

**GREATER SOUTH FLORIDA
AGREEMENT
WAGE & BENEFIT ADDENDUM**

Between

LOCAL UNION NO. 272, MIAMI, FLORIDA
LOCAL UNION NO. 402, WEST PALM BEACH, FLORIDA

Of the

**INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL, ORNAMENTAL, AND REINFORCING IRONWORKERS**

And

SOUTHEASTERN COUNCIL OF IRONWORKER
EMPLOYERS, INC.

OCTOBER 1, 2007 through SEPTEMBER 30, 2010

GREATER SOUTH FLORIDA
WAGE AND BENEFIT ADDENDUM

Ironworkers Local Union 272

JOURNEYMAN & FOREMAN WAGES & BENEFITS

DATE	WAGES	HEALTH	PENSION	JATC	IMPACT*	MCF	FRINGE	TOTAL
1-OCT-2007	\$23.19	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05		\$28.86
1-APR-2008	\$23.59	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05		\$29.26
1-OCT-2008	\$24.04	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05		\$29.71
1-APR-2009	\$24.49	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05		\$30.16
1-OCT-2009	\$24.99	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05		\$30.66
1-APR-2010	\$25.49	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05		\$31.16
FOREMAN WAGES = JOURNEYMAN WAGES PLUS								\$2.00
GENERAL FOREMAN WAGES = JOURNEYMAN WAGES PLUS								\$4.00
DIVING PAY 0 TO 33 FEET DEEP ADD \$40.00 RENTAL PLUS								\$5.00
DIVING PAY 33 TO 66 FEET DEEP ADD \$40.00 RENTAL PLUS								\$5.00
OVER 66 FEET DEEP ADD - AS MUTUALLY AGREED BETWEEN DIVER AND EMPLOYER								
CONFINED LATERAL PENETRATION DIVES 0 TO 25 FEET ADD \$40.00 RENTAL PLUS								\$5.00
CONFINED LATERAL PENETRATION DIVES OVER 25 FEET - AS MUTUALLY AGREED BETWEEN DIVER AND EMPLOYER								
SHIFT PREMIUM FOR 2ND AND 3RD SHIFTS ADD								\$0.50
<i>* N'JATC AND iii HAVE BEEN COMBINED ARE ARE NOW LISTED AS IMPACT.</i>								

Ironworkers Local Union 402

JOURNEYMAN & FOREMAN WAGES & BENEFITS

DATE	WAGES	HEALTH	PENSION	JATC	IMPACT*	MCF	ANNUITY	TOTAL
1-OCT-2007	\$21.62	\$3.65	\$2.00	\$0.50	\$0.04	\$0.05	\$1.00	\$28.86
1-APR-2008	\$22.02	\$3.65	\$2.00	\$0.50	\$0.04	\$0.05	\$1.00	\$29.26
1-OCT-2008	\$22.47	\$3.65	\$2.00	\$0.50	\$0.04	\$0.05	\$1.00	\$29.71
1-APR-2009	\$22.92	\$3.65	\$2.00	\$0.50	\$0.04	\$0.05	\$1.00	\$30.16
1-OCT-2009	\$23.42	\$3.65	\$2.00	\$0.50	\$0.04	\$0.05	\$1.00	\$30.66
1-APR-2010	\$23.92	\$3.65	\$2.00	\$0.50	\$0.04	\$0.05	\$1.00	\$31.16
FOREMAN WAGES = JOURNEYMAN WAGES PLUS								\$2.00
GENERAL FOREMAN WAGES = JOURNEYMAN WAGES PLUS								\$4.00
DIVING PAY 0 TO 33 FEET DEEP ADD \$40.00 RENTAL PLUS								\$5.00
DIVING PAY 33 TO 66 FEET DEEP ADD \$40.00 RENTAL PLUS								\$5.00
OVER 66 FEET DEEP ADD - AS MUTUALLY AGREED BETWEEN DIVER AND EMPLOYER								
CONFINED LATERAL PENETRATION DIVES 0 TO 25 FEET ADD \$40.00 RENTAL PLUS								\$5.00
CONFINED LATERAL PENETRATION DIVES OVER 25 FEET - AS MUTUALLY AGREED BETWEEN DIVER AND EMPLOYER								
SHIFT PREMIUM FOR 2ND AND 3RD SHIFTS ADD								\$0.50
<i>* N'JATC AND iii HAVE BEEN COMBINED ARE ARE NOW LISTED AS IMPACT.</i>								

No Holiday can be used as a make up day. On an 5-8 work week anything over 32 hours is time and one half per hour.
On a 4-10 work week anything over 30 hours is time and one half per hour.

If an Employee is hired mid week and thru no fault of his own has not obtained 40 hours and works Friday in a 4-10 schedule or Saturday in a 5-8 schedule the new hire will be paid time and one half.

Apprentice Payscale Local 272:

INDENTURED APPRENTICES

Effective first full pay period after April 1, 2010

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)	50%	\$12.82	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.91
2ND 6 MONTHS (1,000 HOURS)	55%	\$14.11	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.20
3RD 6 MONTHS (1,000 HOURS)	60%	\$15.39	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.48
4TH 6 MONTHS (1,000 HOURS)	65%	\$16.67	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$20.56
5TH 6 MONTHS (1,000 HOURS)	70%	\$17.95	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$21.84
6TH 6 MONTHS (1,000 HOURS)	75%	\$19.23	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$23.12
7TH 6 MONTHS (1,000 HOURS)	80%	\$20.52	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$24.41
8TH 6 MONTHS (1,000 HOURS)	85%	\$21.80	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$25.69

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

NON JOURNEYMEN

Effective first full pay period after April 1, 2010

NON JOURNEYMEN		WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)		\$12.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.74
2ND 6 MONTHS (1,000 HOURS)		\$13.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.24
3RD 6 MONTHS (1,000 HOURS)		\$13.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.74
4TH 6 MONTHS (1,000 HOURS)		\$14.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.24
5TH 6 MONTHS (1,000 HOURS)		\$14.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.74
6TH 6 MONTHS (1,000 HOURS)		\$15.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.24
7TH 6 MONTHS (1,000 HOURS)		\$15.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.74
8TH 6 MONTHS (1,000 HOURS)		\$16.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.24
9TH 6 MONTHS (1,000 HOURS)		\$16.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.74
10TH 6 MONTHS (1,000 HOURS)		\$17.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.24
11TH 6 MONTHS (1,000 HOURS)		\$17.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.74
12TH 6 MONTHS (1,000 HOURS)		\$18.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.24
13TH 6 MONTHS (1,000 HOURS)		\$18.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.74
14TH 6 MONTHS (1,000 HOURS)		\$19.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.24
15TH 6 MONTHS (1,000 HOURS)		\$19.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.74
16TH 6 MONTHS (1,000 HOURS)		\$20.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.24
17TH 6 MONTHS (1,000 HOURS)		\$20.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.74
18TH 6 MONTHS (1,000 HOURS)		\$21.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$22.24
19TH 6 MONTHS (1,000 HOURS)		\$21.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$22.74
20TH 6 MONTHS (1,000 HOURS)		\$22.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$23.24

Apprentice Payscale Local 402:

Effective first full pay period after April 1, 2010

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	ANNUITY	TOTAL
1ST 6 MONTHS (1,000 HOURS)	60%	\$13.73	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.70	\$15.77
2ND 6 MONTHS (1,000 HOURS)	65%	\$14.87	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.75	\$16.96
3RD 6 MONTHS (1,000 HOURS)	70%	\$16.01	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.80	\$18.15
4TH 6 MONTHS (1,000 HOURS)	75%	\$17.16	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.85	\$22.25
5TH 6 MONTHS (1,000 HOURS)	80%	\$18.30	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.90	\$23.44
6TH 6 MONTHS (1,000 HOURS)	85%	\$19.44	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.95	\$24.63
7TH 6 MONTHS (1,000 HOURS)	90%	\$20.59	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$25.83
8TH 6 MONTHS (1,000 HOURS)	95%	\$21.73	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$26.97

Apprentice Payscale Local 272:

INDENTURED APPRENTICES

Effective first full pay period after October 1, 2009

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)	50%	\$12.57	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.66
2ND 6 MONTHS (1,000 HOURS)	55%	\$13.83	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.92
3RD 6 MONTHS (1,000 HOURS)	60%	\$15.09	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.18
4TH 6 MONTHS (1,000 HOURS)	65%	\$16.35	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$20.24
5TH 6 MONTHS (1,000 HOURS)	70%	\$17.60	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$21.49
6TH 6 MONTHS (1,000 HOURS)	75%	\$18.86	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$22.75
7TH 6 MONTHS (1,000 HOURS)	80%	\$20.12	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$24.01
8TH 6 MONTHS (1,000 HOURS)	85%	\$21.37	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$25.26

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

NON JOURNEYMEN

Effective first full pay period after October 1, 2009

NON JOURNEYMEN		WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)		\$12.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.24
2ND 6 MONTHS (1,000 HOURS)		\$12.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.74
3RD 6 MONTHS (1,000 HOURS)		\$13.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.24
4TH 6 MONTHS (1,000 HOURS)		\$13.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.74
5TH 6 MONTHS (1,000 HOURS)		\$14.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.24
6TH 6 MONTHS (1,000 HOURS)		\$14.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.74
7TH 6 MONTHS (1,000 HOURS)		\$15.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.24
8TH 6 MONTHS (1,000 HOURS)		\$15.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.74
9TH 6 MONTHS (1,000 HOURS)		\$16.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.24
10TH 6 MONTHS (1,000 HOURS)		\$16.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.74
11TH 6 MONTHS (1,000 HOURS)		\$17.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.24
12TH 6 MONTHS (1,000 HOURS)		\$17.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.74
13TH 6 MONTHS (1,000 HOURS)		\$18.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.24
14TH 6 MONTHS (1,000 HOURS)		\$18.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.74
15TH 6 MONTHS (1,000 HOURS)		\$19.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.24
16TH 6 MONTHS (1,000 HOURS)		\$19.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.74
17TH 6 MONTHS (1,000 HOURS)		\$20.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.24
18TH 6 MONTHS (1,000 HOURS)		\$20.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.74
19TH 6 MONTHS (1,000 HOURS)		\$21.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$22.24
20TH 6 MONTHS (1,000 HOURS)		\$21.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$22.74

Apprentice Payscale Local 402:

Effective first full pay period after October 1, 2009

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	ANNUITY	TOTAL
1ST 6 MONTHS (1,000 HOURS)	60%	\$13.58	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.70	\$15.62
2ND 6 MONTHS (1,000 HOURS)	65%	\$14.71	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.75	\$16.80
3RD 6 MONTHS (1,000 HOURS)	70%	\$15.84	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.80	\$17.98
4TH 6 MONTHS (1,000 HOURS)	75%	\$16.97	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.85	\$22.06
5TH 6 MONTHS (1,000 HOURS)	80%	\$18.10	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.90	\$23.24
6TH 6 MONTHS (1,000 HOURS)	85%	\$19.23	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.95	\$24.42
7TH 6 MONTHS (1,000 HOURS)	90%	\$20.36	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$25.60
8TH 6 MONTHS (1,000 HOURS)	95%	\$21.49	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$26.73

Apprentice Payscale Local 272:

INDENTURED APPRENTICES

Effective first full pay period after April 1, 2009

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)	50%	\$12.57	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.66
2ND 6 MONTHS (1,000 HOURS)	55%	\$13.83	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.92
3RD 6 MONTHS (1,000 HOURS)	60%	\$15.09	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.18
4TH 6 MONTHS (1,000 HOURS)	65%	\$16.35	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$20.24
5TH 6 MONTHS (1,000 HOURS)	70%	\$17.60	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$21.49
6TH 6 MONTHS (1,000 HOURS)	75%	\$18.86	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$22.75
7TH 6 MONTHS (1,000 HOURS)	80%	\$20.12	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$24.01
8TH 6 MONTHS (1,000 HOURS)	85%	\$21.37	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$25.26

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

NON JOURNEYMEN

Effective first full pay period after April 1, 2009

NON JOURNEYMEN		WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)		\$12.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.24
2ND 6 MONTHS (1,000 HOURS)		\$12.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.74
3RD 6 MONTHS (1,000 HOURS)		\$13.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.24
4TH 6 MONTHS (1,000 HOURS)		\$13.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.74
5TH 6 MONTHS (1,000 HOURS)		\$14.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.24
6TH 6 MONTHS (1,000 HOURS)		\$14.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.74
7TH 6 MONTHS (1,000 HOURS)		\$15.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.24
8TH 6 MONTHS (1,000 HOURS)		\$15.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.74
9TH 6 MONTHS (1,000 HOURS)		\$16.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.24
10TH 6 MONTHS (1,000 HOURS)		\$16.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.74
11TH 6 MONTHS (1,000 HOURS)		\$17.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.24
12TH 6 MONTHS (1,000 HOURS)		\$17.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.74
13TH 6 MONTHS (1,000 HOURS)		\$18.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.24
14TH 6 MONTHS (1,000 HOURS)		\$18.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.74
15TH 6 MONTHS (1,000 HOURS)		\$19.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.24
16TH 6 MONTHS (1,000 HOURS)		\$19.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.74
17TH 6 MONTHS (1,000 HOURS)		\$20.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.24
18TH 6 MONTHS (1,000 HOURS)		\$20.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.74
19TH 6 MONTHS (1,000 HOURS)		\$21.15	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$22.24
20TH 6 MONTHS (1,000 HOURS)		\$21.65	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$22.74

Apprentice Payscale Local 402:

Effective first full pay period after April 1, 2009

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	ANNUITY	TOTAL
1ST 6 MONTHS (1,000 HOURS)	60%	\$13.58	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.70	\$15.62
2ND 6 MONTHS (1,000 HOURS)	65%	\$14.71	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.75	\$16.80
3RD 6 MONTHS (1,000 HOURS)	70%	\$15.84	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.80	\$17.98
4TH 6 MONTHS (1,000 HOURS)	75%	\$16.97	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.85	\$22.06
5TH 6 MONTHS (1,000 HOURS)	80%	\$18.10	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.90	\$23.24
6TH 6 MONTHS (1,000 HOURS)	85%	\$19.23	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.95	\$24.42
7TH 6 MONTHS (1,000 HOURS)	90%	\$20.36	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$25.60
8TH 6 MONTHS (1,000 HOURS)	95%	\$21.49	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$26.73

Apprentice Payscale Local 272:

INDENTURED APPRENTICES

Effective first full pay period after October 1, 2008

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)	50%	\$12.10	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.19
2ND 6 MONTHS (1,000 HOURS)	55%	\$13.31	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.40
3RD 6 MONTHS (1,000 HOURS)	60%	\$14.52	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.61
4TH 6 MONTHS (1,000 HOURS)	65%	\$15.73	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$19.62
5TH 6 MONTHS (1,000 HOURS)	70%	\$16.94	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$20.83
6TH 6 MONTHS (1,000 HOURS)	75%	\$18.15	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$22.04
7TH 6 MONTHS (1,000 HOURS)	80%	\$19.36	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$23.25
8TH 6 MONTHS (1,000 HOURS)	85%	\$20.57	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$24.46

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

NON JOURNEYMEN

Effective first full pay period after October 1, 2008

NON JOURNEYMEN		WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)		\$11.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.29
2ND 6 MONTHS (1,000 HOURS)		\$11.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.79
3RD 6 MONTHS (1,000 HOURS)		\$12.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.29
4TH 6 MONTHS (1,000 HOURS)		\$12.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.79
5TH 6 MONTHS (1,000 HOURS)		\$13.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.29
6TH 6 MONTHS (1,000 HOURS)		\$13.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.79
7TH 6 MONTHS (1,000 HOURS)		\$14.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.29
8TH 6 MONTHS (1,000 HOURS)		\$14.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.79
9TH 6 MONTHS (1,000 HOURS)		\$15.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.29
10TH 6 MONTHS (1,000 HOURS)		\$15.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.79
11TH 6 MONTHS (1,000 HOURS)		\$16.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.29
12TH 6 MONTHS (1,000 HOURS)		\$16.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.79
13TH 6 MONTHS (1,000 HOURS)		\$17.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.29
14TH 6 MONTHS (1,000 HOURS)		\$17.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.79
15TH 6 MONTHS (1,000 HOURS)		\$18.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.29
16TH 6 MONTHS (1,000 HOURS)		\$18.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.79
17TH 6 MONTHS (1,000 HOURS)		\$19.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.29
18TH 6 MONTHS (1,000 HOURS)		\$19.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.79
19TH 6 MONTHS (1,000 HOURS)		\$20.20	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.29
20TH 6 MONTHS (1,000 HOURS)		\$20.70	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.79

Apprentice Payscale Local 402:

Effective first full pay period after October 1, 2008

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	ANNUITY	TOTAL
1ST 6 MONTHS (1,000 HOURS)	60%	\$13.28	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.70	\$15.32
2ND 6 MONTHS (1,000 HOURS)	65%	\$14.38	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.75	\$16.47
3RD 6 MONTHS (1,000 HOURS)	70%	\$15.49	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.80	\$17.63
4TH 6 MONTHS (1,000 HOURS)	75%	\$16.59	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.85	\$21.68
5TH 6 MONTHS (1,000 HOURS)	80%	\$17.70	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.90	\$22.84
6TH 6 MONTHS (1,000 HOURS)	85%	\$18.81	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.95	\$24.00
7TH 6 MONTHS (1,000 HOURS)	90%	\$19.91	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$25.15
8TH 6 MONTHS (1,000 HOURS)	95%	\$21.02	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$26.26

Apprentice Payscale Local 272:

INDENTURED APPRENTICES

Effective first full pay period after April 1, 2008

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)	50%	\$11.87	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.96
2ND 6 MONTHS (1,000 HOURS)	55%	\$13.06	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.15
3RD 6 MONTHS (1,000 HOURS)	60%	\$14.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.34
4TH 6 MONTHS (1,000 HOURS)	65%	\$15.44	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$19.33
5TH 6 MONTHS (1,000 HOURS)	70%	\$16.62	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$20.51
6TH 6 MONTHS (1,000 HOURS)	75%	\$17.81	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$21.70
7TH 6 MONTHS (1,000 HOURS)	80%	\$19.00	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$22.89
8TH 6 MONTHS (1,000 HOURS)	85%	\$20.18	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$24.07

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

NON JOURNEYMEN

Effective first full pay period after April 1, 2008

NON JOURNEYMEN		WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)		\$10.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$11.84
2ND 6 MONTHS (1,000 HOURS)		\$11.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.34
3RD 6 MONTHS (1,000 HOURS)		\$11.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.84
4TH 6 MONTHS (1,000 HOURS)		\$12.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.34
5TH 6 MONTHS (1,000 HOURS)		\$12.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.84
6TH 6 MONTHS (1,000 HOURS)		\$13.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.34
7TH 6 MONTHS (1,000 HOURS)		\$13.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.84
8TH 6 MONTHS (1,000 HOURS)		\$14.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.34
9TH 6 MONTHS (1,000 HOURS)		\$14.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.84
10TH 6 MONTHS (1,000 HOURS)		\$15.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.34
11TH 6 MONTHS (1,000 HOURS)		\$15.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.84
12TH 6 MONTHS (1,000 HOURS)		\$16.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.34
13TH 6 MONTHS (1,000 HOURS)		\$16.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.84
14TH 6 MONTHS (1,000 HOURS)		\$17.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.34
15TH 6 MONTHS (1,000 HOURS)		\$17.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.84
16TH 6 MONTHS (1,000 HOURS)		\$18.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.34
17TH 6 MONTHS (1,000 HOURS)		\$18.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.84
18TH 6 MONTHS (1,000 HOURS)		\$19.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.34
19TH 6 MONTHS (1,000 HOURS)		\$19.75	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$20.84
20TH 6 MONTHS (1,000 HOURS)		\$20.25	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$21.34

Apprentice Payscale Local 402:

Effective first full pay period after April 1, 2008

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	ANNUITY	TOTAL
1ST 6 MONTHS (1,000 HOURS)	60%	\$13.13	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.70	\$15.17
2ND 6 MONTHS (1,000 HOURS)	65%	\$14.22	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.75	\$16.31
3RD 6 MONTHS (1,000 HOURS)	70%	\$15.31	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.80	\$17.45
4TH 6 MONTHS (1,000 HOURS)	75%	\$16.41	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.85	\$21.50
5TH 6 MONTHS (1,000 HOURS)	80%	\$17.50	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.90	\$22.64
6TH 6 MONTHS (1,000 HOURS)	85%	\$18.59	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.95	\$23.78
7TH 6 MONTHS (1,000 HOURS)	90%	\$19.69	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$24.93
8TH 6 MONTHS (1,000 HOURS)	95%	\$20.78	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$26.02

Apprentice Payscale Local 402:**Effective first full pay period after October 1, 2007**

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH	PENSION	JATC	IMPACT	MCF	ANNUITY	TOTAL
1ST 6 MONTHS (1,000 HOURS)	60%	\$12.97	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.70	\$15.01
2ND 6 MONTHS (1,000 HOURS)	65%	\$14.05	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.75	\$16.14
3RD 6 MONTHS (1,000 HOURS)	70%	\$15.13	\$0.75	\$0.00	\$0.50	\$0.04	\$0.05	\$0.80	\$17.27
4TH 6 MONTHS (1,000 HOURS)	75%	\$16.22	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.85	\$21.31
5TH 6 MONTHS (1,000 HOURS)	80%	\$17.30	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.90	\$22.44
6TH 6 MONTHS (1,000 HOURS)	85%	\$18.38	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$0.95	\$23.57
7TH 6 MONTHS (1,000 HOURS)	90%	\$19.46	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$24.70
8TH 6 MONTHS (1,000 HOURS)	95%	\$20.54	\$3.65	\$0.00	\$0.50	\$0.04	\$0.05	\$1.00	\$25.78