



## SCHEDULE 3 (d)

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

\*Apprentice Rates Based on Percent of Base Wage\*

ITHACA AREA TILE, MARBLE, TERRAZZO  
AND MASON FINISHERS COMMERCIAL RATES  
Cortland and Tompkins County

|                       | Journeyman     | Apprentice<br>1st Year | Apprentice<br>2nd Year | Apprentice<br>3rd Year |
|-----------------------|----------------|------------------------|------------------------|------------------------|
| Effective Date        | 07/01/21       | 07/01/21               | 07/01/21               | 07/01/21               |
|                       |                | 60%                    | 70%                    | 80%                    |
| <b>Base Wage</b>      | \$27.86        | \$16.72                | \$19.50                | \$22.29                |
| Annuity               | \$6.00         | \$0.00                 | \$0.00                 | \$4.05                 |
| Health & Welfare      | \$7.60         | \$7.60                 | \$7.60                 | \$7.60                 |
| International Pension | \$1.70         | \$1.70                 | \$1.70                 | \$1.70                 |
| IPF-PPA Assessment    | \$1.46         | \$1.46                 | \$1.46                 | \$1.46                 |
| Local Training Fund   | \$0.50         | \$0.50                 | \$0.50                 | \$0.50                 |
| I.M.I.                | \$0.70         | \$0.42                 | \$0.49                 | \$0.56                 |
| J.A.B.                | \$0.90         | \$0.54                 | \$0.63                 | \$0.72                 |
| A.S.P                 | \$0.20         | \$0.20                 | \$0.20                 | \$0.20                 |
| Industry Fund         |                |                        |                        |                        |
| Benefit Total         | \$19.06        | \$12.42                | \$12.58                | \$16.79                |
| <b>Total Package</b>  | <b>\$46.92</b> | <b>\$29.14</b>         | <b>\$32.08</b>         | <b>\$39.08</b>         |

|                      |                |                |                |                |
|----------------------|----------------|----------------|----------------|----------------|
| Local Dues           | \$1.41         | \$0.87         | \$0.96         | \$1.17         |
| International Dues   | \$0.47         | \$0.29         | \$0.32         | \$0.39         |
| Dues Assessment      | \$1.00         | \$0.60         | \$0.70         | \$0.80         |
| Local PAC            | \$0.05         | \$0.05         | \$0.05         | \$0.05         |
| BAC/PAC              | \$0.02         | \$0.02         | \$0.02         | \$0.02         |
| Organizing Fund      | \$0.10         | \$0.10         | \$0.10         | \$0.10         |
| Savings Plan         | \$0.30         | \$0.30         | \$0.30         | \$0.30         |
| Total Deductions     | \$3.35         | \$2.23         | \$2.45         | \$2.83         |
| <b>Gross Net Pay</b> | <b>\$24.51</b> | <b>\$14.49</b> | <b>\$17.05</b> | <b>\$19.46</b> |