

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

Wages-	\$39.08 (\$2.00 increase)
Pension-	\$4.70
Health & Welfare-	\$7.75 (\$.05 increase)
S.I.S.-	\$8.00 (\$.50 increase)
Apprenticeship Training-	\$.80 (\$.05 increase)
Industry Promotion-	\$.35
International Training Fund	\$.10
P.I.P.E.	<u>\$.15</u>
Total Package-	\$60.93 (\$2.60 increase)
Foreman's Rate-	\$4.25 (\$.50 increase)
General Foreman-	\$6.50 (\$.50 increase)
Journeyman's Vacation-	\$5.45 (from wages) (\$1.00 increase)
Foreman & General Foreman's Vacation	\$5.50 (from wages) (\$1.00 increase)

SHIFT PAY @ 15%	\$44.94 (WAGES)	MILEAGE REIMB. RATE:
1 ½ TIMES HOURLY RATE	\$58.62 (WAGES)	(Per Current Federal Rate)
DOUBLE TIME HOURLY RATE	\$78.16 (WAGES)	

APPRENTICE RATES

PER	%	WAGES	H&W	PENSION	S.I.S.	ITF	AT	IP	PIPE	TOTAL PACKAGE	VACATION DEDUCTION
1	41%	\$16.03	7.75	0	0	\$.10	\$.80	\$.15	.15	\$24.98	\$1.25
2	46%	\$19.08	7.75	0	0	\$.10	\$.80	\$.15	.15	\$28.03	\$1.25
3	51%	\$22.12	7.75	0	0	\$.10	\$.80	\$.15	.15	\$31.07	\$1.50
4	55%	\$24.56	7.75	0	0	\$.10	\$.80	\$.15	.15	\$33.51	\$1.50
5	60%	\$22.91	7.75	\$4.70	0	\$.10	\$.80	\$.15	.15	\$36.56	\$1.75
6	65%	\$24.95	7.75	\$4.70	\$1.00	\$.10	\$.80	\$.15	.15	\$39.60	\$2.00
7	70%	\$27.75	7.75	\$4.70	\$1.25	\$.10	\$.80	\$.15	.15	\$42.65	\$2.25
8	75%	\$30.80	7.75	\$4.70	\$1.25	\$.10	\$.80	\$.15	.15	\$45.70	\$2.50
9	80%	\$32.59	7.75	\$4.70	\$2.50	\$.10	\$.80	\$.15	.15	\$48.74	\$2.75
10	85%	\$35.64	7.75	\$4.70	\$2.50	\$.10	\$.80	\$.15	.15	\$51.79	\$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%	\$14.07	\$3.00	\$.60	\$.15	\$17.82	\$1.00
R-2	43%	\$16.80	\$3.00	\$1.15	\$.15	\$21.10	\$1.25
R-3	55%	\$21.49	\$3.00	\$2.00	\$.15	\$26.64	\$1.50
R-4	68%	\$26.57	\$3.00	\$2.85	\$.15	\$32.57	\$1.75
R-5	70%	\$27.36	\$7.75	\$3.05	\$.15	\$38.31	\$2.75

RESIDENTIAL FOREMAN'S RATE- \$2.00

PLEASE NOTE THAT ALL BOLD AND ITALIC ITEMS ARE CHANGES

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

CLASS	VAC. DED.	HRLY DUES	CNTNGNCY	2¢ PIC 3¢PAC	VACATION
APPR 1	<i>1.25</i>	<i>.62</i>	0	<i>.02</i>	<i>.61</i>
APPR 2	<i>1.25</i>	<i>.70</i>	0	<i>.02</i>	<i>.53</i>
APPR 3	<i>1.50</i>	<i>.78</i>	0	<i>.05</i>	<i>.67</i>
APPR 4	<i>1.50</i>	<i>.84</i>	0	<i>.05</i>	<i>.61</i>
APPR 5	<i>1.75</i>	<i>.91</i>	.15	<i>.05</i>	<i>.64</i>
APPR 6	<i>2.00</i>	<i>.99</i>	.15	<i>.05</i>	<i>.81</i>
APPR 7	<i>2.25</i>	<i>1.07</i>	.15	<i>.05</i>	<i>.98</i>
APPR 8	<i>2.50</i>	<i>1.14</i>	.15	<i>.05</i>	<i>1.16</i>
APPR 9	<i>2.75</i>	<i>1.22</i>	.15	<i>.05</i>	<i>1.33</i>
APPR 10	<i>3.00</i>	<i>1.29</i>	.15	<i>.05</i>	<i>1.51</i>
BTJ	<i>5.45</i>	<i>1.52</i>	.15	<i>.05</i>	<i>3.73</i>
BTJ Foreman & General Foreman	<i>5.50</i>	<i>1.63</i>	.15	<i>.05</i>	<i>3.67</i>
BTJ CONT	<i>5.45</i>	<i>1.52</i>	.15	<i>.05</i>	<i>3.73</i>
WELDER	<i>5.45</i>	<i>1.52</i>	.15	<i>.05</i>	<i>3.73</i>
TC	<i>5.45</i>	<i>1.52</i>	.15	<i>.05</i>	<i>3.73</i>
R1	<i>1.00</i>	<i>.45</i>	0	<i>.02</i>	<i>.53</i>
R2	<i>1.25</i>	<i>.53</i>	0	<i>.02</i>	<i>.70</i>
R3	<i>1.50</i>	<i>.67</i>	0	<i>.02</i>	<i>.81</i>
R4	<i>1.75</i>	<i>.81</i>	0	<i>.02</i>	<i>.92</i>
R5	<i>2.75</i>	<i>.96</i>	0	<i>.02</i>	<i>1.77</i>

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Fraternally,



Michael P. Huerta