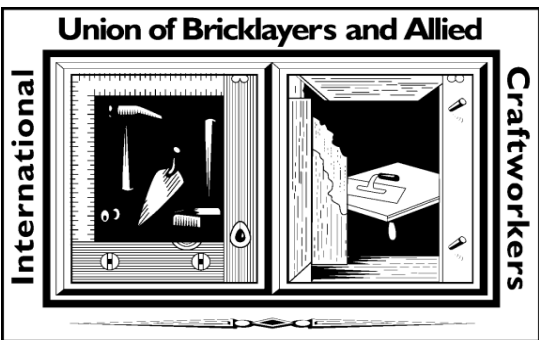


SCHEDULE 4 (d)

BAC Local #3 NY
 33 Saginaw Drive
 Rochester, NY 14623



ITHACA AREA BRICKLAYERS RESIDENTIAL RATES Cortland and Tompkins County

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>	<u>Apprentice 4th Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20
		55%	70%	80%	90%
Base Wage	\$26.70	\$16.69	\$20.69	\$22.11	\$24.03
Annuity Fund	\$3.80	\$1.61	\$1.61	\$2.99	\$3.79
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40	\$7.40
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Benefit Total	\$13.27	\$11.08	\$11.08	\$12.46	\$13.26
Total Package	\$39.97	\$27.77	\$31.77	\$34.57	\$37.29

Local Dues	\$1.20	\$0.83	\$0.96	\$1.04	\$1.12
International Dues	\$0.40	\$0.28	\$0.32	\$0.35	\$0.37
Dues Assessment	\$1.00	\$0.55	\$0.70	\$0.80	\$0.90
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$2.77	\$1.83	\$2.15	\$2.36	\$2.56
Gross Net Pay	\$23.93	\$14.86	\$18.54	\$19.75	\$21.47