

Wages/Benefits Roofers Local Union 96 - Duluth Area

Effective July 1, 2015

Through June 30, 2016

| Classification | Basic Hourly Wage | Vac. After Taxes | Assess. After Taxes | Taxable Wage Rate | National Pension Rate | Educ Fund Rate | Annuity Fund Rate | Health/Welfare Rate | H&W HRA Rate | Appr. Training Rate | Roofing Industry Rate | Total Cost to Employer |
|----------------|-------------------|------------------|---------------------|-------------------|-----------------------|----------------|-------------------|---------------------|--------------|---------------------|-----------------------|------------------------|
| Journeyman | 29.15 | 2.50 | 0.50 | 32.15 | 3.40 | 0.03 | 3.09 | 7.35 | 0.50 | 0.30 | 0.30 | 47.12 |
| Foreman | 30.90 | 2.50 | 0.50 | 33.90 | 3.65 | 0.03 | 3.09 | 7.35 | 0.50 | 0.30 | 0.30 | 49.12 |

Apprentice Percentages Based on Hours Worked for Advancement:

| | | | | | | | | | | | | |
|-----|------------|-------|--|------|-------|------|------|------|------|------|------|-------|
| 45% | A 0-250 | 14.27 | | 0.20 | 14.47 | 0.25 | 0.03 | | | 0.30 | 0.30 | 15.35 |
| 45% | B 251-1500 | 13.97 | | 0.50 | 14.47 | 0.25 | 0.03 | 5.75 | | 0.30 | 0.30 | 21.10 |
| 50% | 1501-2500 | 15.58 | | 0.50 | 16.08 | 0.25 | 0.03 | 0.25 | 6.75 | 0.30 | 0.30 | 23.96 |

Freeze Unless 144 Hours (Phase 1) of Related Training is Completed

| | | | | | | | | | | | | | |
|-----|-----------|-------|------|------|-------|------|------|------|------|------|------|------|-------|
| 60% | 2501-3000 | 18.79 | | 0.50 | 19.29 | 0.50 | 0.03 | 0.50 | 7.35 | 0.50 | 0.30 | 0.30 | 28.77 |
| 70% | 3001-3500 | 22.01 | | 0.50 | 22.51 | 0.50 | 0.03 | 0.50 | 7.35 | 0.50 | 0.30 | 0.30 | 31.99 |
| 75% | 3501-4000 | 23.61 | | 0.50 | 24.11 | 0.50 | 0.03 | 0.50 | 7.35 | 0.50 | 0.30 | 0.30 | 33.59 |
| 80% | 4001-4500 | 22.72 | 2.50 | 0.50 | 25.72 | 0.75 | 0.03 | 0.75 | 7.35 | 0.50 | 0.30 | 0.30 | 35.70 |

Freeze Unless 288 Hours (Phase 2) of Related Training is Completed

| | | | | | | | | | | | | | |
|-----|-----------|-------|------|------|-------|------|------|------|------|------|------|------|-------|
| 85% | 4501-5000 | 24.33 | 2.50 | 0.50 | 27.33 | 0.75 | 0.03 | 0.75 | 7.35 | 0.50 | 0.30 | 0.30 | 37.31 |
| 90% | 5001-5500 | 25.94 | 2.50 | 0.50 | 28.94 | 1.00 | 0.03 | 0.75 | 7.35 | 0.50 | 0.30 | 0.30 | 39.17 |
| 95% | 5501-6000 | 27.54 | 2.50 | 0.50 | 30.54 | 1.00 | 0.03 | 0.75 | 7.35 | 0.50 | 0.30 | 0.30 | 40.77 |

Advancement to Journeyman if All Related Training (Phase 3) is Completed and **6000** Hours Worked

Expiration date: June 30, 2016