

Effective January 1, 2009, the wage and fringe benefit breakdown:

Wages-	\$38.08	
Pension-	\$3.30 (\$.10 increase)	
Health & Welfare-	\$8.10 (\$.50 increase)	
S.I.S.-	\$7.50	
Apprenticeship Training-	\$.75	
Industry Promotion-	\$.35	
International Training Fund	\$.10	
P.I.P.E.	<u>\$.15</u>	
Total Package-	\$58.33 (\$.60 increase)	
Foreman's Rate-	\$3.75	
General Foreman-	\$6.00	
Journeyman's Vacation-	\$5.45 (from wages)	
Foreman & General Foreman's Vacation	\$5.50 (from wages)	
SHIFT PAY @ 15%	\$43.79 (WAGES)	MILEAGE REIMB. RATE: \$.585 per mile
1 ½ TIMES HOURLY RATE	\$57.12 (WAGES)	
DOUBLE TIME HOURLY RATE	\$76.16 (WAGES)	

APPRENTICE RATES

PER	%	WAGES	H&W	PENSION	S.I.S.	ITF	AT	IP	PIPE	TOTAL PACKAGE	VACATION DEDUCTION
1	41%	\$15.62	7.65	0	0	\$.10	\$.50	\$.15	.15	\$24.17	\$1.00
2	46%	\$18.51	7.65	0	0	\$.10	\$.50	\$.15	.15	\$27.06	\$1.10
3	51%	\$21.39	7.65	0	0	\$.10	\$.50	\$.15	.15	\$29.94	\$2.00
4	55%	\$23.70	7.65	0	0	\$.10	\$.50	\$.15	.15	\$32.25	\$2.00
5	60%	\$21.94	8.10	\$3.30	\$1.00	\$.10	\$.50	\$.15	.15	\$35.24	\$3.00
6	65%	\$24.82	8.10	\$3.30	\$1.00	\$.10	\$.50	\$.15	.15	\$38.12	\$3.00
7	70%	\$27.46	8.10	\$3.30	\$1.25	\$.10	\$.50	\$.15	.15	\$41.01	\$3.00
8	75%	\$30.35	8.10	\$3.30	\$1.25	\$.10	\$.50	\$.15	.15	\$43.90	\$3.00
9	80%	\$31.98	8.10	\$3.30	\$2.50	\$.10	\$.50	\$.15	.15	\$46.78	\$3.00
10	85%	\$34.87	8.10	\$3.30	\$2.50	\$.10	\$.50	\$.15	.15	\$49.67	\$3.00

RESIDENTIAL RATES

RESIDENTIAL TRADESMAN	%	WAGES	H&W *below	S.I.S.	P.I.P.E. NEW	TOTAL PACKAGE	VACATION DEDUCTION
R-1	36%	\$13.71	\$2.75	\$.60	\$.15	\$17.21	\$.85
R-2	43%	\$16.37	\$2.75	\$1.15	\$.15	\$20.42	\$.90
R-3	55%	\$20.94	\$2.75	\$2.00	\$.15	\$25.84	\$1.60
R-4	68%	\$25.89	\$2.75	\$2.85	\$.15	\$31.64	\$1.75
R-5	70%	\$26.66	\$8.10	\$2.65	\$.15	\$37.56	\$2.75

RESIDENTIAL FOREMAN'S RATE- \$2.00

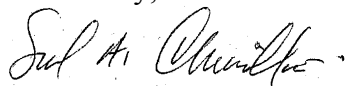
PLEASE NOTE THAT ALL BOLD AND ITALIC ITEMS ARE CHANGES

Check-off Dues & Vacation as of January 1, 2009

CLASS	VAC. DED.	HRLY DUES	CNTNGNCY	2¢ PIC 3¢PAC	VACATION
APPR 1	1.00	<i>-.60</i>	0	0	<i>.40</i>
APPR 2	1.10	<i>-.68</i>	0	0	<i>.42</i>
APPR 3	2.00	<i>-.75</i>	0	-.05	<i>1.20</i>
APPR 4	2.00	<i>-.81</i>	0	-.05	<i>1.14</i>
APPR 5	3.00	<i>-.88</i>	-.15	-.05	<i>1.92</i>
APPR 6	3.00	<i>-.95</i>	-.15	-.05	<i>1.85</i>
APPR 7	3.00	<i>-1.03</i>	-.15	-.05	<i>1.77</i>
APPR 8	3.00	<i>-1.10</i>	-.15	-.05	<i>1.70</i>
APPR 9	3.00	<i>-1.17</i>	-.15	-.05	<i>1.63</i>
APPR 10	3.00	<i>-1.24</i>	-.15	-.05	<i>1.56</i>
BTJ	5.45	<i>-1.46</i>	-.15	-.05	<i>3.79</i>
BTJ Foreman & General Foreman	5.50	<i>-1.55</i>	-.15	-.05	<i>3.75</i>
BTJ CONT	5.45	<i>-1.46</i>	-.15	-.05	<i>3.79</i>
WELDER	5.45	<i>-1.46</i>	-.15	-.05	<i>3.79</i>
TC	5.45	<i>-1.46</i>	-.15	-.05	<i>3.79</i>
R1	.85	<i>-.43</i>	0	0	<i>.42</i>
R2	.90	<i>-.51</i>	0	0	<i>.39</i>
R3	1.60	<i>-.65</i>	0	0	<i>.95</i>
R4	1.75	<i>-.79</i>	0	0	<i>.96</i>
R5	2.75	<i>-.94</i>	0	0	<i>1.81</i>

PLEASE NOTE THAT ALL BOLD AND ITALIC ITEMS ARE CHANGES

Fraternally,



Sal A. Chiaravalloti