



SCHEDULE 1 (d)

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

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 COMMERCIAL RATES Cortland and Tompkins County

| | 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 |
| | | 55% | 70% | 80% | 90% |
| Base Wage | \$30.63 | \$19.85 | \$24.44 | \$25.25 | \$27.57 |
| Annuity | \$4.00 | \$2.00 | \$2.00 | \$3.25 | \$4.00 |
| Health & Welfare | \$7.60 | \$7.60 | \$7.60 | \$7.60 | \$7.60 |
| Local Pension | \$7.75 | \$6.75 | \$6.75 | \$7.75 | \$7.75 |
| International Pension | \$1.80 | \$1.80 | \$1.80 | \$1.80 | \$1.80 |
| IPF-PPA Assessment | \$1.54 | \$1.54 | \$1.54 | \$1.54 | \$1.54 |
| Local Training Fund | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| I.M.I. | \$0.90 | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| J.A.B. | \$0.90 | \$0.90 | \$0.90 | \$0.90 | \$0.90 |
| Industry Fund | \$0.28 | \$0.28 | \$0.28 | \$0.28 | \$0.28 |
| Benefit Total | \$25.27 | \$22.27 | \$22.27 | \$24.52 | \$25.27 |
| Total Package | \$55.90 | \$42.12 | \$46.71 | \$49.77 | \$52.84 |

| | | | | | |
|----------------------|----------------|----------------|----------------|----------------|----------------|
| Local Dues | \$1.68 | \$1.26 | \$1.40 | \$1.49 | \$1.59 |
| International Dues | \$0.56 | \$0.42 | \$0.47 | \$0.50 | \$0.53 |
| Dues Assessment | \$1.00 | \$0.55 | \$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 |
| Savings Plan | \$0.65 | \$0.65 | \$0.65 | \$0.65 | \$0.65 |
| Total Deductions | \$4.06 | \$3.05 | \$3.39 | \$3.61 | \$3.84 |
| Gross Net Pay | \$26.57 | \$16.80 | \$21.05 | \$21.64 | \$23.73 |