.89	\$10.13
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	\$36.33	\$15.63	\$22.33	\$27.82	\$31.53
<b>Total Package</b>	<b>\$76.33</b>	<b>\$45.80</b>	<b>\$53.43</b>	<b>\$61.06</b>	<b>\$68.70</b>

Local Dues	\$2.29	\$1.37	\$1.60	\$1.83	\$2.06
International Dues	\$0.76	\$0.46	\$0.53	\$0.61	\$0.69
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	\$3.22	\$2.00	\$2.30	\$2.61	\$2.92
<b>Gross Net Pay</b>	<b>\$36.78</b>	<b>\$28.17</b>	<b>\$28.80</b>	<b>\$30.63</b>	<b>\$34.25</b>



## SCHEDULE 2(b)

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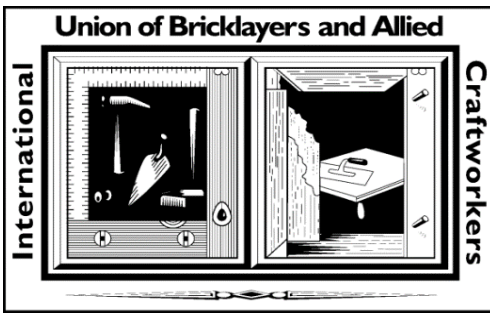
**\*Apprentice Rates Based on Percent of Total Package\***

### 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>
<b>Effective Date</b>	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	60%	65%	70%	75%	80%	90%	95%
<b>Base Wage</b>	<b>\$39.70</b>	<b>\$23.49</b>	<b>\$25.96</b>	<b>\$27.60</b>	<b>\$29.61</b>	<b>\$31.95</b>	<b>\$34.12</b>	<b>\$36.99</b>	<b>\$38.61</b>
Annuity	\$3.44	\$0.00	\$0.00	\$0.50	\$0.75	\$1.00	\$1.25	\$2.50	\$2.50
Health & Welfare	\$14.13	\$7.77	\$8.30	\$9.16	\$9.71	\$10.12	\$10.69	\$12.55	\$13.58
Local Pension	\$9.00	\$4.35	\$4.75	\$5.16	\$5.76	\$6.17	\$6.59	\$7.43	\$8.19
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
<b>Benefit Total</b>	<b>\$29.86</b>	<b>\$14.77</b>	<b>\$15.78</b>	<b>\$17.61</b>	<b>\$19.08</b>	<b>\$20.22</b>	<b>\$21.53</b>	<b>\$25.61</b>	<b>\$27.47</b>
<b>Total Package</b>	<b>\$69.56</b>	<b>\$38.26</b>	<b>\$41.74</b>	<b>\$45.21</b>	<b>\$48.69</b>	<b>\$52.17</b>	<b>\$55.65</b>	<b>\$62.60</b>	<b>\$66.08</b>

Local Dues	\$2.09	\$1.15	\$1.25	\$1.36	\$1.46	\$1.57	\$1.67	\$1.88	\$1.98
International Dues	\$0.70	\$0.38	\$0.42	\$0.45	\$0.49	\$0.52	\$0.56	\$0.63	\$0.66
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
<b>Total Deductions</b>	<b>\$2.96</b>	<b>\$1.70</b>	<b>\$1.84</b>	<b>\$1.98</b>	<b>\$2.12</b>	<b>\$2.26</b>	<b>\$2.40</b>	<b>\$2.68</b>	<b>\$2.81</b>
<b>Gross Net Pay</b>	<b>\$36.74</b>	<b>\$21.79</b>	<b>\$24.12</b>	<b>\$25.62</b>	<b>\$27.49</b>	<b>\$29.69</b>	<b>\$31.72</b>	<b>\$34.31</b>	<b>\$35.80</b>



## SCHEDULE 2 (c)

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

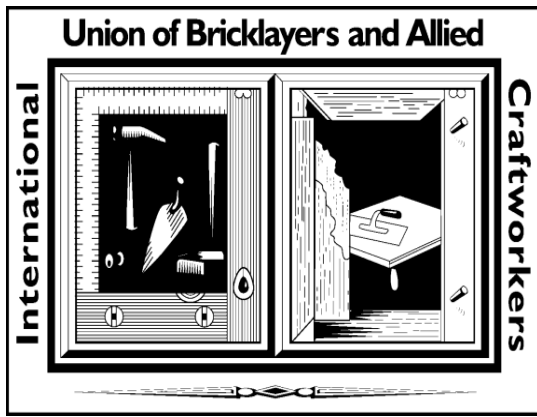
**\*Apprentice Rates Based on Percent of Total Package\***

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$40.49</b>	<b>\$25.63</b>	<b>\$29.29</b>	<b>\$33.16</b>	<b>\$37.03</b>
Annuity	\$8.73	\$2.10	\$3.71	\$5.11	\$6.51
Health & Welfare	\$11.07	\$6.88	\$8.03	\$9.18	\$10.33
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	\$25.02	\$13.68	\$16.57	\$19.25	\$21.93
<b>Total Package</b>	<b>\$65.51</b>	<b>\$39.31</b>	<b>\$45.86</b>	<b>\$52.41</b>	<b>\$58.96</b>

Local Dues	\$1.97	\$1.18	\$1.38	\$1.57	\$1.77
International Dues	\$0.66	\$0.39	\$0.46	\$0.52	\$0.59
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	\$2.80	\$1.74	\$2.01	\$2.26	\$2.53
<b>Gross Net Pay</b>	<b>\$37.69</b>	<b>\$23.89</b>	<b>\$27.28</b>	<b>\$30.90</b>	<b>\$34.50</b>



## SCHEDULE 2 (d)

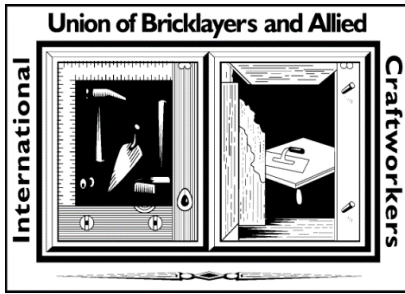
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$36.69</b>	<b>\$22.01</b>	<b>\$25.68</b>	<b>\$29.35</b>	<b>\$33.02</b>
Annuity	\$2.40	\$1.43	\$1.67	\$2.12	\$2.25
Health & Welfare	\$12.50	\$10.62	\$11.07	\$11.57	\$12.01
Local Pension	\$8.70	\$0.00	\$0.00	\$8.51	\$8.64
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	\$28.82	\$16.75	\$17.57	\$27.16	\$27.99
<b>Total Package</b>	<b>\$65.51</b>	<b>\$38.76</b>	<b>\$43.25</b>	<b>\$56.51</b>	<b>\$61.01</b>

Local Dues	\$1.97	\$1.16	\$1.30	\$1.70	\$1.83
International Dues	\$0.66	\$0.39	\$0.43	\$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	<b>\$2.80</b>	<b>\$1.72</b>	<b>\$1.90</b>	<b>\$2.44</b>	<b>\$2.61</b>
<b>Gross Net Pay</b>	<b>\$33.89</b>	<b>\$20.29</b>	<b>\$23.78</b>	<b>\$26.91</b>	<b>\$30.41</b>



## Schedule 2 (e)

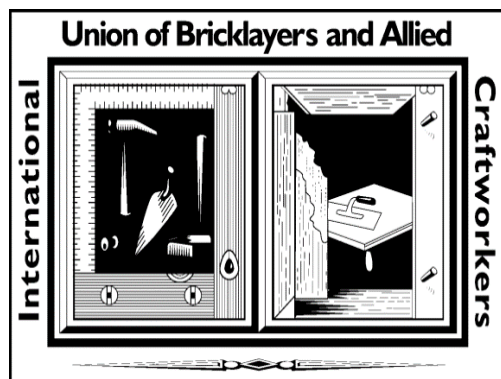
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

*\*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>
<b>Effective Date</b>	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$36.69</b>	<b>\$22.01</b>	<b>\$25.68</b>	<b>\$29.35</b>	<b>\$33.02</b>
Annuity	\$2.40	\$1.43	\$1.67	\$2.12	\$2.25
Health & Welfare	\$12.50	\$10.62	\$11.07	\$11.57	\$12.01
Local Pension	\$8.70	\$0.00	\$0.00	\$8.51	\$8.64
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>\$28.82</b>	<b>\$16.75</b>	<b>\$17.57</b>	<b>\$27.16</b>	<b>\$27.99</b>
<b>Total Package</b>	<b>\$65.51</b>	<b>\$38.76</b>	<b>\$43.25</b>	<b>\$56.51</b>	<b>\$61.01</b>
Local Dues	\$1.97	\$1.16	\$1.30	\$1.70	\$1.83
International Dues	\$0.66	\$0.39	\$0.43	\$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
<b>Total Deductions</b>	<b>\$2.80</b>	<b>\$1.72</b>	<b>\$1.90</b>	<b>\$2.44</b>	<b>\$2.61</b>
<b>Gross Net Pay</b>	<b>\$33.89</b>	<b>\$20.29</b>	<b>\$23.78</b>	<b>\$26.91</b>	<b>\$30.41</b>



## SCHEDULE 2 (f)

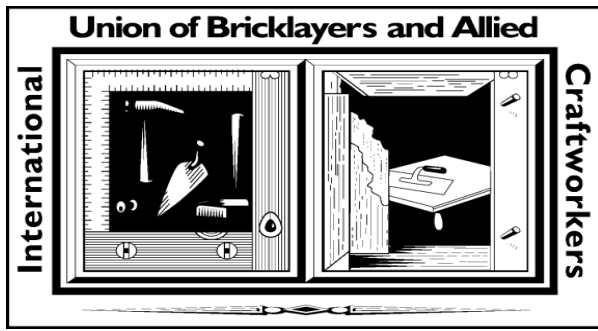
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$36.69</b>	<b>\$22.01</b>	<b>\$25.68</b>	<b>\$29.35</b>	<b>\$33.02</b>
Annuity	\$2.40	\$1.43	\$1.67	\$2.12	\$2.25
Health & Welfare	\$12.50	\$10.62	\$11.07	\$11.57	\$12.01
Local Pension	\$8.70	\$0.00	\$0.00	\$8.51	\$8.64
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	\$28.82	\$16.75	\$17.57	\$27.16	\$27.99
<b>Total Package</b>	<b>\$65.51</b>	<b>\$38.76</b>	<b>\$43.25</b>	<b>\$56.51</b>	<b>\$61.01</b>

Local Dues	\$1.97	\$1.16	\$1.30	\$1.70	\$1.83
International Dues	\$0.66	\$0.39	\$0.43	\$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	\$2.80	\$1.72	\$1.90	\$2.44	\$2.61
<b>Gross Net Pay</b>	<b>\$33.89</b>	<b>\$20.29</b>	<b>\$23.78</b>	<b>\$26.91</b>	<b>\$30.41</b>



# SCHEDULE 3(a)

BAC Local #3 NY  
 33 Saginaw  
 Rochester, NY 14623

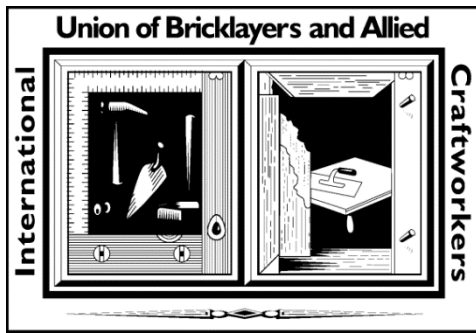
**Apprentice Rates Based on Percent of  
 Total Package**

## 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>
Effective Date	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$38.21</b>	<b>\$24.07</b>	<b>\$27.48</b>	<b>\$31.22</b>
Annuity	\$6.38	\$1.65	\$2.88	\$4.00
Health & Welfare	\$10.48	\$6.25	\$7.38	\$8.30
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	\$20.72	\$11.29	\$13.77	\$15.92
<b>Total Package</b>	<b>\$58.93</b>	<b>\$35.36</b>	<b>\$41.25</b>	<b>\$47.14</b>

Local Dues	\$1.77	\$1.06	\$1.24	\$1.41
International Dues	\$0.59	\$0.35	\$0.41	\$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	\$2.53	\$1.58	\$1.82	\$2.05
<b>Gross Net Pay</b>	<b>\$35.68</b>	<b>\$22.49</b>	<b>\$25.66</b>	<b>\$29.17</b>



# SCHEDULE 3(b)

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

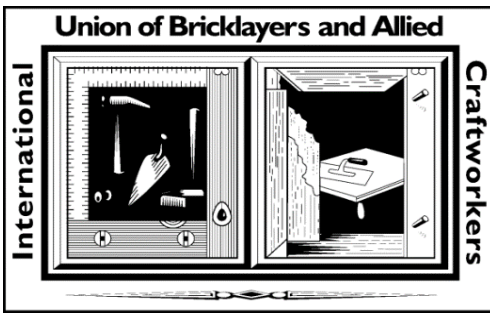
**\*Apprentice Rates Based on Percent of Total Package\***

## 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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$33.31</b>	<b>\$25.64</b>	<b>\$27.05</b>	<b>\$29.60</b>
Annuity	\$3.00	\$0.50	\$0.50	\$1.00
Health & Welfare	\$11.12	\$6.28	\$7.13	\$8.77
Local Pension	\$9.00	\$0.85	\$4.38	\$5.49
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	\$25.42	\$9.60	\$14.06	\$17.38
<b>Total Package</b>	<b>\$58.73</b>	<b>\$35.24</b>	<b>\$41.11</b>	<b>\$46.98</b>

Local Dues	\$1.76	\$1.06	\$1.23	\$1.41
International Dues	\$0.59	\$0.35	\$0.41	\$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	\$2.52	\$1.58	\$1.81	\$2.05
<b>Gross Net Pay</b>	<b>\$30.79</b>	<b>\$24.06</b>	<b>\$25.24</b>	<b>\$27.55</b>



# SCHEDULE 3 (c)

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

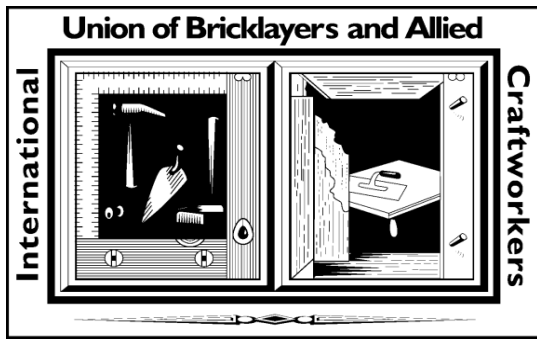
**\*Apprentice Rates Based on Percent of Total Package\***

## 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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$36.94</b>	<b>\$24.03</b>	<b>\$28.43</b>	<b>\$30.41</b>
Annuity	\$8.47	\$1.65	\$1.93	\$4.63
Health & Welfare	\$9.25	\$5.55	\$6.73	\$7.90
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	\$22.74	\$11.78	\$13.35	\$17.33
<b>Total Package</b>	<b>\$59.68</b>	<b>\$35.81</b>	<b>\$41.78</b>	<b>\$47.74</b>

Local Dues	\$1.79	\$1.07	\$1.25	\$1.43
International Dues	\$0.60	\$0.36	\$0.42	\$0.48
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	\$2.56	\$1.60	\$1.84	\$2.08
<b>Gross Net Pay</b>	<b>\$34.38</b>	<b>\$22.43</b>	<b>\$26.59</b>	<b>\$28.33</b>



## SCHEDULE 3 (d)

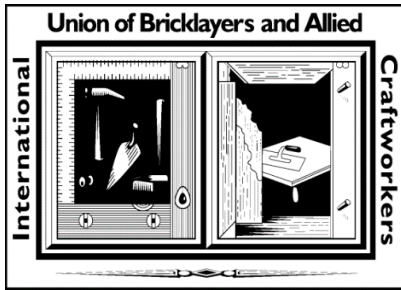
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

\*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>
<b>Effective Date</b>	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$35.00</b>	<b>\$21.00</b>	<b>\$24.50</b>	<b>\$28.00</b>
Annuity	\$7.21	\$0.63	\$0.74	\$4.89
Health & Welfare	\$12.50	\$10.74	\$11.22	\$11.70
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
<b>Benefit Total</b>	<b>\$24.73</b>	<b>\$15.95</b>	<b>\$16.65</b>	<b>\$21.39</b>
<b>Total Package</b>	<b>\$59.73</b>	<b>\$36.95</b>	<b>\$41.15</b>	<b>\$49.39</b>

Local Dues	\$1.79	\$1.11	\$1.23	\$1.48
International Dues	\$0.60	\$0.37	\$0.41	\$0.49
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
<b>Total Deductions</b>	<b>\$2.56</b>	<b>\$1.65</b>	<b>\$1.81</b>	<b>\$2.14</b>
<b>Gross Net Pay</b>	<b>\$32.44</b>	<b>\$19.35</b>	<b>\$22.69</b>	<b>\$25.86</b>



## Schedule 3 (e)

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

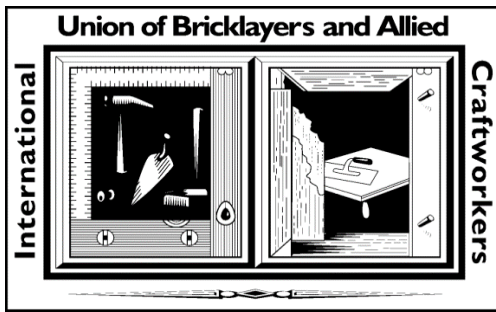
*\*Apprentice Rates Based on Percentage of Base Wage\**

### 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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$35.00</b>	<b>\$21.00</b>	<b>\$24.50</b>	<b>\$28.00</b>
Annuity	\$7.21	\$0.63	\$0.74	\$4.89
Health & Welfare	\$12.50	\$10.74	\$11.22	\$11.70
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	\$24.73	\$15.95	\$16.65	\$21.39
<b>Total Package</b>	<b>\$59.73</b>	<b>\$36.95</b>	<b>\$41.15</b>	<b>\$49.39</b>

Local Dues	\$1.79	\$1.11	\$1.23	\$1.48
International Dues	\$0.60	\$0.37	\$0.41	\$0.49
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	\$2.56	\$1.65	\$1.81	\$2.14
<b>Gross Net Pay</b>	<b>\$32.44</b>	<b>\$19.35</b>	<b>\$22.69</b>	<b>\$25.86</b>



## SCHEDULE 3 (f)

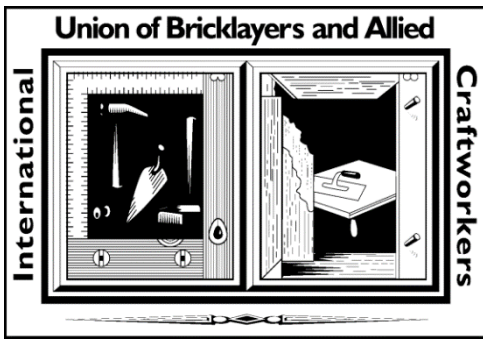
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$35.00</b>	<b>\$21.00</b>	<b>\$24.50</b>	<b>\$28.00</b>
Annuity	\$7.21	\$0.63	\$0.74	\$4.89
Health & Welfare	\$12.50	\$10.74	\$11.22	\$11.70
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	\$24.73	\$15.95	\$16.65	\$21.39
<b>Total Package</b>	<b>\$59.73</b>	<b>\$36.95</b>	<b>\$41.15</b>	<b>\$49.39</b>

Local Dues	\$1.79	\$1.11	\$1.23	\$1.48
International Dues	\$0.60	\$0.37	\$0.41	\$0.49
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	\$2.56	\$1.65	\$1.81	\$2.14
<b>Gross Net Pay</b>	<b>\$32.44</b>	<b>\$19.35</b>	<b>\$22.69</b>	<b>\$25.86</b>



# SCHEDULE 4(a)

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

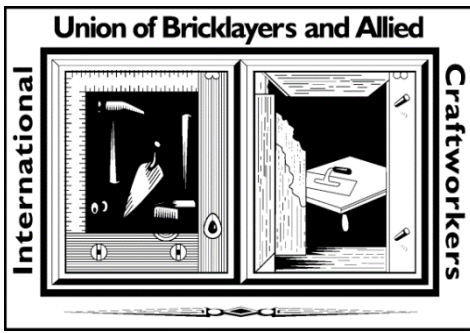
*\*Apprentice Rates Based on Percentage of Total Package\**

## 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$35.66</b>	<b>\$21.92</b>	<b>\$25.59</b>	<b>\$29.12</b>	<b>\$33.00</b>
Annuity	\$7.12	\$3.99	\$4.72	\$5.61	\$6.37
Health & Welfare	\$10.15	\$5.54	\$6.51	\$7.46	\$8.19
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	\$18.99	\$10.87	\$12.67	\$14.60	\$16.19
<b>Total Package</b>	<b>\$54.65</b>	<b>\$32.79</b>	<b>\$38.26</b>	<b>\$43.72</b>	<b>\$49.19</b>

Local Dues	\$1.64	\$0.98	\$1.15	\$1.31	\$1.48
International Dues	\$0.55	\$0.33	\$0.38	\$0.44	\$0.49
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	\$2.36	\$1.48	\$1.70	\$1.92	\$2.14
<b>Gross Net Pay</b>	<b>\$33.30</b>	<b>\$20.44</b>	<b>\$23.89</b>	<b>\$27.20</b>	<b>\$30.86</b>



## SCHEDULE 4(b)

BAC Local #3 NY  
33 Saginaw Drive  
Rochester NY 14623

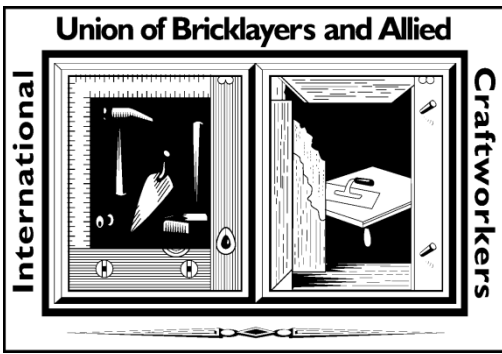
*\*Apprentice Rates Based on Percentage of Total Package\**

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	65%	75%	85%
<b>Base Wage</b>	<b>\$31.42</b>	<b>\$17.80</b>	<b>\$20.81</b>	<b>\$24.27</b>	<b>\$27.74</b>
Health & Welfare	\$9.10	\$4.35	\$5.59	\$6.34	\$7.08
Local Pension	\$8.60	\$4.45	\$5.24	\$6.02	\$6.81
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	\$19.41	\$10.16	\$12.23	\$13.85	\$15.47
<b>Total Package</b>	<b>\$50.83</b>	<b>\$27.96</b>	<b>\$33.04</b>	<b>\$38.12</b>	<b>\$43.21</b>

Local Dues	\$1.52	\$0.84	\$0.99	\$1.14	\$1.30
International Dues	\$0.51	\$0.28	\$0.33	\$0.38	\$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	\$2.20	\$1.29	\$1.49	\$1.69	\$1.90
<b>Gross Net Pay</b>	<b>\$29.22</b>	<b>\$16.51</b>	<b>\$19.32</b>	<b>\$22.58</b>	<b>\$25.84</b>



## SCHEDULE 4(c)

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

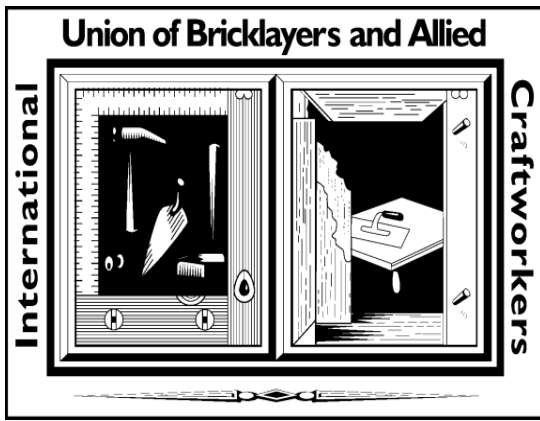
*\*Apprentice Rates Based on Percentage of Total Package\**

### 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>
<b>Effective Date</b>	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$32.33</b>	<b>\$21.99</b>	<b>\$25.66</b>	<b>\$28.85</b>	<b>\$31.69</b>
Annuity	\$6.44	\$1.37	\$1.61	\$3.10	\$3.88
Health & Welfare	\$9.25	\$5.15	\$6.12	\$6.32	\$7.57
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
<b>Benefit Total</b>	<b>\$17.24</b>	<b>\$7.75</b>	<b>\$9.04</b>	<b>\$10.81</b>	<b>\$12.92</b>
<b>Total</b>	<b>\$49.57</b>	<b>\$29.74</b>	<b>\$34.70</b>	<b>\$39.66</b>	<b>\$44.61</b>

Local Dues	\$1.49	\$0.89	\$1.04	\$1.19	\$1.34
International Dues	\$0.50	\$0.30	\$0.35	\$0.40	\$0.45
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
<b>Total Deductions</b>	<b>\$2.16</b>	<b>\$1.36</b>	<b>\$1.56</b>	<b>\$1.76</b>	<b>\$1.96</b>
<b>Gross Net Pay</b>	<b>\$30.17</b>	<b>\$20.63</b>	<b>\$24.10</b>	<b>\$27.09</b>	<b>\$29.73</b>



## SCHEDULE 4 (d)

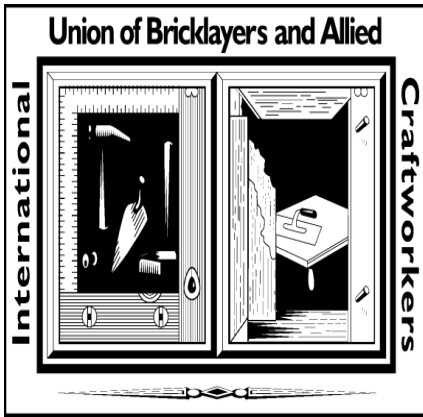
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.71</b>	<b>\$18.89</b>	<b>\$23.50</b>	<b>\$25.32</b>	<b>\$27.64</b>
Annuity Fund	\$5.87	\$2.91	\$3.15	\$4.71	\$5.69
Health & Welfare	\$11.98	\$10.11	\$10.74	\$11.16	\$11.55
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	\$19.42	\$14.41	\$15.34	\$17.36	\$18.77
<b>Total Package</b>	<b>\$50.13</b>	<b>\$33.30</b>	<b>\$38.84</b>	<b>\$42.68</b>	<b>\$46.41</b>

Local Dues	\$1.50	\$1.00	\$1.17	\$1.28	\$1.39
International Dues	\$0.50	\$0.33	\$0.39	\$0.43	\$0.46
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	\$2.17	\$1.50	\$1.73	\$1.88	\$2.02
<b>Gross Net Pay</b>	<b>\$28.54</b>	<b>\$17.39</b>	<b>\$21.77</b>	<b>\$23.44</b>	<b>\$25.62</b>



## Schedule 4 (e)

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

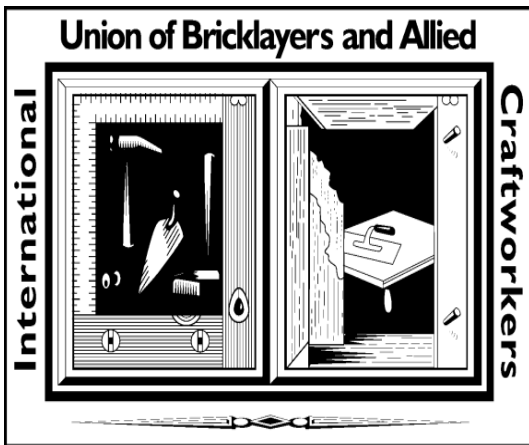
\*Apprentice Rates Based on Percentage of Base Wage  
 \*Added \$2 to Base Wage from Annuity for 1st & 2nd Years  
 in 2019 and \$0.75 for 3rd Years

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.78</b>	<b>\$18.93</b>	<b>\$23.55</b>	<b>\$25.37</b>	<b>\$27.70</b>
Annuity	\$5.87	\$2.91	\$3.15	\$4.71	\$5.69
Health & Welfare	\$11.98	\$10.00	\$10.67	\$11.11	\$11.53
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	\$19.42	\$14.30	\$15.27	\$17.31	\$18.75
<b>Total Package</b>	<b>\$50.20</b>	<b>\$33.23</b>	<b>\$38.82</b>	<b>\$42.68</b>	<b>\$46.45</b>

Local Dues	\$1.51	\$1.00	\$1.16	\$1.28	\$1.39
International Dues	\$0.50	\$0.33	\$0.39	\$0.43	\$0.46
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	\$2.18	\$1.50	\$1.72	\$1.88	\$2.02
<b>Gross Net Pay</b>	<b>\$28.60</b>	<b>\$17.43</b>	<b>\$21.83</b>	<b>\$23.49</b>	<b>\$25.68</b>



## SCHEDULE 4(f)

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

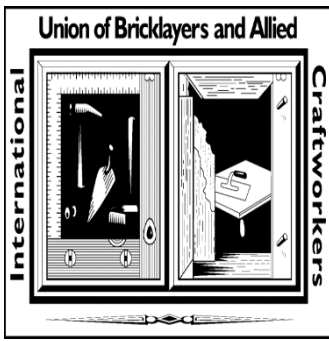
\*Apprentice Rates Based on Percentage of Base Wage  
 \*Added \$2 to Base Wage from Annuity for 1st & 2nd Years  
 in 2019 & \$0.75 for 3rd Years

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		55%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.71</b>	<b>\$18.89</b>	<b>\$23.50</b>	<b>\$25.32</b>	<b>\$27.64</b>
Annuity	\$5.87	\$2.91	\$3.15	\$4.71	\$5.69
Health & Welfare	\$11.98	\$10.11	\$10.74	\$11.16	\$11.55
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	\$19.42	\$14.41	\$15.34	\$17.36	\$18.77
<b>Total Package</b>	<b>\$50.13</b>	<b>\$33.30</b>	<b>\$38.84</b>	<b>\$42.68</b>	<b>\$46.41</b>

Local Dues	\$1.50	\$1.00	\$1.17	\$1.28	\$1.39
International Dues	\$0.50	\$0.33	\$0.39	\$0.43	\$0.46
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
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Deductions	\$2.17	\$1.50	\$1.73	\$1.88	\$2.02
<b>Gross Net Pay</b>	<b>\$28.54</b>	<b>\$17.39</b>	<b>\$21.77</b>	<b>\$23.44</b>	<b>\$25.62</b>



# SCHEDULE 5(a)

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

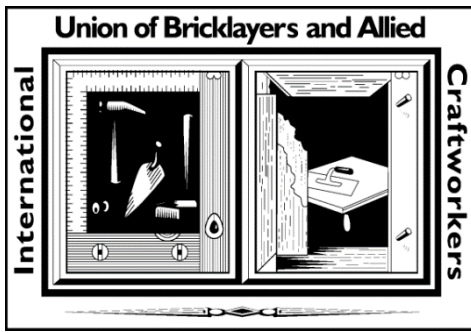
\*Apprentice Rates Based on Percentage of Total Package\*

## 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$36.02</b>	<b>\$21.43</b>	<b>\$25.16</b>	<b>\$28.87</b>	<b>\$32.30</b>
Annuity	\$6.31	\$3.79	\$4.41	\$5.04	\$5.68
Health & Welfare	\$10.35	\$6.07	\$7.07	\$8.08	\$9.35
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	\$18.27	\$11.14	\$12.84	\$14.56	\$16.56
<b>Total Package</b>	<b>\$54.29</b>	<b>\$32.57</b>	<b>\$38.00</b>	<b>\$43.43</b>	<b>\$48.86</b>

Local Dues	\$1.63	\$0.98	\$1.14	\$1.30	\$1.47
International Dues	\$0.54	\$0.33	\$0.38	\$0.43	\$0.49
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	\$2.34	\$1.48	\$1.69	\$1.90	\$2.13
<b>Gross Net Pay</b>	<b>\$33.68</b>	<b>\$19.95</b>	<b>\$23.47</b>	<b>\$26.97</b>	<b>\$30.17</b>



# SCHEDULE 5(b)

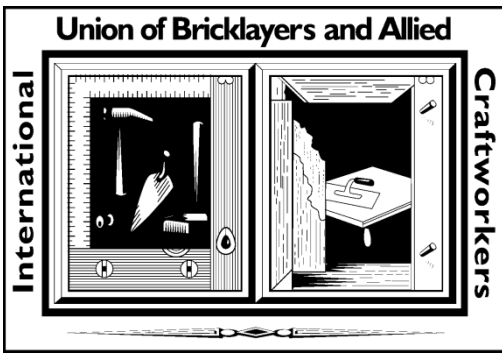
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

*\*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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$31.28</b>	<b>\$19.96</b>	<b>\$23.35</b>	<b>\$26.08</b>	<b>\$28.67</b>
Health & Welfare	\$9.52	\$5.33	\$6.46	\$7.64	\$8.99
Local Pension	\$8.30	\$3.81	\$4.30	\$5.38	\$6.44
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	\$19.53	\$10.53	\$12.22	\$14.57	\$17.06
<b>Total Package</b>	<b>\$50.81</b>	<b>\$30.49</b>	<b>\$35.57</b>	<b>\$40.65</b>	<b>\$45.73</b>

Local Dues	\$1.52	\$0.91	\$1.07	\$1.22	\$1.37
International Dues	\$0.51	\$0.30	\$0.36	\$0.41	\$0.46
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	\$2.20	\$1.38	\$1.60	\$1.80	\$2.00
<b>Gross Net Pay</b>	<b>\$29.08</b>	<b>\$18.58</b>	<b>\$21.75</b>	<b>\$24.28</b>	<b>\$26.67</b>



## SCHEDULE 5 (c)

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

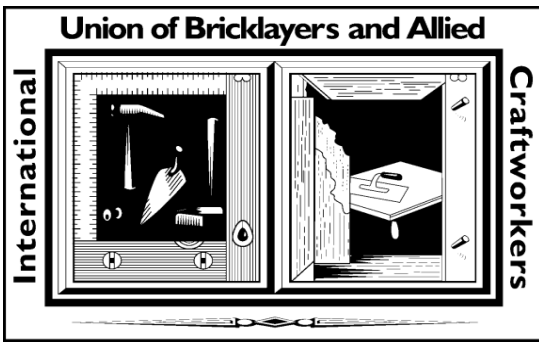
\*Apprentice Rates Based on Percentage of Total Package\*

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$31.77</b>	<b>\$20.78</b>	<b>\$23.30</b>	<b>\$26.29</b>	<b>\$29.01</b>
Annuity	\$6.36	\$1.55	\$3.05	\$3.84	\$4.89
Health & Welfare	\$8.71	\$5.46	\$6.21	\$7.19	\$8.18
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	\$16.60	\$8.24	\$10.56	\$12.41	\$14.52
<b>Total</b>	<b>\$48.37</b>	<b>\$29.02</b>	<b>\$33.86</b>	<b>\$38.70</b>	<b>\$43.53</b>

Local Dues	\$1.45	\$0.87	\$1.02	\$1.16	\$1.31
International Dues	\$0.48	\$0.29	\$0.34	\$0.39	\$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	\$2.10	\$1.33	\$1.53	\$1.72	\$1.92
<b>Gross Net Pay</b>	<b>\$29.67</b>	<b>\$19.45</b>	<b>\$21.77</b>	<b>\$24.57</b>	<b>\$27.09</b>



## SCHEDULE 5 (d)

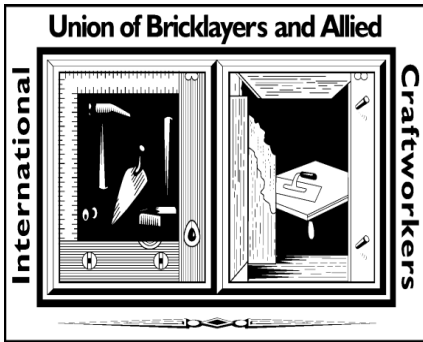
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.67</b>	<b>\$18.40</b>	<b>\$21.47</b>	<b>\$24.54</b>	<b>\$27.60</b>
Annuity	\$4.88	\$4.04	\$4.26	\$4.45	\$4.68
Health & Welfare	\$11.23	\$9.56	\$9.96	\$10.40	\$10.80
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	\$17.64	\$14.97	\$15.63	\$16.30	\$16.97
<b>Total Package</b>	<b>\$48.31</b>	<b>\$33.37</b>	<b>\$37.10</b>	<b>\$40.84</b>	<b>\$44.57</b>

Local Dues	\$1.45	\$1.00	\$1.11	\$1.23	\$1.34
International Dues	\$0.48	\$0.33	\$0.37	\$0.41	\$0.45
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	\$1.50	\$1.65	\$1.81	\$1.96
<b>Gross Net Pay</b>	<b>\$28.57</b>	<b>\$16.90</b>	<b>\$19.82</b>	<b>\$22.73</b>	<b>\$25.64</b>



## Schedule 5 (e)

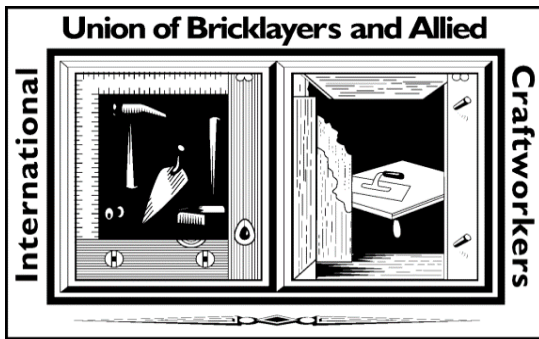
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

\*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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.92</b>	<b>\$18.55</b>	<b>\$21.64</b>	<b>\$24.74</b>	<b>\$27.83</b>
Annuity	\$4.88	\$4.04	\$4.26	\$4.45	\$4.67
Health & Welfare	\$11.04	\$9.37	\$9.78	\$10.21	\$10.61
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	\$17.45	\$14.78	\$15.45	\$16.11	\$16.77
<b>Total Package</b>	<b>\$48.37</b>	<b>\$33.33</b>	<b>\$37.09</b>	<b>\$40.85</b>	<b>\$44.60</b>

Local Dues	\$1.45	\$1.00	\$1.11	\$1.23	\$1.34
International Dues	\$0.48	\$0.33	\$0.37	\$0.41	\$0.45
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	\$1.50	\$1.65	\$1.81	\$1.96
<b>Gross Net Pay</b>	<b>\$28.82</b>	<b>\$17.05</b>	<b>\$19.99</b>	<b>\$22.93</b>	<b>\$25.87</b>



## SCHEDULE 5 (f)

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

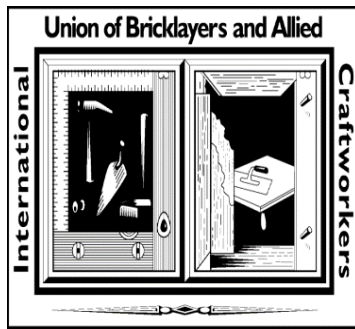
\*Apprentice Rates Based on Percentage of Base Wage

### 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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%	90%
<b>Base Wage</b>	<b>\$30.73</b>	<b>\$18.44</b>	<b>\$21.51</b>	<b>\$24.58</b>	<b>\$27.66</b>
Annuity	\$4.88	\$4.03	\$4.26	\$4.46	\$4.67
Health & Welfare	\$11.23	\$9.59	\$9.98	\$10.41	\$10.81
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	\$17.64	\$14.99	\$15.65	\$16.32	\$16.97
<b>Total Package</b>	<b>\$48.37</b>	<b>\$33.43</b>	<b>\$37.16</b>	<b>\$40.90</b>	<b>\$44.63</b>

Local Dues	\$1.45	\$1.00	\$1.11	\$1.23	\$1.34
International Dues	\$0.48	\$0.33	\$0.37	\$0.41	\$0.45
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	\$1.50	\$1.65	\$1.81	\$1.96
<b>Gross Net Pay</b>	<b>\$28.63</b>	<b>\$16.94</b>	<b>\$19.86</b>	<b>\$22.77</b>	<b>\$25.70</b>



## SCHEDULE 6 (a)

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

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

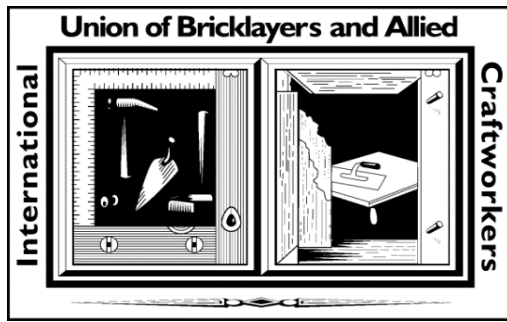
### BUFFALO AREA TILE, MARBLE, TERRAZZO

### 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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$29.13</b>	<b>\$19.46</b>	<b>\$22.22</b>	<b>\$24.22</b>
Annuity	\$4.81	\$1.20	\$1.91	\$3.10
Health & Welfare	\$7.66	\$3.99	\$4.76	\$5.81
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	\$13.98	\$6.41	\$7.96	\$10.27
<b>Total Package</b>	<b>\$43.11</b>	<b>\$25.87</b>	<b>\$30.18</b>	<b>\$34.49</b>

Local Dues	\$1.29	\$0.78	\$0.91	\$1.03
International Dues	\$0.43	\$0.26	\$0.30	\$0.34
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	\$1.89	\$1.21	\$1.38	\$1.54
<b>Gross Net Pay</b>	<b>\$27.24</b>	<b>\$18.25</b>	<b>\$20.84</b>	<b>\$22.68</b>



# SCHEDULE 6 (b)

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

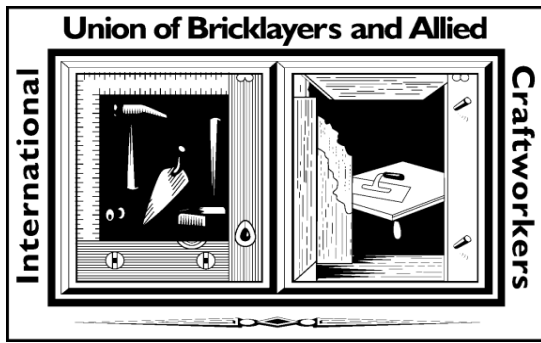
\*Apprentice Rates Based on Percentage of Total Package\*

## 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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$26.34</b>	<b>\$19.49</b>	<b>\$22.41</b>	<b>\$23.09</b>
Health & Welfare	\$7.86	\$4.92	\$6.21	\$6.28
Local Pension	\$7.08	\$0.00	\$0.00	\$3.47
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	\$16.57	\$6.26	\$7.63	\$11.24
<b>Total Package</b>	<b>\$42.91</b>	<b>\$25.75</b>	<b>\$30.04</b>	<b>\$34.33</b>

Local Dues	\$1.29	\$0.77	\$0.90	\$1.03
International Dues	\$0.43	\$0.26	\$0.30	\$0.34
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	\$1.89	\$1.20	\$1.37	\$1.54
<b>Gross Net Pay</b>	<b>\$24.45</b>	<b>\$18.29</b>	<b>\$21.04</b>	<b>\$21.55</b>



## SCHEDULE 6 (c)

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

\*Apprentice Rates Based on Percentage of  
Total Package

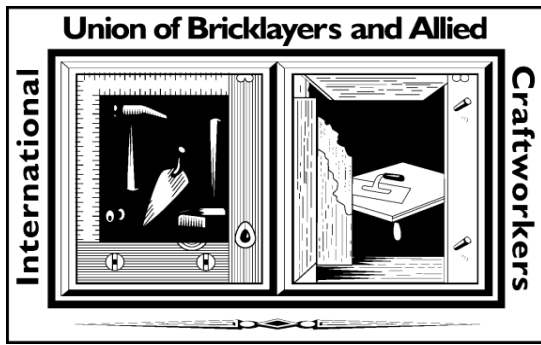
### JAMESTOWN AREA TILE, MARBLE, TERRAZZO AND MASON FINISHER RESIDENTIAL RATES

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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$28.79</b>	<b>\$18.33</b>	<b>\$21.71</b>	<b>\$23.63</b>
Annuity	\$5.40	\$1.20	\$1.41	\$3.34
Health & Welfare	\$7.85	\$5.39	\$6.08	\$6.51
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	\$14.74	\$7.79	\$8.76	\$11.19
<b>Total</b>	<b>\$43.53</b>	<b>\$26.12</b>	<b>\$30.47</b>	<b>\$34.82</b>

Local Dues	\$1.31	\$0.78	\$0.91	\$1.04
International Dues	\$0.44	\$0.26	\$0.30	\$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	\$1.92	\$1.21	\$1.38	\$1.56
<b>Gross Net Pay</b>	<b>\$26.87</b>	<b>\$17.12</b>	<b>\$20.33</b>	<b>\$22.07</b>



## SCHEDULE 6 (d)

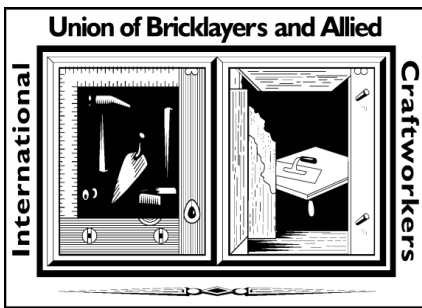
BAC Local #3 NY  
33 Saginaw Drive  
Rochester, NY 14623

\*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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$27.49</b>	<b>\$16.49</b>	<b>\$19.24</b>	<b>\$21.99</b>
Annuity	\$3.76	\$3.29	\$3.41	\$3.50
Health & Welfare	\$10.83	\$9.19	\$9.59	\$10.01
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	\$16.08	\$13.81	\$14.37	\$14.92
<b>Total Package</b>	<b>\$43.57</b>	<b>\$30.30</b>	<b>\$33.61</b>	<b>\$36.91</b>

Local Dues	\$1.31	\$0.91	\$1.01	\$1.11
International Dues	\$0.44	\$0.30	\$0.34	\$0.37
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	\$1.92	\$1.38	\$1.52	\$1.65
<b>Gross Net Pay</b>	<b>\$25.57</b>	<b>\$15.11</b>	<b>\$17.72</b>	<b>\$20.34</b>



## Schedule 6 (e)

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

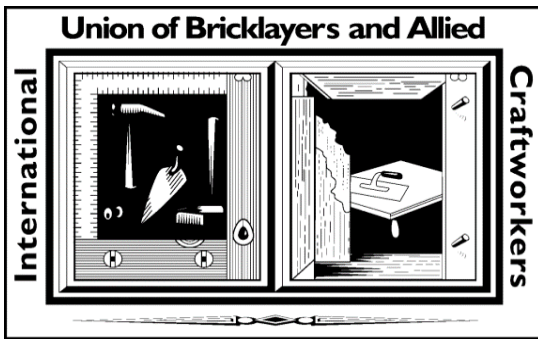
\*Apprentice Rates Based on Percentage of Base Wage

### 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	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$27.68</b>	<b>\$16.61</b>	<b>\$19.38</b>	<b>\$22.14</b>
Annuity	\$3.76	\$3.28	\$3.40	\$3.51
Health & Welfare	\$10.64	\$8.98	\$9.38	\$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	\$15.89	\$13.59	\$14.15	\$14.72
<b>Total Package</b>	<b>\$43.57</b>	<b>\$30.20</b>	<b>\$33.53</b>	<b>\$36.86</b>

Local Dues	\$1.31	\$0.91	\$1.01	\$1.11
International Dues	\$0.44	\$0.30	\$0.34	\$0.37
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	\$1.92	\$1.38	\$1.52	\$1.65
<b>Gross Net Pay</b>	<b>\$25.76</b>	<b>\$15.23</b>	<b>\$17.86</b>	<b>\$20.49</b>



## SCHEDULE 6 (f)

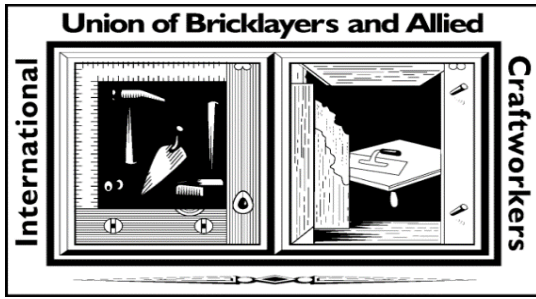
BAC Local #3 NY  
 33 Saginaw Drive  
 Rochester, NY 14623

\*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>
Effective Date	07/01/26	07/01/26	07/01/26	07/01/26
		60%	70%	80%
<b>Base Wage</b>	<b>\$27.49</b>	<b>\$16.49</b>	<b>\$19.24</b>	<b>\$21.99</b>
Annuity	\$3.76	\$3.29	\$3.41	\$3.50
Health & Welfare	\$10.83	\$9.19	\$9.59	\$10.01
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	\$16.08	\$13.81	\$14.37	\$14.92
<b>Total Package</b>	<b>\$43.57</b>	<b>\$30.30</b>	<b>\$33.61</b>	<b>\$36.91</b>

Local Dues	\$1.31	\$0.91	\$1.01	\$1.11
International Dues	\$0.44	\$0.30	\$0.34	\$0.37
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	\$1.92	\$1.38	\$1.52	\$1.65
<b>Gross Net Pay</b>	<b>\$25.57</b>	<b>\$15.11</b>	<b>\$17.72</b>	<b>\$20.34</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	07/01/26	07/01/26	07/01/26	07/01/26	07/01/26
		50%	60%	70%	80%
<b>Base Wage</b>	<b>\$41.38</b>	<b>\$20.69</b>	<b>\$24.83</b>	<b>\$28.97</b>	<b>\$33.10</b>
Annuity	\$9.80	\$0.51	\$9.40	\$9.50	\$9.60
Health & Welfare	\$11.80	\$10.04	\$10.40	\$10.75	\$11.10
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	\$27.32	\$16.07	\$25.36	\$25.85	\$26.34
<b>Total Package</b>	<b>\$68.70</b>	<b>\$36.76</b>	<b>\$50.19</b>	<b>\$54.82</b>	<b>\$59.44</b>
Local Dues	\$2.06	\$1.10	\$1.51	\$1.64	\$1.78
International Dues	\$0.69	\$0.37	\$0.50	\$0.55	\$0.59
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	\$2.92	\$1.64	\$2.18	\$2.36	\$2.54
<b>Gross Net Pay</b>	<b>\$38.46</b>	<b>\$19.05</b>	<b>\$22.65</b>	<b>\$26.61</b>	<b>\$30.56</b>