

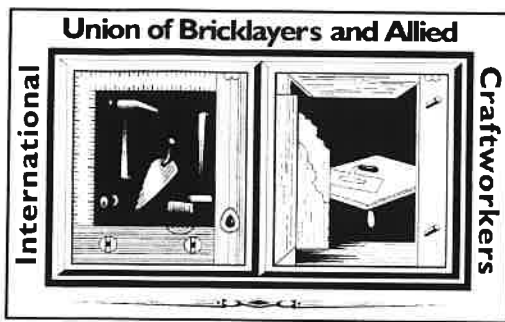
SCHEDULE 1(a)

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

BUFFALO AREA BRICKLAYERS COMMERCIAL RATES Towns of Perrysburg and Gowanda in Cattaraugus County; Erie, Niagara and Orleans Counties

	<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
		60%	70%	80%	90%
Base Wage	\$31.72	\$25.37	\$25.70	\$27.42	\$29.92
Annuity	\$2.52	\$0.00	\$0.00	\$0.50	\$1.00
Health & Welfare	\$9.35	\$7.27	\$7.27	\$7.87	\$8.67
Local Pension	\$5.06	\$0.00	\$2.53	\$4.05	\$4.55
Local Pension Assessment	\$8.00	\$0.00	\$3.14	\$4.80	\$6.51
International Pension	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
IPF-PPA Assessment	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$1.10	\$0.66	\$0.77	\$0.88	\$0.99
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$30.31	\$11.85	\$17.72	\$22.20	\$25.91
Total Package	\$62.03	\$37.22	\$43.42	\$49.62	\$55.83

Local Dues	\$1.86	\$1.12	\$1.30	\$1.49	\$1.67
International Dues	\$0.62	\$0.37	\$0.43	\$0.50	\$0.56
Dues Assessment	\$1.00	\$0.60	\$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	\$3.65	\$2.26	\$2.60	\$2.96	\$3.30
Gross Net Pay	\$28.07	\$23.11	\$23.10	\$24.46	\$26.62



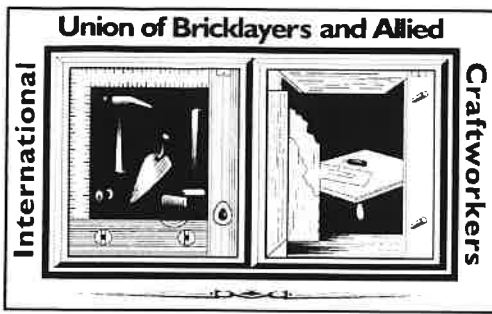
SCHEDULE 1(b)

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

ROCHESTER AREA BRICKLAYERS COMMERCIAL RATES Genesee, Livingston, Monroe, Ontario, Seneca, Wayne, Yates and Wyoming Counties

	<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%	65%	75%	85%
Base Wage	\$30.41	\$21.27	\$22.62	\$24.82	\$27.37
Annuity	\$3.41	\$0.00	\$0.00	\$1.00	\$1.75
Health & Welfare	\$9.59	\$6.07	\$6.07	\$6.71	\$8.08
Local Pension	\$7.70	\$0.00	\$3.94	\$5.39	\$6.02
International Pension	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
IPF-PPA Assessment	\$0.45	\$0.40	\$0.40	\$0.40	\$0.40
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.98	\$0.54	\$0.64	\$0.74	\$0.83
J.A.B.	\$0.90	\$0.50	\$0.59	\$0.68	\$0.77
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$24.39	\$8.87	\$13.00	\$16.28	\$19.21
Total Package	\$54.80	\$30.14	\$35.62	\$41.10	\$46.58

Local Dues	\$1.64	\$0.90	\$1.07	\$1.23	\$1.40
International Dues	\$0.55	\$0.30	\$0.36	\$0.41	\$0.47
Dues Assessment	\$1.00	\$0.55	\$0.65	\$0.75	\$0.85
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	\$3.36	\$1.92	\$2.25	\$2.56	\$2.89
Gross Net Pay	\$27.05	\$19.35	\$20.37	\$22.26	\$24.48



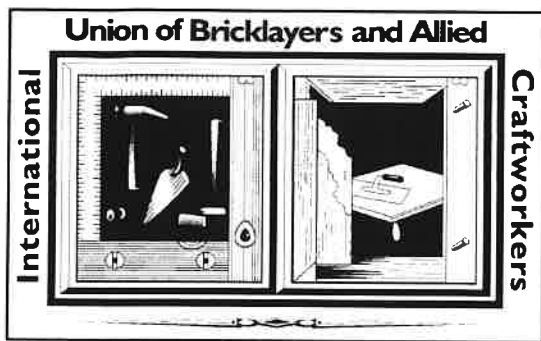
SCHEDULE 1(c)

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

JAMESTOWN AREA BRICKLAYERS COMMERCIAL RATES
Chautauqua County; Allegany County with exception of Towns of Alfred,
Almond, Andover and Burns;
Cattaraugus County with exception of Towns of Perrysburg and Gowanda

	<u>Journeyman</u>	<u>Apprentice</u> <u>1st Year</u>	<u>Apprentice</u> <u>2nd Year</u>	<u>Apprentice</u> <u>3rd Year</u>	<u>Apprentice</u> <u>4th Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%	90%
Base Wage	\$32.23	\$19.28	\$22.15	\$25.51	\$28.88
Annuity	\$4.91	\$0.00	\$1.50	\$2.50	\$3.50
Health & Welfare	\$8.82	\$5.48	\$6.41	\$7.35	\$8.28
International Pension	\$3.20	\$3.20	\$3.20	\$3.20	\$3.20
IPF-PPA Assessment	\$2.24	\$2.24	\$2.24	\$2.24	\$2.24
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$21.67	\$13.06	\$15.58	\$17.61	\$19.63
Total Package	\$53.90	\$32.34	\$37.73	\$43.12	\$48.51

Local Dues	\$1.62	\$0.97	\$1.13	\$1.29	\$1.46
International Dues	\$0.54	\$0.32	\$0.38	\$0.43	\$0.49
Dues Assessment	\$1.00	\$0.60	\$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	\$3.33	\$2.06	\$2.38	\$2.69	\$3.02
Gross Net Pay	\$28.90	\$17.22	\$19.77	\$22.82	\$25.86



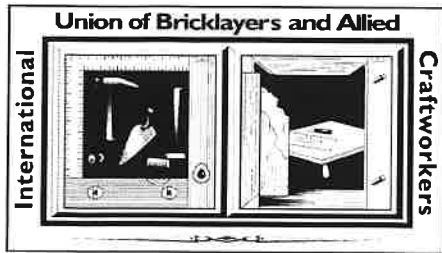
SCHEDULE 1 (d)

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

ITHACA AREA BRICKLAYERS COMMERCIAL 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	\$30.46	\$18.75	\$23.32	\$25.12	\$27.41
Annuity	\$3.60	\$1.60	\$1.60	\$2.85	\$3.60
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40	\$7.40
Local Pension	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55
International Pension	\$1.80	\$1.80	\$1.80	\$1.80	\$1.80
IPF-PPA Assessment	\$1.36	\$1.36	\$1.36	\$1.36	\$1.36
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
Industry Fund	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
Benefit Total	\$24.29	\$22.29	\$22.29	\$23.54	\$24.29
Total Package	\$54.75	\$41.04	\$45.61	\$48.66	\$51.70

Local Dues	\$1.64	\$1.23	\$1.37	\$1.46	\$1.55
International Dues	\$0.55	\$0.41	\$0.46	\$0.49	\$0.52
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
Savings Plan	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65
Total Deductions	\$4.01	\$3.01	\$3.35	\$3.57	\$3.79
Gross Net Pay	\$26.45	\$15.74	\$19.97	\$21.55	\$23.62



Schedule 1 (e)

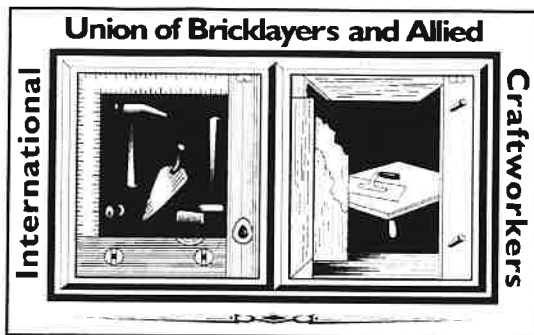
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

CORNING AREA BRICKLAYERS COMMERCIAL RATES

Chemung, Schuyler and Steuben Counties;
Towns of Alfred, Almond, Andover and Burns in Allegany 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	\$29.65	\$18.31	\$22.76	\$24.47	\$26.69
Annuity	\$3.65	\$1.65	\$1.65	\$2.90	\$3.65
Health & Welfare	\$8.08	\$8.08	\$8.08	\$8.08	\$8.08
Local Pension	\$7.70	\$7.70	\$7.70	\$7.70	\$7.70
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
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
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$25.10	\$23.10	\$23.10	\$24.35	\$25.10
Total Package	\$54.75	\$41.41	\$45.86	\$48.82	\$51.79

Local Dues	\$1.64	\$1.24	\$1.38	\$1.46	\$1.55
International Dues	\$0.55	\$0.41	\$0.46	\$0.49	\$0.52
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	\$3.36	\$2.37	\$2.71	\$2.92	\$3.14
Gross Net Pay	\$26.29	\$15.94	\$20.05	\$21.55	\$23.55



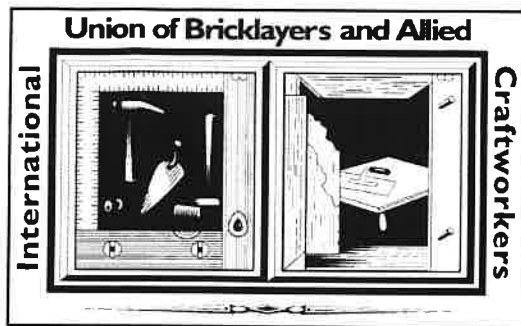
SCHEDULE 1(f)

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

BINGHAMTON AREA BRICKLAYERS COMMERCIAL RATES Broome, Chenango, Delaware, Otsego and Tioga Counties

	<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	\$31.21	\$19.17	\$23.85	\$25.72	\$28.09
Annuity	\$2.25	\$0.25	\$0.25	\$1.50	\$2.25
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40	\$7.40
Local Pension	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$22.69	\$20.69	\$20.69	\$21.94	\$22.69
Total Package	\$53.90	\$39.86	\$44.54	\$47.66	\$50.78

Local Dues	\$1.62	\$1.20	\$1.34	\$1.43	\$1.52
International Dues	\$0.54	\$0.40	\$0.45	\$0.48	\$0.51
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
Savings Plan	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65
Total Deductions	\$3.98	\$2.97	\$3.31	\$3.53	\$3.75
Gross Net Pay	\$27.23	\$16.20	\$20.54	\$22.19	\$24.34



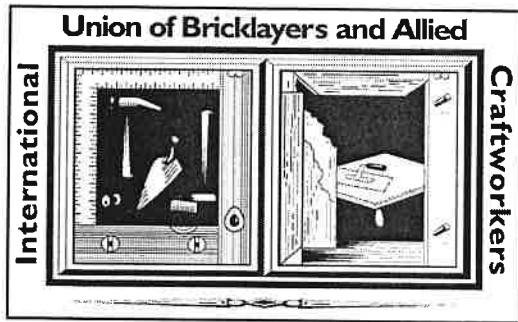
SCHEDULE 2(a)

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

BUFFALO AREA TILE SETTERS COMMERCIAL RATES
Towns of Perrysburg and Gowanda in Cattaraugus County;
Erie, Niagara and Orleans County

	<u>Journeyman</u>	<u>Apprentice</u> <u>1st Year</u>	<u>Apprentice</u> <u>2nd Year</u>	<u>Apprentice</u> <u>3rd Year</u>	<u>Apprentice</u> <u>4th Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%	90%
Base Wage	\$32.25	\$25.15	\$25.43	\$27.19	\$30.22
Annuity	\$2.83	\$0.00	\$0.00	\$0.50	\$1.00
Health & Welfare	\$8.01	\$7.19	\$7.19	\$7.70	\$7.92
Local Pension	\$5.06	\$0.00	\$2.53	\$4.05	\$4.55
Local Pension Assessment	\$8.00	\$0.00	\$3.14	\$4.80	\$6.51
International Pension	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
IPF-PPA Assessment	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$1.10	\$0.66	\$0.77	\$0.88	\$0.99
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$29.28	\$11.77	\$17.64	\$22.03	\$25.16
Total Package	\$61.53	\$36.92	\$43.07	\$49.22	\$55.38

Local Dues	\$1.85	\$1.11	\$1.29	\$1.48	\$1.66
International Dues	\$0.62	\$0.37	\$0.43	\$0.49	\$0.55
Dues Assessment	\$1.00	\$0.60	\$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	\$3.64	\$2.25	\$2.59	\$2.94	\$3.28
Gross Net Pay	\$28.61	\$22.90	\$22.84	\$24.25	\$26.94



SCHEDULE 2(b)

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

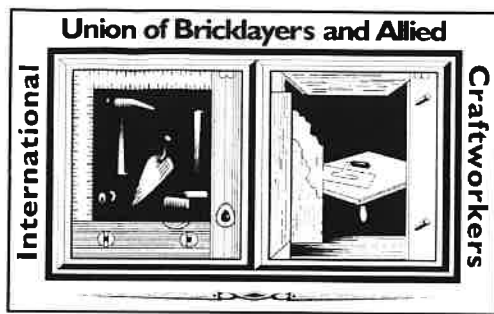
ROCHESTER AREA TILE SETTERS COMMERCIAL RATES

Genesee, Livingston, Monroe, Ontario, Seneca, Wayne, Yates, and Wyoming Counties

APPRENTICE RATES

	<u>Journeyman</u>	<u>1st year</u>	<u>1 1/2 Year</u>	<u>2nd Year</u>	<u>2 1/2 year</u>	<u>3rd Year</u>	<u>3 1/2 Year</u>	<u>4th Year</u>	<u>4 1/2 Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20
		55%	60%	65%	70%	75%	80%	90%	95%
Base Wage	\$31.97	\$19.29	\$21.31	\$22.58	\$24.14	\$26.06	\$27.83	\$29.88	\$31.02
Annuity	\$3.11	\$0.00	\$0.00	\$0.50	\$0.75	\$1.00	\$1.25	\$2.50	\$2.50
Health & Welfare	\$9.16	\$5.00	\$5.30	\$5.88	\$6.20	\$6.36	\$6.65	\$8.00	\$8.79
Local Pension	\$7.70	\$3.52	\$3.87	\$4.22	\$4.77	\$5.13	\$5.50	\$6.23	\$6.94
International Pension	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
IPF-PPA Assessment	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.96	\$0.52	\$0.58	\$0.62	\$0.67	\$0.72	\$0.77	\$0.86	\$0.91
J.A.B.	\$0.90	\$0.45	\$0.50	\$0.54	\$0.59	\$0.63	\$0.68	\$0.77	\$0.86
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$23.64	\$11.30	\$12.06	\$13.57	\$14.79	\$15.65	\$16.66	\$20.17	\$21.81
Total Package	\$55.61	\$30.59	\$33.37	\$36.15	\$38.93	\$41.71	\$44.49	\$50.05	\$52.83

Local Dues	\$1.67	\$0.92	\$1.00	\$1.08	\$1.17	\$1.25	\$1.33	\$1.50	\$1.58
International Dues	\$0.56	\$0.31	\$0.33	\$0.36	\$0.39	\$0.42	\$0.44	\$0.50	\$0.53
Dues Assessment	\$1.00	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.90	\$0.95
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.40	\$1.95	\$2.10	\$2.26	\$2.43	\$2.59	\$2.74	\$3.07	\$3.23
Gross Net Pay	\$28.57	\$17.34	\$19.21	\$20.32	\$21.71	\$23.47	\$25.09	\$26.81	\$27.79



SCHEDULE 2 (c)

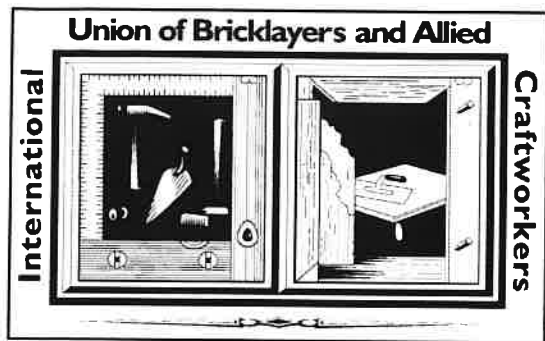
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

JAMESTOWN AREA TILE SETTER COMMERCIAL RATES

Chautauqua County; Allegany County with exception of Towns of Alfred,
Almond, Andover and Burns;
Cattaraugus County with exception of Towns of Perrysburg and Gowanda

	<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
		60%	70%	80%	90%
Base Wage	\$32.61	\$20.57	\$23.51	\$26.64	\$29.79
Annuity	\$4.73	\$0.00	\$1.26	\$2.31	\$3.36
Health & Welfare	\$8.72	\$5.23	\$6.10	\$6.98	\$7.85
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$18.94	\$10.36	\$12.58	\$14.60	\$16.61
Total Package	\$51.55	\$30.93	\$36.09	\$41.24	\$46.40

Local Dues	\$1.55	\$0.93	\$1.08	\$1.24	\$1.39
International Dues	\$0.52	\$0.31	\$0.36	\$0.41	\$0.46
Dues Assessment	\$1.00	\$0.60	\$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	\$3.24	\$2.01	\$2.31	\$2.62	\$2.92
Gross Net Pay	\$29.37	\$18.56	\$21.20	\$24.02	\$26.87



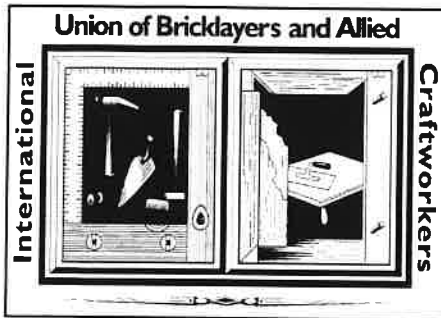
SCHEDULE 2 (d)

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

ITHACA AREA TILE SETTER COMMERCIAL RATES Cortland and Tompkins County

	<u>Journeyman</u>	<u>Apprentice</u> <u>1st Year</u>	<u>Apprentice</u> <u>2nd Year</u>	<u>Apprentice</u> <u>3rd Year</u>	<u>Apprentice</u> <u>4th Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%	90%
Base Wage	\$30.20	\$18.12	\$21.14	\$24.16	\$27.18
Annuity	\$0.91	\$0.00	\$0.00	\$0.91	\$0.91
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40	\$7.40
Local Pension	\$7.55	\$0.00	\$0.00	\$7.55	\$7.55
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$21.35	\$12.53	\$12.62	\$21.17	\$21.26
Total Package	\$51.55	\$30.65	\$33.76	\$45.33	\$48.44

Local Dues	\$1.55	\$0.92	\$1.01	\$1.36	\$1.45
International Dues	\$0.52	\$0.31	\$0.34	\$0.45	\$0.48
Dues Assessment	\$1.00	\$0.60	\$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
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
Total Deductions	\$3.54	\$2.30	\$2.52	\$3.08	\$3.30
Gross Net Pay	\$26.66	\$15.82	\$18.62	\$21.08	\$23.88

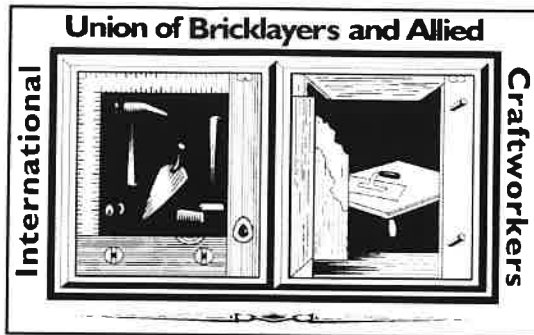


Schedule 2 (e)

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

CORNING AREA TILE SETTER COMMERCIAL RATES Chemung, Schuyler and Steuben Counties; Towns of Alfred, Almond, Andover and Burns in Allegany 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
		60%	70%	80%	90%
Base Wage	\$30.20	\$18.12	\$21.14	\$24.16	\$27.18
Annuity	\$0.91	\$0.00	\$0.00	\$0.91	\$0.91
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40	\$7.40
Local Pension	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P.	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$21.35	\$20.08	\$20.17	\$21.17	\$21.26
Total Package	\$51.55	\$38.20	\$41.31	\$45.33	\$48.44
Local Dues	\$1.55	\$0.93	\$1.02	\$1.36	\$1.45
International Dues	\$0.52	\$0.31	\$0.34	\$0.45	\$0.48
Dues Assessment	\$1.00	\$0.60	\$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	\$3.24	\$2.01	\$2.23	\$2.78	\$3.00
Gross Net Pay	\$26.96	\$16.11	\$18.91	\$21.38	\$24.18



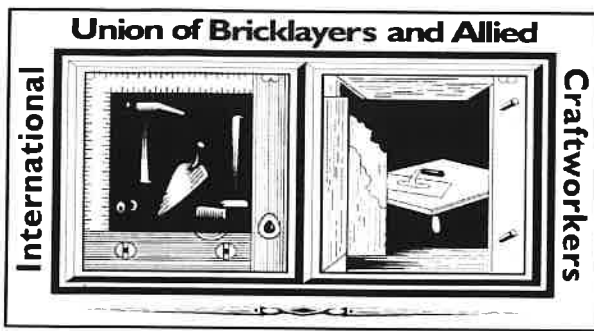
SCHEDULE 2 (f)

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

BINGHAMTON AREA TILE SETTER COMMERCIAL RATES Broome, Chenango, Delaware, Otsego and Tioga Counties

	<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
		60%	70%	80%	90%
Base Wage	\$30.20	\$18.12	\$21.14	\$24.16	\$27.18
Annuity	\$0.91	\$0.00	\$0.00	\$0.91	\$0.91
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40	\$7.40
Local Pension	\$7.55	\$0.00	\$0.00	\$7.55	\$7.55
International Pension	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.90	\$0.54	\$0.63	\$0.72	\$0.81
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$21.35	\$12.53	\$12.62	\$21.17	\$21.26
Total Package	\$51.55	\$30.65	\$33.76	\$45.33	\$48.44

Local Dues	\$1.55	\$0.92	\$1.01	\$1.36	\$1.45
International Dues	\$0.52	\$0.31	\$0.34	\$0.45	\$0.48
Dues Assessment	\$1.00	\$0.60	\$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
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
Total Deductions	\$3.54	\$2.30	\$2.52	\$3.08	\$3.30
Gross Net Pay	\$26.66	\$15.82	\$18.62	\$21.08	\$23.88



SCHEDULE 3(a)

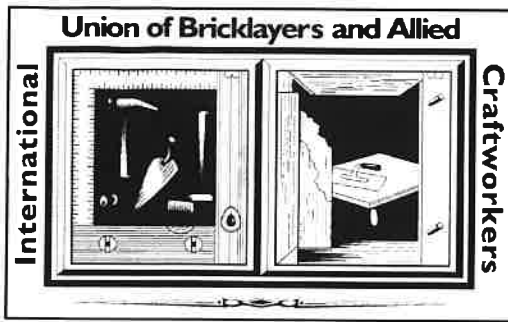
BAC Local #3 NY
33 Saginaw
Rochester, NY 14623

BUFFALO AREA TILE, MARBLE, TERRAZZO AND MASON FINISHERS COMMERCIAL RATES

Towns of Perrysburg and Gowanda in Cattaragus County;
Erie, Niagara and Orleans Counties

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%
Base Wage	\$29.31	\$18.79	\$21.31	\$24.13
Annuity	\$3.63	\$0.00	\$0.95	\$1.80
Health & Welfare	\$8.73	\$5.20	\$6.15	\$6.90
International Pension	\$1.00	\$1.00	\$1.00	\$1.00
IPF-PPA Assessment	\$0.80	\$0.80	\$0.80	\$0.80
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.78	\$0.47	\$0.55	\$0.62
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
Buffalo Building Trades	\$0.03	\$0.03	\$0.03	\$0.03
Industry Fund	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$16.57	\$8.74	\$10.81	\$12.57
Total Package	\$45.88	\$27.53	\$32.12	\$36.70

Local Dues	\$1.38	\$0.83	\$0.96	\$1.10
International Dues	\$0.46	\$0.28	\$0.32	\$0.37
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.01	\$1.88	\$2.15	\$2.44
Gross Net Pay	\$26.30	\$16.91	\$19.16	\$21.69



SCHEDULE 3(b)

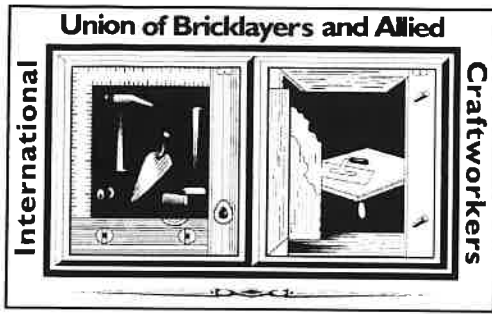
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

ROCHESTER AREA TILE, MARBLE, TERRAZZO AND MASON FINISHERS COMMERCIAL RATES

Genesee, Livingston, Monroe, Ontario, Seneca, Wayne, Yates and
Wyoming Counties

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%
Base Wage	\$25.88	\$20.48	\$21.63	\$23.34
Annuity	\$3.00	\$0.50	\$0.50	\$1.00
Health & Welfare	\$7.45	\$3.83	\$4.32	\$5.58
Local Pension	\$5.95	\$0.00	\$2.73	\$3.64
International Pension	\$0.25	\$0.25	\$0.25	\$0.25
IPF-PPA Assessment	\$0.27	\$0.27	\$0.27	\$0.27
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.44	\$0.27	\$0.31	\$0.34
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P.	\$0.26	\$0.26	\$0.26	\$0.26
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10
Benefit Total	\$19.12	\$6.52	\$9.87	\$12.66
Total Package	\$45.00	\$27.00	\$31.50	\$36.00

Local Dues	\$1.35	\$0.81	\$0.95	\$1.08
International Dues	\$0.45	\$0.27	\$0.32	\$0.36
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$2.97	\$1.85	\$2.14	\$2.41
Gross Net Pay	\$22.91	\$18.63	\$19.49	\$20.93



SCHEDULE 3 (c)

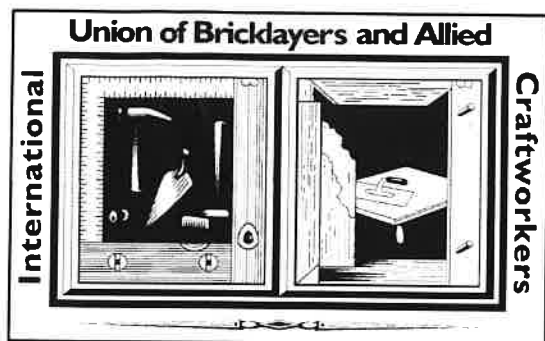
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

JAMESTOWN AREA TILE, MARBLE, TERRAZZO AND MASON FINISHER COMMERCIAL RATES

Chautauqua County; Allegany County with exception of Towns of Alfred,
Almond, Andover and Burns;
Cattaraugus County with exception of Towns of Perrysburg and Gowanda

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%
Base Wage	\$27.34	\$18.36	\$21.79	\$22.78
Annuity	\$5.72	\$0.00	\$0.00	\$2.43
Health & Welfare	\$7.50	\$4.50	\$5.50	\$6.50
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$18.51	\$9.15	\$10.31	\$13.90
Total Package	\$45.85	\$27.51	\$32.10	\$36.68

Local Dues	\$1.38	\$0.83	\$0.96	\$1.10
International Dues	\$0.46	\$0.28	\$0.32	\$0.37
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.01	\$1.88	\$2.15	\$2.44
Gross Net Pay	\$24.33	\$16.48	\$19.64	\$20.34



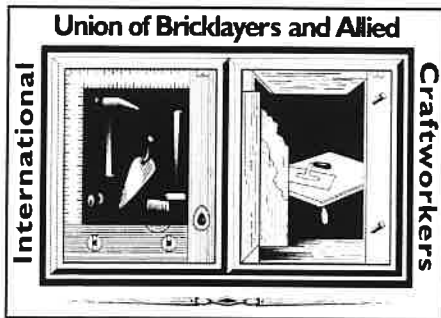
SCHEDULE 3 (d)

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

ITHACA AREA TILE, MARBLE, TERRAZZO
AND MASON FINISHERS COMMERCIAL RATES
Cortland and Tompkins County

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%
Base Wage	\$27.59	\$16.55	\$19.31	\$22.07
Annuity	\$5.62	\$0.00	\$0.00	\$3.67
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$18.31	\$12.05	\$12.21	\$16.04
Total Package	\$45.90	\$28.60	\$31.52	\$38.11

Local Dues	\$1.38	\$0.86	\$0.95	\$1.14
International Dues	\$0.46	\$0.29	\$0.32	\$0.38
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30
Total Deductions	\$3.31	\$2.22	\$2.44	\$2.79
Gross Net Pay	\$24.28	\$14.33	\$16.87	\$19.28



Schedule 3 (e)

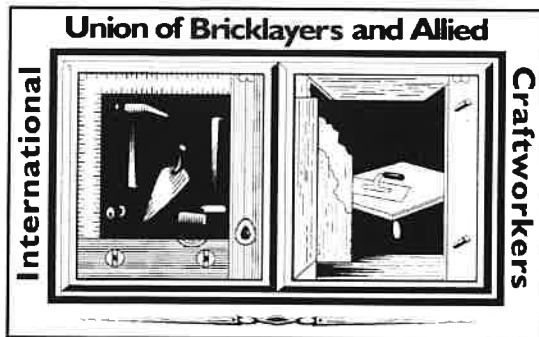
BAC Local #3 NY
33 Saginaw Drive
Rochester, NY 14623

CORNING AREA TILE, MARBLE, TERRAZZO AND MASON FINISHER COMMERCIAL RATES

Chemung, Schuyler and Steuben Counties;
Towns of Alfred, Almond, Andover and Burns in Allegany County

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%
Base Wage	\$27.59	\$16.55	\$19.31	\$22.07
Annuity	\$5.62	\$0.00	\$0.00	\$3.67
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$18.31	\$12.05	\$12.21	\$16.04
Total Package	\$45.90	\$28.60	\$31.52	\$38.11

Local Dues	\$1.38	\$0.86	\$0.95	\$1.14
International Dues	\$0.46	\$0.29	\$0.32	\$0.38
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Total Deductions	\$3.01	\$1.92	\$2.14	\$2.49
Gross Net Pay	\$24.58	\$14.63	\$17.17	\$19.58



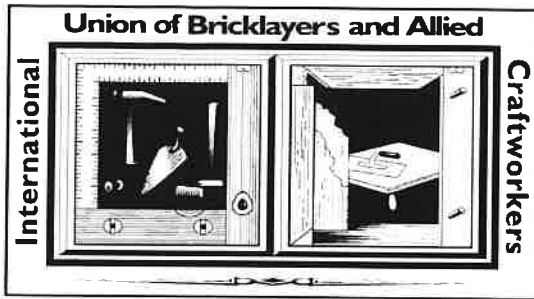
SCHEDULE 3 (f)

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

BINGHAMTON AREA TILE, MARBLE, TERRAZZO
AND MASON FINISHERS COMMERCIAL RATES
Broome, Chenango, Delaware, Otsego and Tioga Counties

	<u>Journeyman</u>	<u>Apprentice 1st Year</u>	<u>Apprentice 2nd Year</u>	<u>Apprentice 3rd Year</u>
Effective Date	07/01/20	07/01/20	07/01/20	07/01/20
		60%	70%	80%
Base Wage	\$27.59	\$16.55	\$19.31	\$22.07
Annuity	\$5.62	\$0.00	\$0.00	\$3.67
Health & Welfare	\$7.40	\$7.40	\$7.40	\$7.40
International Pension	\$1.70	\$1.70	\$1.70	\$1.70
IPF-PPA Assessment	\$1.29	\$1.29	\$1.29	\$1.29
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.70	\$0.42	\$0.49	\$0.56
J.A.B.	\$0.90	\$0.54	\$0.63	\$0.72
A.S.P	\$0.20	\$0.20	\$0.20	\$0.20
Benefit Total	\$18.31	\$12.05	\$12.21	\$16.04
Total Package	\$45.90	\$28.60	\$31.52	\$38.11

Local Dues	\$1.38	\$0.86	\$0.95	\$1.14
International Dues	\$0.46	\$0.29	\$0.32	\$0.38
Dues Assessment	\$1.00	\$0.60	\$0.70	\$0.80
Local PAC	\$0.05	\$0.05	\$0.05	\$0.05
BAC/PAC	\$0.02	\$0.02	\$0.02	\$0.02
Organizing Fund	\$0.10	\$0.10	\$0.10	\$0.10
Savings Plan	\$0.30	\$0.30	\$0.30	\$0.30
Total Deductions	\$3.31	\$2.22	\$2.44	\$2.79
Gross Net Pay	\$24.28	\$14.33	\$16.87	\$19.28



SCHEDULE 7(a)

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

ITHACA, BUFFALO & ROCHESTER STATEWIDE AREA HEAVY HIGHWAY RATES

Counties of: Allegany, Broome, Cattaraugus, Chautaugua, Chemung, Chenango,
Cortland, Delaware, Erie, Genesee, Livingston, Monroe, Niagara,
Ontario, Orleans, Otsego, Schuyler, Seneca, Steuben, Tioga,
Tompkins, Wayne, Wyoming, Yates

	<u>Heavy Highway</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
		50%	60%	70%	80%
Base Wage	\$31.58	\$15.79	\$18.95	\$22.11	\$25.26
Annuity	\$8.80	\$0.00	\$8.80	\$8.80	\$8.80
Health & Welfare	\$8.30	\$8.30	\$8.30	\$8.30	\$8.30
International Pension	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
IPF-PPA Assessment	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Local Training Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.M.I.	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80
J.A.B.	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
CIAP	\$0.29	\$0.29	\$0.29	\$0.29	\$0.29
Labor Management	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
BAC I.C.E.	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Benefit Total	\$23.22	\$14.42	\$23.22	\$23.22	\$23.22
Total Package	\$54.80	\$30.21	\$42.17	\$45.33	\$48.48
Local Dues	\$1.64	\$0.91	\$1.27	\$1.36	\$1.45
International Dues	\$0.55	\$0.30	\$0.42	\$0.45	\$0.48
Dues Assessment	\$1.00	\$0.50	\$0.60	\$0.70	\$0.80
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	\$3.36	\$1.88	\$2.46	\$2.68	\$2.90
Gross Net Pay	\$28.22	\$13.91	\$16.49	\$19.43	\$22.36