



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	07/01/22	07/01/22	07/01/22	07/01/22	07/01/22
		60%	70%	80%	90%
Base Wage	\$31.54	\$19.47	\$22.72	\$25.82	\$29.29
Annuity	\$4.84	\$2.62	\$3.12	\$3.79	\$4.32
Health & Welfare	\$9.24	\$4.99	\$5.87	\$6.74	\$7.37
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.44	\$0.26	\$0.31	\$0.35	\$0.40
J.A.B.	\$0.50	\$0.30	\$0.35	\$0.40	\$0.45
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Benefit Total	\$15.80	\$8.95	\$10.43	\$12.06	\$13.32
Total Package	\$47.34	\$28.42	\$33.15	\$37.88	\$42.61

Local Dues	\$1.42	\$0.85	\$0.99	\$1.14	\$1.28
International Dues	\$0.47	\$0.28	\$0.33	\$0.38	\$0.43
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.06	\$1.90	\$2.19	\$2.49	\$2.78
Gross Net Pay	\$28.48	\$17.57	\$20.53	\$23.33	\$26.51