



# 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>