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

### EFFECTIVE:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WAGES:</strong> Section 3, Page 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman</td>
<td>$42.00</td>
<td>$42.00</td>
<td>$43.00</td>
<td>$44.00</td>
</tr>
<tr>
<td>Foreman</td>
<td>$44.00</td>
<td>$44.00</td>
<td>$45.00</td>
<td>$45.00</td>
</tr>
</tbody>
</table>

### APPRENTICE RATES: Section 3, Page 4

<table>
<thead>
<tr>
<th>Year Apprentice</th>
<th>%</th>
<th>6/1/2017</th>
<th>6/1/2018</th>
<th>6/1/2019</th>
<th>6/1/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year Apprentice *</td>
<td>70%</td>
<td>$29.40</td>
<td>$29.40</td>
<td>$30.10</td>
<td></td>
</tr>
<tr>
<td>2nd Year Apprentice *</td>
<td>80%</td>
<td>$33.60</td>
<td>$33.60</td>
<td>$34.40</td>
<td></td>
</tr>
<tr>
<td>3rd Year Apprentice **</td>
<td>90%</td>
<td>$37.80</td>
<td>$37.80</td>
<td>$38.70</td>
<td></td>
</tr>
</tbody>
</table>

* Full Benefit Package - Deduct only Working Dues - No Savings Deduction
** Full Benefit Package - Deduct Working Dues and Savings

### FRINGES: Section 11, Page 12

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Health/Welfare Fund</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.65</td>
<td></td>
</tr>
<tr>
<td>Pension Fund</td>
<td>$9.75</td>
<td>$10.75</td>
<td>$11.60</td>
<td></td>
</tr>
<tr>
<td>Tax Deferred Savings Fund</td>
<td>$14.22</td>
<td>$15.27</td>
<td>$15.32</td>
<td></td>
</tr>
<tr>
<td>Apprentice Fund</td>
<td>$0.50</td>
<td>$0.50</td>
<td>$0.50</td>
<td></td>
</tr>
<tr>
<td>Industry Advancement Fund</td>
<td>$0.08</td>
<td>$0.08</td>
<td>$0.13</td>
<td></td>
</tr>
<tr>
<td>Three Rivers Alliance</td>
<td>$0.02</td>
<td>$0.02</td>
<td>$0.04</td>
<td></td>
</tr>
<tr>
<td>LMCC</td>
<td>$0.10</td>
<td>$0.10</td>
<td>$0.10</td>
<td></td>
</tr>
<tr>
<td>OPCMIA International Training Fund</td>
<td>$0.09</td>
<td>$0.09</td>
<td>$0.09</td>
<td></td>
</tr>
<tr>
<td>Dues Deduction - total package</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td></td>
</tr>
</tbody>
</table>