

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL

| Effective   | Wage  | Vacation | Amnuty | H&W     | Pension | Apprent | Admin  | LMCT   | IMPACT | WCTF   | Total   |
|---|---|----------|--------|---------|---------|---------|--------|--------|--------|--------|---------|
| <b>Journeyman</b>   |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$33.00   | \$3.92   | \$3.63 | \$7.88  | \$7.56  | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$57.31 |
| Effective   | Wage  | Vacation | Amnuty | H&W     | Pension | Apprent | Admin  | LMCT   | IMPACT | WCTF   | Total   |
| **Apprentice rates listed are for Apprentices indentured on or after 7/1/04** |   |          |        |         |         |         |        |        |        |        |         |
| Effective   | Wage  | Vacation | Amnuty | Welfare | Pension | Apprent | Admin  | LMCT   | IMPACT | WCTF   | Total   |
| <b>1st Period Apprentice 50%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$16.50   | \$3.920  | n/a    | \$5.50  | n/a     | \$0.72  | n/a    | n/a    | \$0.29 | \$0.02 | \$26.95 |
| <b>2nd Period Apprentice 55%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$18.15   | \$3.920  | n/a    | \$7.88  | n/a     | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$31.27 |
| <b>3rd Period Apprentice 60%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$19.80   | \$3.920  | n/a    | \$7.88  | \$1.66  | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$34.58 |
| <b>4th Period Apprentice 70%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$21.45   | \$3.920  | \$1.88 | \$7.88  | \$1.66  | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$38.11 |
| <b>5th Period Apprentice 75%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$24.75   | \$3.920  | \$1.88 | \$7.88  | \$1.66  | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$41.41 |
| <b>6th Period Apprentice 80%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$26.40   | \$3.920  | \$1.88 | \$7.88  | \$3.63  | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$45.03 |
| <b>7th Period Apprentice 90%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$29.70   | \$3.920  | \$3.63 | \$7.88  | \$6.35  | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$52.80 |
| <b>8th Period Apprentice 95%</b>  |   |          |        |         |         |         |        |        |        |        |         |
| 07/01/10  | \$31.35   | \$3.920  | \$3.63 | \$7.88  | \$6.35  | \$0.72  | \$0.03 | \$0.26 | \$0.29 | \$0.02 | \$54.45 |
| Effective -   | 7/1/10 through 6/30/11  |          |        |         |         |         |        |        |        |        |         |
| Key -   | Apprent = Apprenticeship Fund                                       |          |        |         |         |         |        |        |        |        |         |
|   | IMPACT = Ironworker Management Progressive Action Cooperative Trust |          |        |         |         |         |        |        |        |        |         |
|   | Admin = Administrative Trust  |          |        |         |         |         |        |        |        |        |         |
|   | LMCT = Labor Management Cooperative Trust                           |          |        |         |         |         |        |        |        |        |         |
|   | WCTF = Workers Compensation Trust Fund                              |          |        |         |         |         |        |        |        |        |         |

**HOURLY WAGE RATES - APPRENTICE IRON WORKERS  
REINFORCING, STRUCTURAL & ORNAMENTAL APPRENTICES - FOUR YEARS**

|             | 1st Period<br>50% | 2nd Period<br>55% | 3rd Period<br>60% | 4th Period<br>65% | 5th Period<br>75% | 6th Period<br>80% | 7th Period<br>90% | 8th Period<br>95% | Journeyman |
|-------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|------------|
| Effective   |                   |                   |                   |                   |                   |                   |                   |                   |            |
| 7-1-10..... | \$16.50           | \$18.15           | \$19.80           | \$21.45           | \$24.75           | \$26.40           | \$29.70           | \$31.35           | \$33.00    |

**FENCE ERECTOR APPRENTICES**

|                | 1st Period<br>50% | 2nd Period<br>55% | 3rd Period<br>60% | 4th Period<br>65% | 5th Period<br>75% | 6th Period<br>80% | 7th Period<br>90% | 8th Period<br>95% | Journeyman |
|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|------------|
| Effective      |                   |                   |                   |                   |                   |                   |                   |                   |            |
| 86 7-1-10..... | \$13.29           | \$14.62           | \$15.95           | \$17.28           | \$19.94           | \$21.26           | \$23.92           | \$25.25           | \$26.58    |

**TOTAL HOURLY WAGE & FRINGE BENEFIT PACKAGE  
FOR JOURNEYMEN IRON WORKERS**

**REINFORCING, STRUCTURAL & ORNAMENTAL**

| Effective | Wage Rate | Vacation Plan | Sub-Total Tax Purposes | Apprenticeship Training | Welfare Plan | Pension Plan | Administrative Fund | Lab Mgt. Cooperative Trust | Annuity Fund | IMPACT | Workers' Comp Trust Fund | Total Package |
|-----------|-----------|---------------|------------------------|-------------------------|--------------|--------------|---------------------|----------------------------|--------------|--------|--------------------------|---------------|
| 87        | 7-1-10    | \$33.00       | \$3.92                 | \$36.92                 | \$0.72       | \$7.88       | \$7.56              | \$0.03                     | \$0.26       | \$3.63 | \$0.29                   | \$57.31       |

**FENCE ERECTOR**

| Effective | Wage Rate | Vacation Plan | Sub-Total Tax Purposes | Apprenticeship Training | Welfare Plan | Pension Plan | Administrative Fund | Lab Mgt. Cooperative Trust | Annuity Fund | IMPACT | Workers' Comp Trust Fund | Total Package |
|-----------|-----------|---------------|------------------------|-------------------------|--------------|--------------|---------------------|----------------------------|--------------|--------|--------------------------|---------------|
| 7-1-10    | \$26.58   | \$2.62        | \$29.20                | \$ .51                  | \$5.80       | \$5.04       | \$ .03              | \$ .00                     | \$1.27       | \$ .12 | \$ .02                   | \$41.99       |