



SCHEDULE 4(a)

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

Apprentice Rates Based on Percentage of Package

BUFFALO AREA BRICKLAYERS/PCC 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	07/01/21	07/01/21	07/01/21	07/01/21	07/01/21
		60%	70%	80%	90%
Base Wage	\$30.53	\$19.02	\$22.12	\$25.21	\$28.58
Annuity	\$4.34	\$2.17	\$2.67	\$3.19	\$3.67
Health & Welfare	\$8.24	\$4.39	\$5.17	\$5.94	\$6.47
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.	\$1.00	\$0.60	\$0.70	\$0.80	\$0.90
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	\$14.75	\$8.15	\$9.58	\$11.01	\$12.17
Total Package	\$45.28	\$27.17	\$31.70	\$36.22	\$40.75

Local Dues	\$1.36	\$0.82	\$0.95	\$1.09	\$1.22
International Dues	\$0.45	\$0.27	\$0.32	\$0.36	\$0.41
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	\$2.98	\$1.86	\$2.14	\$2.42	\$2.70
Gross Net Pay	\$27.55	\$17.16	\$19.98	\$22.79	\$25.88