

**WAGES AND FRINGE BENEFITS SUMMARY**

**CEMENT MASONS LOCAL 11, AREA 362**

**6/1/21 - 5/31/26**

<b>EFFECTIVE:</b>	<b>6/1/2021</b>	<b>6/1/2022</b>	<b>6/1/2023</b>	<b>6/1/2024</b>	<b>6/1/2025</b>
	Per Hour	Per Hour	Per Hour	Per Hour	Per Hour
<b>WAGES:</b> Section 3, Page 4					
Journeyman	\$ 47.70	\$ 48.00	\$ 48.50	\$ 49.30	3%
Foreman	\$ 49.70	\$ 50.00	\$ 50.50	\$ 51.30	to be allocated
<b>APPRENTICE RATES:</b> Section 3, Page 4					
1st Year Apprentice *	70% \$ 33.39	\$ 33.60	\$ 33.95	\$ 34.51	
2nd Year Apprentice *	80% \$ 38.16	\$ 38.40	\$ 38.80	\$ 39.44	
Third Year Apprentice **	90% \$ 42.93	\$ 43.20	\$ 43.65	\$ 44.37	
* Full Benefit Package - Deduct only Working Dues - No Savings Deduction					
** Full Benefit Package - Deduct Working Dues and Savings					
<b>FRINGES:</b> Section 11, Page 12					
Health/Welfare Fund	\$ 11.15	\$ 11.65	\$ 11.89	\$ 12.19	
Pension Fund	\$ 16.58	\$ 17.58	\$ 18.75	\$ 19.73	
Tax Deferred Savings Fund	\$ 10.00	\$ 10.78	\$ 11.28	\$ 11.94	
Apprentice Fund	\$ 0.55	\$ 0.55	\$ 0.80	\$ 0.80	
Industry Advancement Fund	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08	
LMCC	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	
OPCMIA International Training Fund	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09	
Great Lakes Safety Fund	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	
Dues Deduction - total package	4%	4%	4%	4%	