



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 COMMERCIAL RATES
Towns of Perrysburg and Gowanda in Cattaraugus County; Erie,
Niagara and Orleans Counties

	Journeyman	Apprentice 1st Year	Apprentice 2nd Year	Apprentice 3rd Year	Apprentice 4th Year
Effective Date	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
Base Wage	\$32.57	\$25.87	\$26.01	\$27.72	\$30.21
Annuity	\$2.52	\$0.00	\$0.00	\$0.50	\$1.00
Health & Welfare	\$9.35	\$7.82	\$7.82	\$8.42	\$9.22
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	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$1.10	\$0.66	\$0.77	\$0.88	\$0.99
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$31.46	\$12.55	\$18.81	\$23.50	\$27.42
Total Package	\$64.03	\$38.42	\$44.82	\$51.22	\$57.63

Local Dues	\$1.92	\$1.15	\$1.34	\$1.54	\$1.73
International Dues	\$0.64	\$0.38	\$0.45	\$0.51	\$0.58
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	\$3.73	\$2.30	\$2.66	\$3.02	\$3.38
Gross Net Pay	\$28.84	\$23.57	\$23.35	\$24.70	\$26.83