

65 HARRISTOWN ROAD, SUITE 102, GLEN ROCK, NJ 07452 PHONE: (201) 612-0015 FAX: (201) 612-4669 NJGLASSANDMETAL.ORG

MEMBERS

Access Architectural Glass & Aluminum All Action Architectural Metal & Glass Alpha Glass Systems, LLC Boss Glass Company City/Newark Glass Company Clear View Architectural Metal & Glass, Inc. Clifton Architectural Glass & Metal County Glass & Metal Installers, Inc. Eighteen Glass Co., Inc. Goldberg Glass Company Josloff Glass Company Metro Glass, Inc. Smith Glass & Metal Company, LLC Snow's Glass & Mirror Corp. Thompson Glass & Mirror, Inc. Union County Plate Glass Company

DIRECTORS

Frank Miller, III, President Charlie Komoroski, III, Vice-President Frank O'Donnell, Treasurer Alan Oake, Director Ian Josloff, Director Steve Reynolds, Director David Petrone, Director

EXECUTIVE DIRECTOR

Bernard R. Gingras, CPA

AFFILIATIONS

Mamhar

Finishing Contractors Association (FCA)

U.S. Green Building Council (USGBC)

An OSHA Alliance Organization

Memo (via Fax and Email)

To:

Contractor Members

From:

Bernie Gingras

Re:

Wage Rate Sheets Effective May 1, 2019

Date:

April 24, 2019

Attached are the wage rate sheets reflecting a \$2.00 increase to the package for a Journeyman Glazier effective May 1, 2019, the final year of our current three-year CBA. Essentially all wage increases work off the Journeyman rate. These wage rate sheets are for the period May 1, 2019 to April 30, 2020. Shortly you should be receiving revised contribution sheets from the Union.

These wage rates are effective May 1, 2019. The contract indicates that you would have a thirty-day period in order to effectuate the changes to your payroll system. However, any changes are retroactive back to May 1.

We call your attention to Article 22.7, which requires that you make an annual payment of \$50 to the Joint Trade Board. Also, we take this opportunity to call your attention to Article 1.5, which requires contractors register all jobs in excess of \$25,000 with the District Council, preferably through their website. Failure to comply is a violation of the Collective Bargaining Agreement and is subject to a \$500 fine.

The Board urges you to read and understand your Collective Bargaining Agreement. Neither the Association nor its officers or directors accept any legal responsibility for information or advice given or opinions expressed. If you are in need of legal advice, you should seek your own legal counsel regarding those issues.

BRG:sp Enclosures

cc: V. Lane (w/o enclosures)

T. Hoffmann (w/o enclosures)

B. Cooke (w/o enclosures)

Web Page



26 East Fleming Pike Hammonton, NJ 08037 Phone: (609) 653-4433 Fax: (609) 653-0795

ONE VOICE

Representing Working Family Issues:

- Painters
- Commercial
- Industrial
- · Bridge
- Wall Coverers
- Drywall Finishers
 - Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
 - Paint Makers
 - Line Striping

ONE AGENDA

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 5/01/2019 through 4/30/2020

JOURNEYMAN RATE

Wages \$ 45.60 per hour

Health & Welfare \$ 11.50 per hour

IU Pension 8.10 per hour

IU Annuity 12% Total Gross Wages 5.47 per hour (Example Only)

\$

DC FTI 1.00 per hour \$ DC LMF

.05 per hour LMP \$.10 per hour

N-FTI \$.10 per hour

STARS \$.10 per hour

IAF \$.15 per hour

> Total Package = \$ 72.17 per hour

Deductions from Wages

Administration Dues Check-off 5% of Total Gross Wages

PAC Fund \$.10 per hour

Vacation Fund \$1.00 per hour



26 East Fleming Pike Hammonton, NJ 08037 Phone: (609) 653-4433 Fax: (609) 653-0795

ONE VOICE

Representing Working Family Issues:

- Painters
- Commercial
- Industrial
- Bridge
- Wall Coverers
- Drywall Finishers
 - Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
 - Paint Makers
 - Line Striping

ONE AGENDA

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC DISTRICT COUNCIL 711

GLAZIERS

RATES EFFECTIVE 5/1/2019 through 4/30/2020

	Journeyman	Leadman	Foreman	Gen. Foreman
Wages	\$ 45.60 per hour	\$ 47.38 per hour	\$ 49.17 per hour	\$ 50.96 per hour
Health & Welfare	\$ 11.50 per hour			
IU Pension	\$ 8.10 per hour			
IU Annuity 12% Total Gross Wages	\$ 5.47 per hour	\$ 5.69 per hour	\$ 5.90 per hour	\$ 6.11 per hour
DC FTI	\$ 1.00 per hour	\$ 1.00 per hour	\$ 1.00 per hour	\$ 100 per hour
DC LMF	\$.05 per hour			
LMP	\$.10 per hour			
N-FTI	\$.10 per hour			
STARS	\$.10 per hour			
IAF	\$.15 per hour			
Total Package =	\$ 72.17 per hour	\$ 74.17 per hour	\$ 76.17 per hour	\$ 78.17 per hour

Deductions from Wages

Administration Dues Check-off 5% of Total Gross Wages
PAC Fund \$.10 per hour
Vacation Fund \$1.00 per hour

Blon.



26 East Fleming Pike Hammonton, NJ 08037 Phone: (609) 653-4433 Fax: (609) 653-0795

ONE VOICE

Representing Working Family Issues:

- Painters
- Commercial
- Industrial
- Bridge
- Wall Coverers
- Drywall Finishers
 - Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
 - Paint Makers
 - Line Striping

ONE AGENDA

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, GLG DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 5/1/2019 through 4/30/2020

Fabricator/Service Mechanic (Grandfathered) Rate

Wages		\$ 30.26 per hour
Health & Welfare		\$ 9.00 per hour
IU Pension		\$ 6.75 per hour
IU Annuity		\$ 0.46 per hour
LMP		\$.10 per hour
N-F T I		\$.10 per hour
IAF		\$.15 per hour
	Total Package =	\$ 46.82 per hour

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour

BIGH



26 East Fleming Pike Hammonton, NJ 08037 Phone: (609) 653-4433 Fax: (609) 653-0795

ONE VOICE

Representing Working Family Issues:

- Painters
- Commercial
- Industrial
- Bridge
- Wall Coverers
- Drywall Finishers
 - Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
 - Paint Makers
 - Line Striping

ONE AGENDA

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 5/1/2019 through 4/30/2020

Fabricator/Service Mechanic (New) Rate

Wages	\$ 22.11 per hour
Health & Welfare	\$ 9.00 per hour
IU Pension	\$ 3.38 per hour
IU Annuity	\$.50 per hour
LMP	\$.10 per hour
N-F T I	\$.10 per hour
IAF	\$.15 per hour

Total Package =

\$ 35.34 per hour

Deductions from Wages

Administration Dues Check-off 5% of Total Gross Wages

PAC Fund \$.10 per hour

Vacation Fund \$1.00 per hour





26 East Fleming Pike Hammonton, NJ 08037 Phone: (609) 653-4433 Fax: (609) 653-0795

ONE VOICE

Representing Working Family Issues:

- Painters
- Commercial
- Industrial
- Bridge
- Wall Coverers
- Drywall Finishers
 - Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
 - Paint Makers
 - Line Striping

ONE AGENDA

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 5/1/2019 through 4/30/2020

Industrial Worker Rate

Wages		\$ 17.48 per hour
Health & Welfare		\$ 4.20 per hour
IU Pension		\$ 3.14 per hour
IU Annuity		\$ 0.00 per hour
LMP		\$.10 per hour
N-F T I		\$.10 per hour
IAF		\$.15 per hour
	Total Package =	\$ 25.17 per hour

Deductions from Wages

Administration Dues Check-off 5% of Total Gross Wages
PAC Fund \$.10 per hour
Vacation Fund \$1.00 per hour

BIS.H.



26 East Fleming Pike Hammonton, NJ 08037 Phone: (609) 653-4433 Fax: (609) 653-0795

ONE VOICE

Representing Working Family Issues:

- Painters
- Commercial
- · Industrial
- Bridge
- Wall Coverers
- Drywall Finishers
 - Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
 - Paint Makers
 - Line Striping

ONE AGENDA

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC

DISTRICT COUNCIL 711

GLAZIERS

RATES EFFECTIVE 5/1/19 through 4/30/2020

Fabricator/Service Mechanic (Grandfathered) Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF	
\$30.26	\$6.75	\$0.46	\$9.00	\$0.10	\$0.10	\$0.15	
					Package l	Rate	\$35.34
	Fabric	ator/Service	Mechanic	(New)	Rate		
Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF	
\$22.11	\$3.38	\$0.50	\$8.75	\$0.10	\$0.10	\$0.15	
					Package l	Rate	\$35.34
		<u>Industrial</u>	Worker I	Rate			
Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF	
\$17.48	\$3.14	\$0.00	\$4.20	\$0.10	\$0.10	\$0.15	
 				ogodomo ostrono menero de Primirio de Pr	Package 1	Rate	\$25.17

Deductions from Wages

Administration Dues Check-off
PAC
Vacation Fund

5% of Total Gross Wage
\$0.10 per hour
\$1.00 per hour





26 East Fleming Pike Hammonton, NJ 08037 Phone: (609) 653-4433 Fax: (609) 653-0795

ONE VOICE

Representing Working Family Issues:

- Painters
- Commercial
- Industrial
- Bridge
- Wall Coverers
- Drywall Finishers
 - Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
 - Paint Makers
 - Line Striping

ONE AGENDA

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC

DISTRICT COUNCIL 711

GLAZIER APPRENTICE RATES & BENEFITS EFFECTIVE MAY 1, 2019 THROUGH APRIL 30, 2020

H&W	1 ST YEAR	50%	55%
PENSION	WAGE	\$22.80	\$25.08
ANNUITY \$ 0.00 \$ 0.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 LAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 3.005 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 32.30 \$ 334.58 2NP YEAR 60% 65% WAGE \$ 27.36 \$ 329.64 H&W \$ 8.00 \$ 8.00 PENSION \$ 1.11 \$ 1.11 ANNUITY \$ 1.50 \$ 1.50 LMP \$ 0.10 \$ 0.10 LAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 3.005 STARS PROGRAM \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 LAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 3.005 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 33.47 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 39.47 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 39.47 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 39.47 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 31.92 \$ 334.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 33.92 \$ 34.20 H&W \$ 8.00 \$ \$ 3.00 STARS PROGRAM \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 345.52 \$ 347.80 4TH YEAR \$ 80% \$ 90% WAGE \$ 33.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP		\$ 8.00	\$ 8.00
DC FTI		\$ 0.00	\$ 0.00
IUPAT FTI			\$ 0.00
LMP		\$ 1.00	\$ 1.00
TAF		\$ 0.10	\$ 0.10
DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 32.30 \$ 334.58 2ND YEAR 60% 65% WAGE \$ 27.36 \$ 29.64 H&W \$ 8.00 \$ 8.00 PENSION \$ 1.11 \$ 1.11 ANNUITY \$ 1.50 \$ 1.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 39.47 \$ 341.75 3RD YEAR 70% 75% WAGE \$ 31.92 \$ 34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 0.10 IUPAT FTI \$ 0.10 \$ 0.10 <			\$ 0.10
STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$32.30 \$34.58 2ND YEAR 60% 65% WAGE \$27.36 \$29.64 H&W \$ 8.00 \$ 8.00 PENSION \$ 1.11 \$ 1.11 ANNUITY \$ 1.50 \$ 1.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 LAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$39.47 \$ 41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 LMP			\$ 0.15
TOTAL PACKAGE \$32.30 \$34.58 2ND YEAR 60% 65% WAGE \$27.36 \$29.64 H&W \$8.00 \$8.00 PENSION \$1.11 \$1.11 ANNUITY \$1.50 \$1.50 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 LAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10 TOTAL PACKAGE \$39.47 \$41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$8.00 \$8.00 PENSION \$2.10 \$2.10 ANNUITY \$2.00 \$2.00 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10			
2ND YEAR			\$ 0.10
WAGE \$27.36 \$29.64 H&W \$8.00 \$8.00 PENSION \$1.11 \$1.11 ANNUITY \$1.50 \$1.50 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10 TOTAL PACKAGE \$39.47 \$41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$8.00 \$8.00 PENSION \$2.10 \$2.10 ANNUITY \$2.00 \$2.00 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 LMP \$0.10 \$0.10 LAF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10 TOTAL PACKAGE \$45.52	TOTAL PACKAGE	\$32.30	\$34.58
WAGE \$27.36 \$29.64 H&W \$8.00 \$8.00 PENSION \$1.11 \$1.11 ANNUITY \$1.50 \$1.50 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10 TOTAL PACKAGE \$39.47 \$41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$8.00 \$8.00 PENSION \$2.10 \$2.10 ANNUITY \$2.00 \$2.00 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10 TOTAL PACKAGE \$45.52	2 ND YEAR	60%	65%
H&W \$ 8.00 \$ 8.00 PENSION S 1.11 S 1.10 S 1.00 S 1			
PENSION			
ANNUITY \$ 1.50 \$ 1.50 S 1.50 DC FTI \$ 1.00 S 0.10 LMP \$ 0.15 S 0.05 S 0.			
DC FTI			
IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 39.47 \$ 41.75 3RD YEAR 70% 75% WAGE \$ 31.92 \$ 34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 LMP \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 45.52 \$ 47.80 4TH YEAR \$ 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 AN			
LMP \$ 0.10 \$ 0.15 IAF \$ 0.15 \$ 0.05 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$39.47 \$41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 LAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 45.52 \$ 47.80 4TH YEAR \$ 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI </td <td></td> <td></td> <td></td>			
IAF \$ 0.15 \$ 0.05 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 39.47 \$ 41.75 3RD YEAR 70% 75% WAGE \$ 31.92 \$ 34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 35.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 <td< td=""><td>LMP</td><td></td><td></td></td<>	LMP		
DC LMF \$ 0.05 \$ 0.10 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$39.47 \$41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$45.52 \$ 47.80 4TH YEAR 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LM	IAF		
STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$39.47 \$41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 45.52 \$ 47.80 4TH YEAR 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 LMP<	DC LMF		
TOTAL PACKAGE \$39.47 \$41.75 3RD YEAR 70% 75% WAGE \$31.92 \$34.20 H&W \$8.00 \$8.00 PENSION \$2.10 \$2.10 ANNUITY \$2.00 \$2.00 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10 TOTAL PACKAGE \$45.52 \$47.80 4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$3.02 \$3.02 ANNUITY \$2.50 \$2.50 DC FTI \$1.00 \$0.10 LMP \$0.10 \$0.10 LMP \$0.10 \$0.10 LMP \$0.10 \$0.15 DC LMF \$0.05 \$0.05 <td>STARS PROGRAM</td> <td></td> <td></td>	STARS PROGRAM		
WAGE \$31.92 \$34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 45.52 \$ 47.80 4TH YEAR 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	TOTAL PACKAGE	\$39.47	
WAGE \$31.92 \$34.20 H&W \$ 8.00 \$ 8.00 PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 45.52 \$ 47.80 4TH YEAR 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	3 RD YEAR	70%	75%
H&W \$8.00 \$8.00			
PENSION \$ 2.10 \$ 2.10 ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 45.52 \$ 47.80 4TH YEAR 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10			
ANNUITY \$ 2.00 \$ 2.00 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 3.05 STARS PROGRAM \$ 0.10 \$ 30.10 TOTAL PACKAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10			
DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$ 45.52 \$ 47.80 4TH YEAR 80% 90% WAGE \$ 36.48 \$ 41.04 H&W \$ 10.00 \$ 10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10			
IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$45.52 \$47.80 4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10			
LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$45.52 \$47.80 4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10			
IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$45.52 \$47.80 4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	HIPAT FIT		
DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$45.52 \$47.80 4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10		\$ 0.10	\$ 0.10
STARS PROGRAM \$ 0.10 \$ 0.10 TOTAL PACKAGE \$45.52 \$47.80 4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP	\$ 0.10 \$ 0.10	\$ 0.10 \$ 0.10
TOTAL PACKAGE \$45.52 \$47.80 4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$3.02 \$3.02 ANNUITY \$2.50 \$2.50 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10	LMP IAF	\$ 0.10 \$ 0.10 \$ 0.15	\$ 0.10 \$ 0.10 \$ 0.15
4TH YEAR 80% 90% WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$3.02 \$3.02 ANNUITY \$2.50 \$2.50 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10	LMP IAF DC LMF	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05
WAGE \$36.48 \$41.04 H&W \$10.00 \$10.00 PENSION \$3.02 \$3.02 ANNUITY \$2.50 \$2.50 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10	LMP IAF DC LMF STARS PROGRAM	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10
H&W \$10.00 \$10.00 PENSION \$3.02 \$3.02 ANNUITY \$2.50 \$2.50 DC FTI \$1.00 \$1.00 IUPAT FTI \$0.10 \$0.10 LMP \$0.10 \$0.10 IAF \$0.15 \$0.15 DC LMF \$0.05 \$0.05 STARS PROGRAM \$0.10 \$0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80
PENSION \$ 3.02 \$ 3.02 ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4 TH YEAR	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80
ANNUITY \$ 2.50 \$ 2.50 DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4 TH YEAR WAGE	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04
DC FTI \$ 1.00 \$ 1.00 IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4TH YEAR WAGE H&W	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00
IUPAT FTI \$ 0.10 \$ 0.10 LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4TH YEAR WAGE H&W PENSION	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00 \$ 3.02	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00 \$ 3.02
LMP \$ 0.10 \$ 0.10 IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4TH YEAR WAGE H&W PENSION ANNUITY	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00 \$ 3.02 \$ 2.50	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00 \$ 3.02 \$ 2.50
IAF \$ 0.15 \$ 0.15 DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4TH YEAR WAGE H&W PENSION ANNUITY DC FTI	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00
DC LMF \$ 0.05 \$ 0.05 STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4 TH YEAR WAGE H&W PENSION ANNUITY DC FTI IUPAT FTI	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10
STARS PROGRAM \$ 0.10 \$ 0.10	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4 TH YEAR WAGE H&W PENSION ANNUITY DC FTI IUPAT FTI LMP	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10
7 711	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4 TH YEAR WAGE H&W PENSION ANNUITY DC FTI IUPAT FTI LMP IAF	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10 \$ 0.10 \$ 0.15	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10 \$ 0.10 \$ 0.15
TOTAL PACKAGE \$53.50 \$58.06	LMP IAF DC LMF STARS PROGRAM TOTAL PACKAGE 4 TH YEAR WAGE H&W PENSION ANNUITY DC FTI IUPAT FTI LMP IAF DC LMF	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$45.52 80% \$36.48 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05	\$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05 \$ 0.10 \$47.80 90% \$41.04 \$10.00 \$ 3.02 \$ 2.50 \$ 1.00 \$ 0.10 \$ 0.10 \$ 0.15 \$ 0.05

*****Deductions from Wages*****

Dues Check-Off Vacation PAC 5% of Gross Wages \$1.00 Per Hour \$0.10 Per Hour

