

JOB LOCATION MUST BE DESIGNATED INDEPENDENT CONTRACTORS

ARTICLE VI

Wages

1. The hourly rate for journeymen working on all jobs in the jurisdictional area of the Union as set forth in Article III, Section 1 shall be as follows:

Effective

July 1, 2007 - \$44.40 per hour (includes \$7.00 Vacation* and \$2.60 Union Dues Check-Off) all of which will be paid at double time for overtime work.

\$10.00 Annuity Fund ** rate are per hour of wages paid - double time for overtime but NOT to be added to gross wages, taxes are NOT to be deducted.

In addition to the above stipulated wages, there shall be contributions to the Cement Masons' Local 780 Trust Fund, Pension Fund, Apprenticeship Fund, Vacation and Industry Advancement Funds, New York Plan for the Construction Industry, Building Trades Employers Association Promotional Fund and 780 Labor Management Trust Cooperation for each Cement Mason and Apprentice as follows:

Effective

July 1, 2007 - \$36.72 per hour for each hour worked as follows: \$7.50 Welfare, \$8.25 Pension, \$.30 I.A.P., \$.35 Apprenticeship, \$.01 N.Y. Plan for the Construction Industry, \$.01 BTEAPF and \$.10 780 LMTC, \$.60 for Admin. Fees. All fringes to be paid at double time on overtime work.

*\$7.00 Vacation Fund and \$2.60 Union Dues Check-Off shall be calculated in Employee's wage then deducted and added to the fringe benefit payment.

**\$10.00 Annuity Fund shall NOT be calculated in Employee's wage but ADDED to the fringe benefit payment.

Payments covering contributions to the Cement Mason's Local 780 Trust Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund, Industry Advancement Fund, Union Dues Check-Off, New York Plan for the Construction Industry, Building Trades Employers Association Promotional Fund and 780 Labor Management Trust Cooperation shall be made weekly. The trustees of these Funds may, within their discretion, require employers to submit with their contributions properly executed forms giving, for each Cement Mason and Apprentice employee, his name, social security number, straight hours paid. Checks covering combined contributions to these Funds shall be made payable to the "CEMENT MASONS' LOCAL 780 FRINGE BENEFIT FUNDS."

The Trust Fund shall provide insurance coverage to qualify the Fund with an approved plan of insurance to conform with the New York State Disability Insurance Law.

These Trust, Pension, Vacation, Annuity, Apprenticeship, I.A.P., NYPCI, BTEAPF and 780 LMTC Funds (or any other fund which might be established under this Agreement) shall be jointly managed by employer and employee representatives in accordance with the law and with the Articles of Agreement and Trust which establishes them. These funds are for the purpose of providing social insurance to the members of the Union and those who regularly work at the trade of Cement Masonry for contributing employers in the territorial jurisdiction of the Union and for their families. The Trustees of these funds shall have the power to provide similar coverages without covering contributions for employees of the Union and for employees of the Trust Fund and Pension Fund or any other affiliated funds which might be established.

The Trustees of the Trust, Pension, Vacation, Apprenticeship, Annuity and I.A.P. Funds (or any other fund which might be established under this Agreement) in the exercise of their discretion, may require any Employer of employees covered by this Agreement to provide a surety bond to guarantee payment of all fringe benefits to the respective funds. The amount of this surety bond shall be not more than \$20,000.00 on Employers of 10 men or less, and not more than \$40,000.00 for Employers of more than 10 men, with the exception that in very unusual circumstances of extremely large employment, the amount of the surety bond may be increased to not more than \$40,000.00.

The Trustees shall also have the right to audit the payroll and other pertinent employment records of any employer of Cement Masons within the jurisdictional area of the Union.

Whenever an employer is in default on payments of the Welfare, Pension, Vacation, Apprenticeship, Annuity, I.A.P., NYPCI, BTEAPF and 780 LMTC Funds and reasonable notice of such default is given to the employer, if the payments are not made the Union may remove employees covered by this agreement from the work of such employer. If such men who are removed remain at the job site during regular working hours, they shall be paid for lost time not to exceed three days' pay.