International Union
Bricklayers and Allied Craftworkers

HEADQUARTERS
660 N. INDUSTRIAL DRIVE
ELMHURST, ILLINOIS 60126
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ADMINISTRATIVE DISTRICT COUNCIL 1 OF ILLINOIS

President
James Allen
Secretary - Treasurer
Michael Lowery

TERRAZZO WORKERS WAGE & BENEFIT RATES
JUNE 1, 2019 THROUGH MAY 31, 2020

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>HEALTH &amp; WELFARE</th>
<th>PENSION</th>
<th>ANNUITY</th>
<th>DCTC APPR FUND</th>
<th>IPF</th>
<th>IMI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>+1.00</td>
<td>+.25</td>
<td>+.24</td>
<td>+.50</td>
<td>-------</td>
<td>+.18</td>
<td>+.03</td>
<td>+2.20</td>
</tr>
<tr>
<td>$46.38</td>
<td>$11.00</td>
<td>$5.69</td>
<td>$7.20</td>
<td>$.40</td>
<td>$3.20</td>
<td>$.75</td>
<td>$74.62</td>
</tr>
</tbody>
</table>

ALL FUNDS ARE PAYABLE ON HOURS WORKED EXCEPT THE ANNUITY FUND WHICH IS CALCULATED ON HOURS PAID.

EFFECTIVE 06/01/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $2.43 PER HOUR WORKED FOR JOURNEY LEVEL.
Breakdown: Local Dues $1.68, IU Dues $.75.

NEW EFFECTIVE 06/01/19 DISTRICT COUNCIL DUES CHECK-PFF WILL BE $2.12 PER HOUR WORKED FOR APPRENTICES.
Breakdown: Local Dues: $1.47 IU Dues $.65

Downtown Parking: Contractor to pay up to $10.00 per day, with receipt.

Note: Hours “worked” is defined as the actual number of hours worked. Hours “paid” considers overtime hours which is different than hours worked. Ex.: 8 hours worked on Saturday is reported as: 8 hours worked but 12 hours paid. 12 hours worked on weekday is reported as 12 hours worked but 15 hours paid.

Apprentice & Improver wage scale is based on hours worked as follows:

50% OF JOURNEYMAN’S WAGE SCALE FOR THE 1ST 1000 HOURS WORKED = $23.19
60% OF JOURNEYMAN’S WAGE SCALE FOR THE 2ND 1000 HOURS WORKED = $27.83
70% OF JOURNEYMAN’S WAGE SCALE FOR THE 3RD 1000 HOURS WORKED = $32.47
80% OF JOURNEYMAN’S WAGE SCALE FOR THE 4TH 1000 HOURS WORKED = $37.10
90% OF JOURNEYMAN’S WAGE SCALE FOR THE 5TH 1000 HOURS WORKED = $41.74
95% OF JOURNEYMAN’S WAGE SCALE FOR THE 6TH 1000 HOURS WORKED = $44.06

AFTER 6000 Hours Worked:
The Apprentice/Improver is eligible to receive 100% of the Journeyman’s Wages $ providing Class Hours have been completed.

FOREMAN WAGE RATE: $49.88
Foremen receive $3.50 per hour above the regular Terrazzo Mechanics Wage.