

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

May 10, 2010

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2010 through June 30, 2011. Please note that the membership voted to reallocate the \$1.85 an hour wage increase as follows: \$1.00 to wages and \$.85 to pension, in addition to the \$.50 already allocated to pension. The breakdown is listed below.

Wage Rates – Effective July 1, 2010

Area 1:	Increase \$1.00 per hour for a total of \$37.60
Area 2:	Increase \$1.00 per hour for a total of \$34.12
Area 3:	Increase \$1.00 per hour for a total of \$33.67
Area 4:	Increase \$1.00 per hour for a total of \$32.77

Please also note that Area 3 will have a \$.45 wage increase on January 1, 2011, as reflected on the enclosed card.

Fringe Benefits – Effective July 1, 2010 – Entire 46 Counties Area

Health and Welfare:	Increase fifty cents (\$.50) per hour for a total of nine dollars and fifty-five cents (\$9.55) per hour
Pension:	Increase one dollar and thirty-five cents (\$1.35) per hour for a total of six dollars and ninety cents (\$6.90) per hour
Annuity:	Increase ten cents (\$.10) per hour for a total of three dollars and sixty-five cents (\$3.65) per hour
Vacation:	Increase ten cents (\$.10) per hour for a total of two dollars and thirty cents (\$2.30) per hour
Work Fee:	Increase eight cents (\$.08) per hour for a total of one dollar and seventy-one cents (\$1.71) per hour

Apprentice/Journeyman Training:	Increase five cents (\$.05) per hour for a total of fifty-eight cents (\$.58) per hour
Millwright Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
UBC Health & Safety Fund & National Apprenticeship:	No increase. Remains at four cents (\$.04) per hour
Contract Work Preservation:	No increase. Remains at five cents (\$.05) per hour

The July, 2010, Trust Fund Reporting Form, which will be mailed to you in August 2010, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 2010 through June 2011.

Sincerely,


William Feyling
Executive Director

WF:tc
opeiu#3 afl-cio
Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairless, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
Michael Walton, Construction Employers' Association
Ginny Smith, Construction Employers' Association
Michael Vlaming, Millwright Employers' Association
Phyllis Clima, Northern California Carpenters Regional Council
Cal Watterson, District Manager
Curtis Kelly, District Manager
Mike Knab, District Manager
All Local Unions

2010							2011						
JULY							JANUARY						
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- Indicates Holidays. No work to be performed.
- Indicates designated off days on which no work is to be performed.
- Indicates Roll Call.

**NORTHERN CALIFORNIA
MILLWRIGHTS
LOCAL UNION #102**

3095 INDEPENDENCE DR., SUITE E
LIVERMORE, CA 94551

Office Phone
(925) 294-5350
FAX (925) 294-5360

Bill Napier
Sr. Field Representative.....Res. (510) 870-2442

Lynn Miner
Field Representative.....Res. (925) 516-6779

Chuck Wagner
Field Representative.....Res. (530) 633-4694
Sacramento Office: (916) 614-7920

Tim Andrade
Field Representative.....Res. (916) 687-7328

Jim Smith
Field Representative.....Res. (209) 834-0955

UNION MEETING 1ST MONDAY 7:30 P.M.
HELD AT PLEASANTON TRAINING CENTER
2350 SANTA RITA ROAD, PLEASANTON, CA
SERVING ALL OF NORTHERN CALIFORNIA

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

* Western Placer County includes territory West of and including Highway 49. Western El Dorado County includes territory West of and including Highway 49 and territory inside the city limits of Placerville.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2010

	Area 1	Area 2	Area 3	Area 4	Effective 1/1/11* in Area 3 only
Journeyman.....	\$37.60	\$34.12	\$33.67	\$32.77	\$34.12

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

***Effective January 1, 2011 - \$.45 increase to wages in Area 3 only**

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	7/1/2010
Health & Welfare (H&W)	\$9.55
Pension (PEN)	6.90
Annuity (ANN)	3.65
**Vacation (VAC)	2.30
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.71
Apprentice/Journeyman Training (TR)	0.58
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Period	Percentage	Fringes	EFFECTIVE 7/1/2010				Effective 1/1/11*
			Area 1	Area 2	Area 3	Area 4	Area 3 only
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$22.56	\$20.47	\$20.20	\$19.66	\$20.47
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$24.44	\$22.18	\$21.89	\$21.30	\$22.18
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$26.32	\$23.88	\$23.57	\$22.94	\$23.88
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$28.20	\$25.59	\$25.25	\$24.58	\$25.59
Fifth 25-30 Mos.	80%	All Fringes.....	\$30.08	\$27.30	\$26.94	\$26.22	\$27.30
Sixth 31-36 Mos.	85%	All Fringes.....	\$31.96	\$29.00	\$28.62	\$27.85	\$29.00
Seventh 37-42 Mos.	90%	All Fringes.....	\$33.84	\$30.71	\$30.30	\$29.49	\$30.71
Eighth 43-48 Mos.	95%	All Fringes.....	\$35.72	\$32.41	\$31.99	\$31.13	\$32.41

** VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

May 18, 2009

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

Dear Employer:

Enclosed please find the updated Wage and Fringe Benefit Rate Card, effective July 1, 2009, through June 30, 2010.

Wage Rates – Effective July 1, 2009

Area 1:	Increase \$1.75 per hour for a total of \$36.60
Area 2:	Increase \$1.75 per hour for a total of \$33.12
Area 3:	Increase \$1.75 per hour for a total of \$32.22
Area 4:	Increase \$1.75 per hour for a total of \$31.77

Wage Rates – Effective January 1, 2010

Area 3 only: Increase \$.45 per hour for a total of \$32.67 per hour

Fringe Benefits – Effective July 1, 2009 – Entire 46 Counties Area

Health and Welfare:	Increase fifty cents (\$.50) per hour for a total of nine dollars and five cents (\$9.05) per hour
Pension:	Increase fifty cents (\$.50) per hour for a total of five dollars and fifty-five cents (\$5.55) per hour
Annuity:	Increase five cents (\$.05) per hour for a total of three dollars and fifty-five cents (\$3.55) per hour
Vacation:	Increase five cents (\$.05) per hour for a total of two dollars and twenty cents (\$2.20) per hour
Work Fee:	Increase eight cents (\$.08) per hour for a total of one dollar and sixty-three cents (\$1.63) per hour

Apprentice/Journeyman Training:	Increase five cents (\$.05) per hour for a total of fifty-three cents (\$.53) per hour
Millwright Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
UBC Health & Safety Fund & National Apprenticeship:	No increase. Remains at four cents (\$.04) per hour
Contract Work Preservation:	No increase. Remains at five cents (\$.05) per hour

The July, 2009, Trust Fund Reporting Form, which will be mailed to you in August 2009, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 2009 through June 2010.

Sincerely,


William Feyling
Executive Director

WF:tc

opeiu#3 afl-cio

Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairless, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
District Managers
All Local Unions

2009 **2010**

JULY

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TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

* Western Placer County includes territory West of and including Highway 49. Western El Dorado County includes territory West of and including Highway 49 and territory inside the city limits of Placerville.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2009

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>	<u>Effective 1/1/10*</u> in <u>Area 3</u> only
Journeyman.....	\$36.60	\$33.12	\$32.22	\$31.77	\$32.67

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

***Effective January 1, 2010 - \$.45 increase to wages in Area 3 only**

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>7/1/2009</u>
Health & Welfare (H&W)	\$9.05
Pension (PEN)	5.55
Annuity (ANN)	3.55
**Vacation (VAC)	2.20
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.63
Apprentice/Journeyman Training (TR)	0.53
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Period	Percentage	Fringes	EFFECTIVE 7/1/2009				Effective 1/1/10*
			Area 1	Area 2	Area 3	Area 4	Area 3 only
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$21.96	\$19.87	\$19.33	\$19.06	\$19.60
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$23.79	\$21.53	\$20.94	\$20.65	\$21.24
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$25.62	\$23.18	\$22.55	\$22.24	\$22.87
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$27.45	\$24.84	\$24.17	\$23.83	\$24.50
Fifth 25-30 Mos.	80%	All Fringes.....	\$29.28	\$26.50	\$25.78	\$25.42	\$26.14
Sixth 31-36 Mos.	85%	All Fringes.....	\$31.11	\$28.15	\$27.39	\$27.00	\$27.77
Seventh 37-42 Mos.	90%	All Fringes.....	\$32.94	\$29.81	\$29.00	\$28.59	\$29.40
Eighth 43-48 Mos.	95%	All Fringes.....	\$34.77	\$31.46	\$30.61	\$30.18	\$31.04

** VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

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2009

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Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

* Western Placer County includes territory West of and including Highway 49. Western El Dorado County includes territory West of and including Highway 49 and territory inside the city limits of Placerville.

MILLWRIGHTS WAGE RATES EFFECTIVE 1/1/2009

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman.....	\$34.85	\$31.37	\$30.47	\$30.02

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>1/1/2009</u>
Health & Welfare (H&W)	\$8.55
Pension (PEN)	5.05
Annuity (ANN)	3.50
**Vacation (VAC)	2.15
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.55
Apprentice/Journeyman Training (TR)	0.48
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 1/1/2009

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$20.91	\$18.82	\$18.28	\$18.01
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$22.65	\$20.39	\$19.81	\$19.51
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$24.40	\$21.96	\$21.33	\$21.01
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$26.14	\$23.53	\$22.85	\$22.52
Fifth 25-30 Mos.	80%	All Fringes.....	\$27.88	\$25.10	\$24.38	\$24.02
Sixth 31-36 Mos.	85%	All Fringes.....	\$29.62	\$26.66	\$25.90	\$25.52
Seventh 37-42 Mos.	90%	All Fringes.....	\$31.37	\$28.23	\$27.42	\$27.02
Eighth 43-48 Mos.	95%	All Fringes.....	\$33.11	\$29.80	\$28.95	\$28.52

** VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

2008

2009

JULY

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JANUARY

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FEBRUARY

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NORTHERN CALIFORNIA MILLWRIGHTS LOCAL UNION #102

3095 INDEPENDENCE DR., SUITE E LIVERMORE, CA 94551

Office Phone (925) 294-5350 FAX (925) 294-5360

Bill Napier

Sr. Field Representative.....Res. (510) 870-2442

Lynn Miner

Field Representative.....Res. (925) 516-6779

Chuck Wagner

Field Representative.....Res. (530) 633-4694 Sacramento Office: (916) 614-7920

Tim Andrade

Field Representative.....Res. (916) 687-7328

Jim Smith

Field Representative.....Cell. (925) 570-4367

UNION MEETING 1ST MONDAY 7:30 P.M. HELD AT PLEASANTON TRAINING CENTER 2350 SANTA RITA ROAD, PLEASANTON, CA SERVING ALL OF NORTHERN CALIFORNIA

- Indicates Holidays. No work to be performed.
- Indicates designated off days on which no work is to be performed.
- Indicates Roll Call.

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

* Western Placer County includes territory West of and including Highway 49. Western El Dorado County includes territory West of and including Highway 49 and territory inside the city limits of Placerville.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2008

	Area 1	Area 2	Area 3 ⁺	Area 4
Journeyman.....	\$34.85	\$31.37	\$30.02	\$30.02

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

+ Effective January 1, 2009, - \$.45 increase to wages for a total of \$30.47 per hour for **Area 3**.

Area 3 - Apprenticeship wage rate to be calculated based on the \$30.47 at the appropriate apprenticeship percentage on 1/1/09.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	7/1/2008
Health & Welfare (H&W)	\$9.05
Pension (PEN)	5.05
Annuity (ANN)	3.25
**Vacation (VAC)	1.90
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.55
Apprentice/Journeyman Training (TR)	0.48
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2008

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$20.91	\$18.82	\$18.01	\$18.01
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$22.65	\$20.39	\$19.51	\$19.51
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$24.40	\$21.96	\$21.01	\$21.01
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$26.14	\$23.53	\$22.52	\$22.52
Fifth 25-30 Mos.	80%	All Fringes.....	\$27.88	\$25.10	\$24.02	\$24.02
Sixth 31-36 Mos.	85%	All Fringes.....	\$29.62	\$26.66	\$25.52	\$25.52
Seventh 37-42 Mos.	90%	All Fringes.....	\$31.37	\$28.23	\$27.02	\$27.02
Eighth 43-48 Mos.	95%	All Fringes.....	\$33.11	\$29.80	\$28.52	\$28.52

** VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

2007

2008

JULY

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APRIL

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NOVEMBER

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DECEMBER

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** Western Placer County includes territory West of and including Highway 49. Western El Dorado County includes territory West of and including Highway 49 and territory inside the city limits of Placerville.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2007

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman.....	\$33.35	\$29.87	\$28.52	\$28.52

NOTE: On projects valued at \$50 million or more, bid or negotiated on or after July 1, 2004, and prior to July 1, 2007, wage rates for the duration of the project shall be \$3.50 per hour above the applicable Area 2, 3 or 4 wage rates. See Carpenters Master Agreement for details.

FOREMAN RATE: \$2.00 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

Effective January 1, 2008 the Foreman hourly wage rate will increase to \$2.50 per hour above the applicable journeyman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>7/1/2007</u>
Health & Welfare (H&W)	\$8.55
Pension (Pen)	4.55
Annuity (Ann)	3.25
***Vacation (Vac)	1.65
***Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.48
Apprentice/Journeyman Training (TR)	0.43
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

**MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
EFFECTIVE 7/1/2007**

Period	Percentage	Fringes	Area 1	Area 2*	Area 3*	Area 4*
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$20.01	\$17.92	\$17.11	\$17.11
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$21.68	\$19.42	\$18.54	\$18.54
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$23.35	\$20.91	\$19.96	\$19.96
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$25.01	\$22.40	\$21.39	\$21.39
Fifth 25-30 Mos.	80%	All Fringes.....	\$26.68	\$23.90	\$22.82	\$22.82
Sixth 31-36 Mos.	85%	All Fringes.....	\$28.35	\$25.39	\$24.24	\$24.24
Seventh 37-42 Mos.	90%	All Fringes.....	\$30.02	\$26.88	\$25.67	\$25.67
Eighth 43-48 Mos.	95%	All Fringes.....	\$31.68	\$28.38	\$27.09	\$27.09

* NOTE: Apprentice wage rates shall be calculated as a percentage of the journeyman rate applicable to the project for projects valued at \$25/\$50 million.
 *** VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.