

Wage and Fringe Benefit

I N F O R M A T I O N

CARPENTER BUILDING COMMERCIAL

WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$43.02	\$44.02
Foreman	\$46.02	\$47.02
General Foreman	\$49.02	\$50.02

APPRENTICE WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$17.21	\$17.61
Second Year	\$21.51	\$22.01
Third Year	\$27.96	\$28.61
Fourth Year	\$34.42	\$35.22

JOURNEYMAN, FOREMAN, & GENERAL FOREMAN FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$10.81	\$11.81
Supplemental Pension	\$1.00	\$1.00
Annuity	\$6.60	\$6.60
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$6.56	\$7.10
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$36.34	\$38.88

ALL APPRENTICES FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$5.41	\$5.91
Supplemental Pension	\$1.00	\$1.00
Annuity	\$3.30	\$3.30
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.28	\$3.55
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$24.36	\$26.13

CEMENT LEAGUE ASSOCIATION

WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$43.62	\$44.62
Foreman	\$46.62	\$47.62
General Foreman	\$49.62	\$50.62

APPRENTICE WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$17.45	\$17.85
Second Year	\$21.81	\$22.31
Third Year	\$28.35	\$29.00
Fourth Year	\$34.90	\$35.70

JOURNEYMAN, FOREMAN & GENERAL FOREMAN FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$10.81	\$11.81
Supplemental Pension	\$1.00	\$1.00
Annuity	\$6.50	\$6.50
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$6.06	\$6.60
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$35.74	\$38.28

ALL APPRENTICES FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$5.41	\$5.91
Supplemental Pension	\$1.00	\$1.00
Annuity	\$3.25	\$3.25
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.03	\$3.30
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$24.06	\$25.83

CONCRETE CONTRACTORS OF LONG ISLAND ASSOCIATION DOCKBUILDER & HEAVY CARPENTER

WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$43.08	\$44.08
Foreman	\$46.08	\$47.08
General Foreman	\$49.08	\$50.08

APPRENTICE WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$17.23	\$17.63
Second Year	\$21.54	\$22.04
Third Year	\$28.00	\$28.65
Fourth Year	\$34.46	\$35.26

MARINE DIVER & TENDER WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Marine Diver	\$54.63	\$56.32
Marine Diver Tender	\$39.18	\$40.17

JOURNEYMAN, FOREMAN & GENERAL FOREMAN FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$10.81	\$11.81
Supplemental Pension	\$1.00	\$1.00
Annuity	\$6.60	\$6.60
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$6.56	\$7.10
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$36.34	\$38.88

ALL APPRENTICES FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$5.41	\$5.91
Supplemental Pension	\$1.00	\$1.00
Annuity	\$3.30	\$3.30
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.28	\$3.55
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$24.36	\$26.13

DOCKBUILDER & HEAVY CARPENTER

WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$43.61	\$44.61
Foreman	\$46.61	\$47.61
General Foreman	\$49.61	\$50.61

APPRENTICE WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$17.44	\$17.84
Second Year	\$21.80	\$22.30
Third Year	\$28.35	\$29.00
Fourth Year	\$34.89	\$35.69

MARINE DIVERS & TENDER WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Marine Diver	\$54.63	\$56.32
Marine Diver Tender	\$39.18	\$40.17

JOURNEYMAN, FOREMAN & GENERAL FOREMAN FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$12.31	\$13.31
Supplemental Pension	\$1.00	\$1.00
Annuity	\$7.10	\$7.10
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$6.66	\$7.38
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$38.44	\$41.16

ALL APPRENTICES FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$6.16	\$6.66
Supplemental Pension	\$1.00	\$1.00
Annuity	\$3.55	\$3.55
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.33	\$3.69
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$25.41	\$27.27

MILLWRIGHT

WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$43.69	\$44.24
Foreman	\$46.69	\$47.24
General Foreman	\$49.69	\$50.24

APPRENTICE WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$24.02	\$24.33
Second Year	\$28.39	\$28.76
Third Year	\$32.76	\$33.18
Fourth Year	\$41.50	\$42.02

JOURNEYMAN, FOREMAN & GENERAL FOREMAN FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$11.59	\$12.59
Supplemental Pension	\$1.00	\$1.00
Annuity	\$9.18	\$9.38
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$9.51	\$9.71
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$42.65	\$45.05

MILLWRIGHT 1ST YEAR APPRENTICE FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$4.64	\$5.03
Supplemental Pension	\$1.00	\$1.00
Annuity	\$5.01	\$5.12
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$4.86	\$4.97
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$26.88	\$28.49

MILLWRIGHT 2ND YEAR APPRENTICE

FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$5.80	\$6.29
Supplemental Pension	\$1.00	\$1.00
Annuity	\$6.00	\$6.13
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$5.67	\$5.80
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$29.84	\$31.59

MILLWRIGHT 3RD YEAR APPRENTICE

FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$7.53	\$8.18
Supplemental Pension	\$1.00	\$1.00
Annuity	\$7.28	\$7.43
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$6.68	\$6.83
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$33.86	\$35.81

MILLWRIGHT 4TH YEAR APPRENTICE

FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$9.27	\$10.07
Supplemental Pension	\$1.00	\$1.00
Annuity	\$8.98	\$9.17
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$8.12	\$8.31
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$38.74	\$40.92

RESILIENT FLOORCOVERERS

WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$43.02	\$44.02
Foreman	\$46.02	\$47.02
General Foreman	\$49.02	\$50.02

APPRENTICE WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First	\$17.21	\$17.61
Second	\$21.51	\$22.01
Third	\$27.96	\$28.61
Fourth	\$34.42	\$35.22

JOURNEYMAN, FOREMAN & GENERAL FOREMAN

FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$10.81	\$11.81
Supplemental Pension	\$1.00	\$1.00
Annuity	\$6.60	\$6.60
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$6.56	\$7.10
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$36.34	\$38.88

ALL APPRENTICES FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$5.41	\$5.91
Supplemental Pension	\$1.00	\$1.00
Annuity	\$3.30	\$3.30
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.28	\$3.55
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringes	\$24.36	\$26.13

Wage & Fringe Benefit Information - continued

MILLWRIGHTS IN DUTCHESS AND ORANGE COUNTIES

WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$34.60	\$35.11
Foreman	\$37.60	\$38.11
General Foreman	\$40.60	\$41.11

APPRENTICE WAGES (PER HOUR)

JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$19.03	\$19.31
Second Year	\$22.50	\$22.82
Third Year	\$25.95	\$26.33
Fourth Year	\$32.87	\$33.35

JOURNEYMAN, FOREMAN & GENERAL FOREMAN

FRINGE BENEFITS (PER HOUR)

JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$8.60	\$9.60
Supplemental Pension	\$1.00	\$1.00
Annuity	\$4.30	\$4.30
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$5.83	\$5.83
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$31.10	\$33.10

MILLWRIGHT 1ST YEAR APPRENTICE FRINGE BENEFITS (PER HOUR)

JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$3.44	\$3.84
Supplemental Pension	\$1.00	\$1.00
Annuity	\$2.37	\$2.37
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.21	\$3.21
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$21.39	\$22.79

MILLWRIGHT 2ND YEAR APPRENTICE

FRINGE BENEFITS (PER HOUR)

JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$4.30	\$4.80
Supplemental Pension	\$1.00	\$1.00
Annuity	\$2.80	\$2.80
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.79	\$3.79
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$23.26	\$24.76

MILLWRIGHT 3RD YEAR APPRENTICE

FRINGE BENEFITS (PER HOUR)

JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$5.59	\$6.24
Supplemental Pension	\$1.00	\$1.00
Annuity	\$3.23	\$3.23
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$4.38	\$4.38
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$25.57	\$27.22

MILLWRIGHT 4TH YEAR APPRENTICE

FRINGE BENEFITS (PER HOUR)

JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$6.90	\$7.68
Supplemental Pension	\$1.00	\$1.00
Annuity	\$4.09	\$4.09
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$5.54	\$5.54
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$28.90	\$30.68

DOCKBUILDERS – NEW JERSEY ONLY

WAGES (PER HOUR)

NOVEMBER 1, 2008 – OCTOBER 31, 2009

	11/01/08 – 04/30/09	05/01/09 – 10/31/09
Journeyman	\$37.64	\$38.64
Foreman	\$43.29	\$44.44
General Foreman	\$48.93	\$50.23

APPRENTICES WAGES (PER HOUR)

NOVEMBER 1, 2008 – OCTOBER 31, 2009

	11/01/08 – 04/30/09	05/01/09 – 10/31/09
First Year	\$15.06	\$15.46
Second Year	\$18.82	\$19.32
Third Year	\$24.47	\$25.12
Fourth Year	\$30.11	\$30.91

MARINE DIVERS & MARINE TENDERS

NEW JERSEY ONLY WAGES (PER HOUR)

NOVEMBER 1, 2008 – OCTOBER 31, 2009

	11/01/08 – 04/30/09	05/01/09 – 10/31/09
Marine Diver	\$46.38	\$47.88
Marine Diver Tender	\$35.92	\$37.17

NJ DOCKBUILDERS JOURNEYMAN, FOREMAN & GENERAL FOREMAN CONCRETE FORM WORK ONLY FRINGE

BENEFITS (PER HOUR)

NOVEMBER 1, 2008 – OCTOBER 31, 2009

	11/01/08 – 04/30/09	05/01/09 – 10/31/09
Welfare	\$7.73	\$7.89
Pension	\$7.50	\$7.50
Annuity	\$6.96	\$7.00
Vacation	\$4.94	\$5.49
CIAP Promo Fund	\$0.06	\$0.06
Total Fringes	\$27.19	\$27.94

NJ DOCKBUILDER APPRENTICES

CONCRETE FORM WORK ONLY

FRINGE BENEFITS (PER HOUR)

NOVEMBER 1, 2008 – OCTOBER 31, 2009

	11/01/08 – 04/30/09	05/01/09 – 10/31/09
Welfare	\$7.73	\$7.89
Pension	\$3.74	\$3.74
Annuity	\$3.33	\$3.35
Vacation	\$2.37	\$2.65
CIAP Promo Fund	\$0.06	\$0.06
Total Fringes	\$17.23	\$17.69

NJ DOCKBUILDERS, MARINE DIVERS, DIVER TENDERS, JOURNEYMAN, FOREMAN & GENERAL FOREMAN FRINGE

BENEFITS (PER HOUR)

NOVEMBER 1, 2008 – OCTOBER 31, 2009

	11/01/08 – 04/30/09	05/01/09 – 10/31/09
Welfare	\$9.75	\$10.25
Pension	\$8.50	\$8.50
Annuity	\$8.50	\$8.50
A.J.R.E.I.	\$0.30	\$0.30
Vacation	\$6.37	\$6.62
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.06	\$0.06
NYDCC Labor Management	\$0.10	\$0.10
CIAP Promo Fund	\$0.06	\$0.06
Total Fringes	\$33.68	\$34.43

NJ APPRENTICE DOCKBUILDERS

FRINGE BENEFITS (PER HOUR)

NOVEMBER 1, 2008 – OCTOBER 31, 2009

	11/01/08 – 04/30/09	05/01/09 – 10/31/09
Welfare	\$9.75	\$10.25
Pension	\$4.52	\$4.52
Annuity	\$4.04	\$4.04
A.J.R.E.I.	\$0.30	\$0.30
Vacation	\$3.18	\$3.31
Supplemental	\$0.04	\$0.04
Int'l Brotherhood of Carp (IBC)	\$0.06	\$0.06
NYDCC Labor Management	\$0.10	\$0.10
CIAP Promo Fund	\$0.06	\$0.06
Total Fringes	\$22.05	\$22.68

SHOP AGREEMENT**WAGES (PER HOUR)****JULY 1, 2008 – JUNE 30, 2010**

	7/1/08– 6/30/09	7/01/09– 6/30/10
Journeyman	\$27.13	\$27.13
Foreman	\$35.81	\$35.81

APPRENTICE WAGES (PER HOUR)**JULY 1, 2008 – JUNE 30, 2010**

	7/1/08– 6/30/09	7/01/09– 6/30/10
First Year	\$16.28	\$16.28
Second Year	\$18.99	\$18.99
Third Year	\$21.70	\$21.70
Fourth Year	\$23.06	\$23.06
Fifth Year	\$24.42	\$24.42

HELPER WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$12.21	\$12.21
Second Year	\$14.92	\$14.92
Third Year	\$18.99	\$18.99
Fourth Year	\$20.35	\$20.35

ALL SHOP PERSONAL CATEGORIES FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$6.89	\$6.89
Pension	\$4.73	\$4.73
Supplemental Pension	\$1.00	\$1.00
Annuity	\$1.50	\$0.00
A.J.R.E.I.F.	\$0.51	\$0.51
Vacation	\$2.61	\$2.61
NYDCC Labor Management	\$0.18	\$0.18
Supplemental	\$0.04	\$0.04
Cstm Wdk Ind-Cwi	\$0.01	\$0.01
Total Fringe	\$17.47	\$15.97

MARKET RECOVERY**WAGES (PER HOUR) JULY 1, 2008 – JUNE 30, 2010**

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$28.52	\$28.52
Foreman	\$31.59	\$31.59

APPRENTICE WAGES (PER HOUR)**JULY 1, 2008 – JUNE 30, 2010**

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$11.41	\$11.41
Second Year	\$14.26	\$14.26
Third Year	\$18.54	\$18.54
Fourth Year	\$22.82	\$22.82

JOURNEYMAN, FOREMAN & APPRENTICE FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$10.25
Pension	\$4.00	\$4.00
Supplemental Pension	\$1.00	\$1.00
A.J.R.E.I.F.	\$0.50	\$0.50
Vacation	\$2.70	\$2.70
Supplemental	\$0.04	\$0.04
Intl Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.20	\$0.20
Industry Advancement Promo Fund	\$0.10	\$0.10
Total Fringe	\$18.87	\$18.87

TIMBERMAN AGREEMENT**WAGES (PER HOUR)****JULY 1, 2008 – JUNE 30, 2010**

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Journeyman	\$39.50	\$40.50
Foreman	\$42.50	\$43.50
General Foreman	\$45.50	\$46.50

APPRENTICE WAGES (PER HOUR)**JULY 1, 2008 – JUNE 30, 2010**

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
First Year	\$15.80	\$16.20
Second Year	\$19.75	\$20.25
Third Year	\$25.67	\$26.32
Fourth Year	\$31.60	\$32.40

JOURNEYMAN & FOREMAN FRINGE BENEFITS**(PER HOUR) JULY 1, 2008 – JUNE 30, 2010**

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$12.31	\$13.31
Supplemental Pension	\$1.00	\$1.00
Annuity	\$7.10	\$7.10
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$6.66	\$7.19
Supplemental	\$0.04	\$0.04
Intl Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$38.44	\$40.97

ALL APPRENTICES FRINGE BENEFITS (PER HOUR) JULY 1, 2008 – JUNE 30, 2010

	07/01/08 – 06/30/09	07/01/09 – 06/30/10
Welfare	\$10.25	\$11.25
Pension	\$6.16	\$6.66
Supplemental Pension	\$1.00	\$1.00
Annuity	\$3.55	\$3.55
A.J.R.E.I.F.	\$0.70	\$0.70
Vacation	\$3.33	\$3.59
Supplemental	\$0.04	\$0.04
Intl Brotherhood of Carp (IBC)	\$0.08	\$0.08
NYDCC Labor Management	\$0.30	\$0.30
Total Fringe	\$25.41	\$27.17

HELP BEAT THE RECESSION BY