

**WAGES AND FRINGE BENEFITS SUMMARY****CEMENT MASONS LOCAL 11, AREA 161****6/1/17 - 5/31/21**

<b>EFFECTIVE:</b>		<b>6/1/2017</b>	<b>6/1/2018</b>	<b>6/1/2019</b>	<b>6/1/2020</b>
		Per Hour	Per Hour	Per Hour	Per Hour
<b>WAGES:</b> Section 3, Page 4					
Journeyman		\$ 42.00	\$ 42.00	\$ 43.00	\$ 44.19
Foreman		\$ 44.00	\$ 44.00	\$ 45.00	\$ 46.19
<b>APPRENTICE RATES:</b> Section 3, Page 4					
1st Year Apprentice *	70%	\$ 29.40	\$ 29.40	\$ 30.10	\$ 30.93
2nd Year Apprentice *	80%	\$ 33.60	\$ 33.60	\$ 34.40	\$ 35.35
Third Year Apprentice **	90%	\$ 37.80	\$ 37.80	\$ 38.70	\$ 39.77
* Full Benefit Package - Deduct only Working Dues - No Savings Deduction					
** Full Benefit Package - Deduct Working Dues and Savings					
<b>FRINGES:</b> Section 11, Page 12					
Health/Welfare Fund		\$ 10.00	\$ 10.25	\$ 10.65	\$ 10.90
Pension Fund		\$ 9.75	\$ 10.75	\$ 11.60	\$ 12.60
Tax Deferred Savings Fund		\$ 14.22	\$ 15.27	\$ 15.32	\$ 15.32
Apprentice Fund		\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
Industry Advancement Fund		\$ 0.08	\$ 0.08	\$ 0.13	\$ 0.13
Three Rivers Alliance		\$ 0.02	\$ 0.02	\$ 0.04	\$ 0.04
LMCC		\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
OPCMIA International Training Fund		\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09
Dues Deduction - total package		4%	4%	4%	4%