

Effective January 1, 2012, the wage and fringe benefit breakdown:

APPRENTICE RATES FOR APPRENTICES INDENTURED BEFORE SEPT. 1, 2011

PER	%	WAGES	H&W	PENSION	S.I.S.	ITF	AT	IP	PIPE (SCPTAC)	TOTAL PACKAGE	VACATION DEDUCTION
1	41%	\$17.11	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$26.52	\$1.20
2	46%	\$20.34	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$29.75	\$1.35
3	51%	\$23.58	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$32.99	\$1.50
4	55%	\$26.16	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$35.57	\$1.60
5	60%	\$24.05	\$7.56	\$5.35	0	\$.10	\$1.25	\$.30	\$.20	\$38.81	\$1.75
6	65%	\$25.17	\$8.67	\$5.35	\$1.00	\$.10	\$1.25	\$.30	\$.20	\$42.04	\$2.00
7	70%	\$28.16	\$8.67	\$5.35	\$1.25	\$.10	\$1.25	\$.30	\$.20	\$45.28	\$2.25
8	75%	\$31.39	\$8.67	\$5.35	\$1.25	\$.10	\$1.25	\$.30	\$.20	\$48.51	\$2.50
9	80%	\$33.37	\$8.67	\$5.35	\$2.50	\$.10	\$1.25	\$.30	\$.20	\$51.74	\$2.75
10	85%	\$36.61	\$8.67	\$5.35	\$2.50	\$.10	\$1.25	\$.30	\$.20	\$54.98	\$3.00

APPRENTICE RATES FOR APPRENTICES INDENTURED AFTER SEPT. 1, 2011

PER	%	WAGES	H&W	PENSION	S.I.S.	ITF	AT	IP	PIPE (SCPTAC)	TOTAL PACKAGE	VACATION DEDUCTION
1	40%	\$16.46	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$25.87	\$1.15
2	42%	\$17.76	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$27.17	\$1.30
3	45%	\$19.70	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$29.11	\$1.40
4	50%	\$22.93	\$7.56	0	0	\$.10	\$1.25	\$.30	\$.20	\$32.34	\$1.55
5	55%	\$20.81	\$7.56	\$5.35	0	\$.10	\$1.25	\$.30	\$.20	\$35.57	\$1.70
6	60%	\$21.94	\$8.67	\$5.35	\$1.00	\$.10	\$1.25	\$.30	\$.20	\$38.81	\$1.95
7	65%	\$24.92	\$8.67	\$5.35	\$1.25	\$.10	\$1.25	\$.30	\$.20	\$42.04	\$2.20
8	70%	\$28.16	\$8.67	\$5.35	\$1.25	\$.10	\$1.25	\$.30	\$.20	\$45.28	\$2.45
9	75%	\$30.14	\$8.67	\$5.35	\$2.50	\$.10	\$1.25	\$.30	\$.20	\$48.51	\$2.70
10	80%	\$33.37	\$8.67	\$5.35	\$2.50	\$.10	\$1.25	\$.30	\$.20	\$51.74	\$2.90

PLEASE NOTE THAT ALL BOLD ITEMS ARE CHANGES

Check-off Dues & Vacation as of *January 1, 2012 for Apprentices Indentured Before 9/1/2011*

CLASS	VACATION DEDUCTION	HRLY DUES	CNTNGNCY	BLDG FUND	4¢ PIC 10¢PAC	VACATION
APPR 1	1.20	.66	0	0	.04	.50
APPR 2	1.35	.74	0	0	.04	.57
APPR 3	1.50	.82	0	0	.14	.54
APPR 4	1.60	.89	0	0	.14	.57
APPR 5	1.75	.97	0	.10	.14	.54
APPR 6	2.00	1.05	.15	.10	.14	.56
APPR 7	2.25	1.13	.15	.10	.14	.73
APPR 8	2.50	1.21	.15	.10	.14	.90
APPR 9	2.75	1.29	.15	.10	.14	1.07
APPR 10	3.00	1.37	.15	.10	.14	1.24

Check-off Dues & Vacation as of *January 1, 2012 for Apprentices Indentured After 9/1/2011*

CLASS	VACATION DEDUCTION	HRLY DUES	CNTNGNCY	BLDG FUND	4¢ PIC 10¢PAC	VACATION
APPR 1	1.15	.65	0	0	.04	.46
APPR 2	1.30	.68	0	0	.04	.58
APPR 3	1.40	.73	0	0	.14	.53
APPR 4	1.55	.81	0	0	.14	.60
APPR 5	1.70	.89	0	.10	.14	.57
APPR 6	1.95	.97	.15	.10	.14	.59
APPR 7	2.20	1.05	.15	.10	.14	.76
APPR 8	2.45	1.13	.15	.10	.14	.93
APPR 9	2.70	1.21	.15	.10	.14	1.10
APPR 10	2.90	1.29	.15	.10	.14	1.22

PLEASE NOTE THAT ALL BOLD ITEMS ARE CHANGES

Fraternally,



Michael P. Huerta