

United Cement Masons' Union

LOCAL No. 780

OF GREATER NEW YORK AND LONG ISLAND

of the O.P. & C.M.I.A. of United States and Canada

1404 BLONDELL AVENUE, BRONX, NEW YORK 10461

Phone (718) 357-3750 Fax (718) 357-2057



June 18, 2025

Re: Wage / Benefit Increase as of July 1, 2025

To Whom It May Concern:

Enclosed please find the new wage and benefit rates as of July 1, 2025 through June 30, 2026. If you are in need of further information, please feel free to contact at the above.

Fraternally yours,

Timothy Porter
President

Michael Rendina
Financial Secretary/Business Manager

MR:AG
Enclosures

TIMOTHY PORTER *President* • MICHAEL RENDINA *Fin. Secy/Bus. Manager*
***Business Agents* EDDIE BARBARIA • PASQUALE D'ANGELO**

Affiliated with the Building Trades Department of the American Federation of Labor, - New York State Building and Construction Trades Council, - Building and Construction Trades Council of Greater New York City and Vicinity, - Nassau and Suffolk Counties Building Trades, - Building and Construction Trades of Westchester and Putnam Counties, - The Bronx, Brooklyn, Manhattan, Queens and Staten Island Boards of Business Agents, - New York State Federation of Labor, - Concrete Trades Alliance of Greater New York, - New York State, Massachusetts, Rhode Island Conference of the O.P. & C.M.I.A., the NorthEast Conference of the O.P. & C.M.I.A. - Building and Construction Trades Council of Rockland County - Northeast District Council of the O.P. & C.M.I.A.

Timothy Porter, President
Business Agents
Edward Barbaria
Pasquale D'Angelo
Michael Rendina
UNITED CEMENT MASONS' UNION
LOCAL 780, O.P. & C.M.I.A.
Affiliated with American Federation of Labor
JOURNEY PERSON
CEMENT LEAGUE CONTRACTORS & OTHER ASSOCIATIONS
Michael Rendina 1404 Blondell Ave
Fin. Secretary/Bus. Manager Bronx, N.Y. 10461
Hours 7:30 A.M. – 3:30 P.M.
Phone: 718-357-3750 Fax: 718-357-2057

July 1, 2025 – June 30, 2026

The \$3.79 Check-off, \$0.94 Int'l Check-off, \$0.65 Organize, and \$0.05 Ed Fund will be paid to Local 780 for every straight, overtime, & double time hour worked.

| | |
|------------------------|-------------------------|
| Check-off | \$ 3.79 per Hour |
| Int'l Check-off | \$ 0.94 per Hour |
| Vacation | \$ 7.00 per Hour |
| Organize | \$ 0.65 per Hour |
| Ed Fund | \$ 0.05 per Hour |
| Welfare | \$12.91 per Hour |
| Pension | \$ 9.25 per Hour |
| Annuity | \$12.00 per Hour |
| Apprenticeship | \$ 0.60 per Hour |
| I.A.P. | \$ 0.32 per Hour |
| 780 LMT | \$ 0.05 per Hour |
| TOTAL | \$47.56 per Hour |

- Overtime shall be paid at the rate of one & one half for the first 2 hours (Double time after) Commercial Projects Only.
- Saturday shall be paid at the rate of one & one half for the first 10 hours (Double time after 10 hours).
- Sunday & Recognized Holidays will be paid at double time.
- Pension & Welfare will be paid at DOUBLE time for every overtime hour worked.

(OVER)

CEMENT LEAGUE CONTRACTORS & OTHER ASSOCIATIONS
JOURNEY PERSON
WAGE SCALE AS OF
July 1, 2025 to June 30, 2026

Recognized Holidays in addition to Saturday & Sunday
New Years Day, Columbus Day, President's Day, Election Day (in Presidential years),
Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day
(Subject to change with notice)

Overtime shall be paid at the rate of one & one half for the first 2 hours, double time after
(Commercial Projects Only).

Saturday shall be paid at the rate of one & one half for the first 10 hours
(Double time after 10 hours).

Sunday & Recognized Holidays will be paid at double time.

Pension & Welfare will be paid at double time for every overtime hour worked.

Including \$3.79 per hour Check-off
Including \$0.94 per hour Int'l Check-off
Including \$7.00 per hour Vacation
Including \$0.65 per hour Organize
Including \$0.05 per hour Education Fund

Hours Wages
1 – \$ 59.87
2 – \$ 119.74
3 – \$ 179.61
4 – \$ 239.48
5 – \$ 299.35
6 – \$ 359.22
7 – \$ 419.09
8 – \$ 478.96
9 – \$ 538.83
10 – \$ 598.70
11 – \$ 658.57
12 – \$ 718.44
13 – \$ 778.31
14 – \$ 838.18
15 – \$ 898.05
16 – \$ 957.92
17 – \$1,017.79
18 – \$1,077.66
19 – \$1,137.53
20 – \$1,197.40

Hours Wages
21 – \$ 1,257.27
22 – \$ 1,317.14
23 – \$ 1,377.01
24 – \$ 1,436.88
25 – \$ 1,496.75
26 – \$ 1,556.62
27 – \$ 1,616.49
28 – \$ 1,676.36
29 – \$ 1,736.23
30 – \$ 1,796.10
31 – \$ 1,855.97
32 – \$ 1,915.84
33 – \$ 1,975.71
34 – \$ 2,035.58
35 – \$ 2,095.45
36 – \$ 2,155.32
37 – \$ 2,215.19
38 – \$ 2,275.06
39 – \$ 2,334.93
40 – \$ 2,394.80

United Cement Masons' Union Local 780
Breakdown of Wages & Benefits as of July 1, 2025 – June 30, 2026
Journey Person Rates

Straight Hours

| | |
|-------------------|-----------------|
| Wages - | \$ 59.87 |
| Check-off - | \$ 3.79 |
| Int'l Check-off - | \$ 0.94 |
| Vacation - | \$ 7.00 |
| Organize - | \$ 0.65 |
| Ed Fund - | <u>\$ 0.05</u> |
| Total Wages | \$ 47.44 |
| + Fringes | <u>\$ 47.56</u> |
| | \$ 95.00 |

Straight Time Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 12.91 |
| Pension - | \$ 9.25 |
| Appr. - | \$ 0.60 |
| I.A.P. - | \$ 0.32 |
| Check-off - | \$ 3.79 |
| Int'l Check-off - | \$ 0.94 |
| Vacation - | \$ 7.00 |
| Organize - | \$ 0.65 |
| Annuity - | \$ 12.00 |
| 780 LMT- | \$ 0.05 |
| Ed Fund - | <u>\$ 0.05</u> |
| Total Benefits | \$ 47.56 |

1 1/2 Hours

| | |
|-------------------|-----------------|
| Wages - | \$ 89.81 |
| Check-off - | \$ 5.69 |
| Int'l Check-off - | \$ 1.41 |
| Vacation - | \$ 10.50 |
| Organize - | \$ 0.98 |
| Ed Fund - | <u>\$ 0.08</u> |
| Total Wages | \$ 71.15 |
| + Fringes | <u>\$ 82.44</u> |
| | \$ 153.59 |

1 1/2 Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 25.82 |
| Pension - | \$ 18.50 |
| Appr. - | \$ 0.90 |
| I.A.P. - | \$ 0.48 |
| Check-off - | \$ 5.69 |
| Int'l Check-off - | \$ 1.41 |
| Vacation - | \$ 10.50 |
| Organize - | \$ 0.98 |
| Annuity - | \$ 18.00 |
| 780 LMT- | \$ 0.08 |
| Ed Fund - | <u>\$ 0.08</u> |
| Total Benefits | \$ 82.44 |

Double Time Wages

| | |
|-------------------|-----------------|
| Wages - | \$ 119.74 |
| Check-off - | \$ 7.58 |
| Int'l Check-off - | \$ 1.88 |
| Vacation - | \$ 14.00 |
| Organize - | \$ 1.30 |
| Ed Fund - | <u>\$ 0.10</u> |
| Total Wages | \$ 94.88 |
| + Fringes | <u>\$ 95.12</u> |
| | \$ 190.00 |

Double Time Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 25.82 |
| Pension - | \$ 18.50 |
| Appr. - | \$ 1.20 |
| I.A.P. - | \$ 0.64 |
| Check-off - | \$ 7.58 |
| Int'l Check-off - | \$ 1.88 |
| Vacation - | \$ 14.00 |
| Organize - | \$ 1.30 |
| Annuity - | \$ 24.00 |
| 780 LMT- | \$ 0.10 |
| Ed Fund - | <u>\$ 0.10</u> |
| Total Benefits | \$ 95.12 |

Remittance Report for Cement Masons' Local 780- Cement League & Other Associations, Effective July 1, 2025:

| Straight (A) | | Overtime(B) | | Double Time (C) | |
|----------------|----------------|----------------|----------------|-----------------|----------------|
| | ST | | OT | | DT |
| Welfare | \$12.91 | Welfare | \$25.82 | Welfare | \$25.82 |
| Pension | \$9.25 | Pension | \$18.50 | Pension | \$18.50 |
| Apprenticeship | \$0.60 | Apprenticeship | \$0.90 | Apprenticeship | \$1.20 |
| I.A.P. | \$0.32 | I.A.P. | \$0.48 | I.A.P. | \$0.64 |
| Check Off | \$3.79 | Check Off | \$5.69 | Check Off | \$7.58 |
| Int. Check Off | \$0.94 | Int. Check Off | \$1.41 | Int. Check Off | \$1.88 |
| Vacation | \$7.00 | Vacation | \$10.50 | Vacation | \$14.00 |
| Annuity | \$12.00 | Annuity | \$18.00 | Annuity | \$24.00 |
| 780 LMT | \$0.05 | 780 LMT | \$0.08 | 780 LMT | \$0.10 |
| OrganizingFund | \$0.65 | OrganizingFund | \$0.98 | OrganizingFund | \$1.30 |
| Education Fund | \$0.05 | Education Fund | \$0.08 | Education Fund | \$0.10 |
| Total | \$47.56 | Total | \$82.44 | Total | \$95.12 |
| Total Hours: | | Total Hours: | | Total Hours: | |

Amount Due:

(A) \$

Total Due=
A+B+C

Amount Due:

(B) \$

Make one check payable to
NEDC of the OPCMIA Fringe Benefit Funds

Amount Due

(C) \$

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

All INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____ WEEK ENDING _____

| Social Security # | Last Name | First Name | Straight Hours | Overtime Hours | Double time Hours |
|-------------------|-------------|------------|----------------|----------------|-------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | Total Hours | | | | |
| | x Rate | | \$47.56 | \$82.44 | \$95.12 |
| | Amount due: | | | | |

Payments covering contributions to the Cement Masons' Pension Fund, NEDC of the OPCMIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, LMC Fund, Cement League Advancement, IAP Funds, Organizing Fund, Education Fund, Dues, and International Dues shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to NEDC of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR THE FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective July 1, 2025 to June 30, 2026, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund , NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund, Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

All independent Employers or contractors (*i.e.*, contractors that are not members of an association that is signatory to a collective bargaining agreement with the Union) and those not covered by the "principal agreement" will pay \$0.60 per hour in addition to the required amount of fringe benefit contributions due to the Funds and Entities in order to, among other things, defray the costs of administration of the Funds. If an Association Employer leaves its Association or is no longer a member in good standing with its Association, or is delinquent for 2 months, a \$0.60 per hour Funds contribution increase to match the independent agreement administration cost of the Funds shall be paid by the Employer.

A single check covering the combined contributions due to the above-mentioned Funds and Entities shall be made payable to the "NEDC of the OPCMIA Fringe Benefit Funds." This check, along with a completed and signed remittance report, must be submitted to the shop steward or Cement Mason on the job on the employees' regular pay day, who shall in turn verify the correctness of the amount and the number of employees and submit the check and report to the Funds Office. Where an employee is laid off and receives his wages other than on the employee's regular pay day, said employee shall also be given a check to cover the contributions due to the Funds and Entities. If there are no reportable hours worked by a Cement Mason during any given week, the Employer is obligated to submit directly to the Fund office a remittance report to the Fund office indicating that there are no reportable hours for the week.

Failure by the shop steward or employee to immediately (but in no event later than three calendar days after pay day) forward said check or checks to the Fund Office shall subject the employee to such penalties as in the judgment of the Trustees is warranted.

Failure by the Employer to issue said check and remittance report (even in the event that no contributions are due for the applicable week) shall be cause for the Union to 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.

In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

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.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

Timothy Porter, President
Business Agents
Edward Barbaria
Pasquale D'Angelo
Michael Rendina
UNITED CEMENT MASONS' UNION
LOCAL 780, O.P. & C.M.I.A.
Affiliated with American Federation of Labor
CEMENT LEAGUE & OTHER ASSOCIATIONS
MARKET RECOVERY FOR HIGHRISE CONCRETE CONSTRUCTION ONLY
Michael Rendina 1404 Blondell Ave
Fin. Secretary/Bus. Manager Bronx, N.Y. 10461
Hours 7:30 A.M. – 3:30 P.M.
Phone: 718-357-3750 Fax: 718-357-2057

July 1, 2025 – June 30, 2026

The \$3.33 Check-off, \$0.91 Int'l Check-off, \$0.65 Organize, and \$0.05 Ed Fund will be paid to Local 780 for every straight, overtime, & double time hour worked.

| | |
|------------------------|-------------------------|
| Check-off | \$ 3.33 per Hour |
| Int'l Check-off | \$ 0.91 per Hour |
| Vacation | \$ 7.00 per Hour |
| Organize | \$ 0.65 per Hour |
| Ed Fund | \$ 0.05 per Hour |
| Welfare | \$12.91 per Hour |
| Pension | \$ 9.25 per Hour |
| Annuity | \$12.00 per Hour |
| Apprenticeship | \$ 0.60 per Hour |
| I.A.P. | \$ 0.32 per Hour |
| 780 LMT | \$ 0.05 per Hour |
| TOTAL | \$47.07 per Hour |

- Overtime shall be paid at the rate of one & one half for the first 2 hours (Double time after) Commercial Projects Only.
- Saturday shall be paid at the rate of one & one half for the first 10 hours (Double time after 10 hours).
- Sunday & Recognized Holidays will be paid at double time.
- Pension & Welfare will be paid at straight time for every overtime hour worked.

(OVER)

MARKET RECOVERY FOR HIGHRISE CONCRETE CONSTRUCTION ONLY
JOURNEY PERSON
WAGE SCALE AS OF
July 1, 2025 to June 30, 2026

Recognized Holidays in addition to Saturday & Sunday
New Years Day, Columbus Day, President's Day, Election Day (in Presidential years),
Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day
(Subject to change with notice)

Overtime shall be paid at the rate of one & one half for the first 2 hours
(Double time after).

Saturday shall be paid at the rate of one & one half for the first 10 hours
(Double time after 10 hours).

Sunday & Recognized Holidays will be paid at double time.

Pension & Welfare will be paid at straight time for every overtime hour worked.

Including \$3.33 per hour Check-off
Including \$0.91 per hour Int'l Check-off
Including \$7.00 per hour Vacation
Including \$0.65 per hour Organize
Including \$0.05 per hour Education Fund

Hours Wages
1 – \$ 56.12
2 – \$ 112.24
3 – \$ 168.36
4 – \$ 224.48
5 – \$ 280.60
6 – \$ 336.72
7 – \$ 392.84
8 – \$ 448.96
9 – \$ 505.08
10 – \$ 561.20
11 – \$ 617.32
12 – \$ 673.44
13 – \$ 729.56
14 – \$ 785.68
15 – \$ 841.80
16 – \$ 897.92
17 – \$ 954.04
18 – \$1,010.16
19 – \$1,066.28
20 – \$1,122.40

Hours Wages
21 – \$ 1,178.52
22 – \$ 1,234.64
23 – \$ 1,290.76
24 – \$ 1,346.88
25 – \$ 1,403.00
26 – \$ 1,459.12
27 – \$ 1,515.24
28 – \$ 1,571.36
29 – \$ 1,627.48
30 – \$ 1,683.60
31 – \$ 1,739.72
32 – \$ 1,795.84
33 – \$ 1,851.96
34 – \$ 1,908.08
35 – \$ 1,964.20
36 – \$ 2,020.32
37 – \$ 2,076.44
38 – \$ 2,132.56
39 – \$ 2,188.68
40 – \$ 2,244.80

Remittance Report for Cement League & Other Associations, Effective July 1, 2025: **JOURNEY PERSON******

| Straight (A) | | Overtime(B) | | Double Time (C) | |
|----------------|----------------|----------------|----------------|-----------------|----------------|
| | ST | | OT | | DT |
| Welfare | \$12.91 | Welfare | \$12.91 | Welfare | \$12.91 |
| Pension | \$9.25 | Pension | \$9.25 | Pension | \$9.25 |
| Apprenticeship | \$0.60 | Apprenticeship | \$0.90 | Apprenticeship | \$1.20 |
| I.A.P. | \$0.32 | I.A.P. | \$0.48 | I.A.P. | \$0.64 |
| Check Off | \$3.33 | Check Off | \$5.00 | Check Off | \$6.66 |
| Int. Check Off | \$0.91 | Int. Check Off | \$1.37 | Int. Check Off | \$1.82 |
| Vacation | \$7.00 | Vacation | \$10.50 | Vacation | \$14.00 |
| Annuity | \$12.00 | Annuity | \$18.00 | Annuity | \$24.00 |
| 780 LMT | \$0.05 | 780 LMT | \$0.08 | 780 LMT | \$0.10 |
| OrganizingFund | \$0.65 | OrganizingFund | \$0.98 | OrganizingFund | \$1.30 |
| Education Fund | \$0.05 | Education Fund | \$0.08 | Education Fund | \$0.10 |
| Total | \$47.07 | Total | \$59.55 | Total | \$71.98 |
| Total Hours: | | Total Hours: | | Total Hours: | |

Amount Due:

(A) \$

Total Due=
A+B+C

Amount Due:

(B) \$

Make one check payable to
NEDC of the OPCMIA Fringe Benefit Funds

Amount Due

(C) \$

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

All INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____ WEEK ENDING _____

| Social Security # | Last Name | First Name | Straight Hours | Overtime Hours | Double time Hours |
|-------------------|-------------|------------|----------------|----------------|-------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | Total Hours | | | | |
| | x Rate | | \$47.07 | \$59.55 | \$71.98 |
| | Amount due: | | | | |

Payments covering contributions to the Cement Masons' Pension Fund, NEDC of the OPCMIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, LMC Fund, Cement League Advancement, IAP Funds, Organizing Fund, Education Fund, Dues, and International Dues shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to NEDC of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR THE FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective July 1, 2025 to June 30, 2026, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund , NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund, Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

All independent Employers or contractors (*i.e.*, contractors that are not members of an association that is signatory to a collective bargaining agreement with the Union) and those not covered by the "principal agreement" will pay \$0.60 per hour in addition to the required amount of fringe benefit contributions due to the Funds and Entities in order to, among other things, defray the costs of administration of the Funds. If an Association Employer leaves its Association or is no longer a member in good standing with its Association, or is delinquent for 2 months, a \$0.60 per hour Funds contribution increase to match the independent agreement administration cost of the Funds shall be paid by the Employer.

A single check covering the combined contributions due to the above-mentioned Funds and Entities shall be made payable to the "NEDC of the OPCMIA Fringe Benefit Funds." This check, along with a completed and signed remittance report, must be submitted to the shop steward or Cement Mason on the job on the employees' regular pay day, who shall in turn verify the correctness of the amount and the number of employees and submit the check and report to the Funds Office. Where an employee is laid off and receives his wages other than on the employee's regular pay day, said employee shall also be given a check to cover the contributions due to the Funds and Entities. If there are no reportable hours worked by a Cement Mason during any given week, the Employer is obligated to submit directly to the Fund office a remittance report to the Fund office indicating that there are no reportable hours for the week.

Failure by the shop steward or employee to immediately (but in no event later than three calendar days after pay day) forward said check or checks to the Fund Office shall subject the employee to such penalties as in the judgment of the Trustees is warranted.

Failure by the Employer to issue said check and remittance report (even in the event that no contributions are due for the applicable week) shall be cause for the Union to 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.

In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

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.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

Timothy Porter, President
Business Agents
Edward Barbaria
Pasquale D' Angelo
Michael Rendina
UNITED CEMENT MASONS' UNION
LOCAL 780, O.P. & C.M.I.A.
Affiliated with American Federation of Labor
CEMENT LEAGUE CONTRACTORS & OTHER ASSOCIATIONS
RESIDENTIAL RATES
MARKET RECOVERY FOR HIGHRISE CONCRETE CONSTRUCTION ONLY
Michael Rendina 1404 Blondell Ave
Fin. Secretary/Bus. Manager Bronx, N.Y. 10461
Hours 7:30 A.M. – 3:30 P.M.
Phone: 718-357-3750 Fax: 718-357-2057

July 1, 2025 – June 30, 2026

The \$3.25 Check-off, \$0.59 Int'l Check-off, \$0.50 Organize, and \$0.05 Ed Fund will be paid to Local 780 for every straight, overtime, & double time hour worked.

| | |
|------------------------|--------------------------|
| Check-off | \$ 3.25 per Hour |
| Int'l Check-off | \$ 0.59 per Hour |
| Vacation | \$ 1.90 per Hour |
| Organize | \$ 0.50 per Hour |
| Ed Fund | \$ 0.05 per Hour |
| Welfare | \$ 10.86 per Hour |
| Pension | \$ 4.50 per Hour |
| Annuity | \$ 0.50 per Hour |
| Apprenticeship | \$ 0.49 per Hour |
| I.A.P. | \$ 0.32 per Hour |
| 780 LMT | \$ 0.05 per Hour |
| TOTAL | \$23.01 per Hour |

- All work Monday – Friday paid at straight time for the first 8 hours then overtime shall be paid at the rate of one & one half.
- Saturday shall be paid at the rate of one & one half.
- Sunday & Recognized Holidays will be paid at double time.
- Pension & Welfare will be paid at straight time for every overtime or double time hour worked.

(OVER)

RESIDENTIAL
MARKET RECOVERY FOR HIGHRISE CONCRETE CONSTRUCTION ONLY
JOURNEY PERSON
WAGE SCALE AS OF
July 1, 2025 to June 30, 2026

Recognized Holidays in addition to Saturday & Sunday
New Years Day, Columbus Day, President's Day, Election Day (in Presidential years),
Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day
(Subject to change with notice)

Monday – Friday overtime shall be paid at the rate of one & one half.

Saturday shall be paid at the rate of one & one half.

Sunday & Recognized Holidays will be paid at double time.

Pension & Welfare will be paid at straight time for every over time or double time hour worked.

Including \$3.25 per hour Check-off
Including \$0.59 per hour Int'l Check-off
Including \$1.90 per hour Vacation
Including \$0.50 per hour Organize
Including \$0.05 per hour Education Fund

| Hours | Wages |
|-------|-----------|
| 1 | \$ 40.48 |
| 2 | \$ 80.96 |
| 3 | \$ 121.44 |
| 4 | \$ 161.92 |
| 5 | \$ 202.40 |
| 6 | \$ 242.88 |
| 7 | \$ 283.36 |
| 8 | \$ 323.84 |
| 9 | \$ 364.32 |
| 10 | \$ 404.80 |
| 11 | \$ 445.28 |
| 12 | \$ 485.76 |
| 13 | \$ 526.24 |
| 14 | \$ 566.72 |
| 15 | \$ 607.20 |
| 16 | \$ 647.68 |
| 17 | \$ 688.16 |
| 18 | \$ 728.64 |
| 19 | \$ 769.12 |
| 20 | \$ 809.60 |

| Hours | Wages |
|-------|-------------|
| 21 | \$ 850.08 |
| 22 | \$ 890.56 |
| 23 | \$ 931.04 |
| 24 | \$ 971.52 |
| 25 | \$ 1,012.00 |
| 26 | \$ 1,052.48 |
| 27 | \$ 1,092.96 |
| 28 | \$ 1,133.44 |
| 29 | \$ 1,173.92 |
| 30 | \$ 1,214.40 |
| 31 | \$ 1,254.88 |
| 32 | \$ 1,295.36 |
| 33 | \$ 1,335.84 |
| 34 | \$ 1,376.32 |
| 35 | \$ 1,416.80 |
| 36 | \$ 1,457.28 |
| 37 | \$ 1,497.76 |
| 38 | \$ 1,538.24 |
| 39 | \$ 1,578.72 |
| 40 | \$ 1,619.20 |

United Cement Masons' Union Local 780
Breakdown of Wages & Benefits as of July 1, 2025 – June 30, 2026
Cement League Contractors & Other Associations
Residential - Market Recovery for Highrise Concrete Construction
Journey Person Rates

Straight Hours

| | |
|-------------------|-----------------|
| Wages - | \$ 40.48 |
| Check-off - | \$ 3.25 |
| Int'l Check-off - | \$ 0.59 |
| Vacation - | \$ 1.90 |
| Organize - | \$ 0.50 |
| Ed Fund - | <u>\$ 0.05</u> |
| Total Wages | \$ 34.19 |
| + Fringes | <u>\$ 23.01</u> |
| | \$ 57.20 |

Straight Time Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 10.86 |
| Pension - | \$ 4.50 |
| Appr. - | \$ 0.49 |
| I.A.P. - | \$ 0.32 |
| Check-off - | \$ 3.25 |
| Int'l Check-off - | \$ 0.59 |
| Vacation - | \$ 1.90 |
| Organize - | \$ 0.50 |
| Annuity - | \$ 0.50 |
| 780 LMT- | \$ 0.05 |
| Ed Fund - | <u>\$ 0.05</u> |
| Total Benefits | \$ 23.01 |

1 1/2 Hours

| | |
|-------------------|-----------------|
| Wages - | \$ 60.72 |
| Check-off - | \$ 4.88 |
| Int'l Check-off - | \$ 0.89 |
| Vacation - | \$ 2.85 |
| Organize - | \$ 0.75 |
| Ed Fund - | <u>\$ 0.08</u> |
| Total Wages | \$ 51.27 |
| + Fringes | <u>\$ 26.86</u> |
| | \$ 78.13 |

1 1/2 Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 10.86 |
| Pension - | \$ 4.50 |
| Appr. - | \$ 0.74 |
| I.A.P. - | \$ 0.48 |
| Check-off - | \$ 4.88 |
| Int'l Check-off - | \$ 0.89 |
| Vacation - | \$ 2.85 |
| Organize - | \$ 0.75 |
| Annuity - | \$ 0.75 |
| 780 LMT- | \$ 0.08 |
| Ed Fund - | <u>\$ 0.08</u> |
| Total Benefits | \$ 26.86 |

Double Time Wages

| | |
|-------------------|-----------------|
| Wages - | \$ 80.96 |
| Check-off - | \$ 6.50 |
| Int'l Check-off - | \$ 1.18 |
| Vacation - | \$ 3.80 |
| Organize - | \$ 1.00 |
| Ed Fund - | <u>\$ 0.10</u> |
| Total Wages | \$ 68.38 |
| + Fringes | <u>\$ 30.66</u> |
| | \$ 99.04 |

Double Time Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 10.86 |
| Pension - | \$ 4.50 |
| Appr. - | \$ 0.98 |
| I.A.P. - | \$ 0.64 |
| Check-off - | \$ 6.50 |
| Int'l Check-off - | \$ 1.18 |
| Vacation - | \$ 3.80 |
| Organize - | \$ 1.00 |
| Annuity - | \$ 1.00 |
| 780 LMT- | \$ 0.10 |
| Ed Fund - | <u>\$ 0.10</u> |
| Total Benefits | \$ 30.66 |

****Remittance Report for Residential Members-MARKET RECOVERY FOR HIGHRISE CONCRETE CONSTRUCTION****

Residential or Hospitality Projects only, Effective July 1, 2025

| Straight (A) | ST | Overtime(B) | OT | Double Time (C) | DT |
|----------------|----------------|----------------|----------------|-----------------|----------------|
| Welfare | \$10.86 | Welfare | \$10.86 | Welfare | \$10.86 |
| Pension | \$4.50 | Pension | \$4.50 | Pension | \$4.50 |
| Apprenticeship | \$0.49 | Apprenticeship | \$0.74 | Apprenticeship | \$0.98 |
| I.A.P. | \$0.32 | I.A.P. | \$0.48 | I.A.P. | \$0.64 |
| Check Off | \$3.25 | Check Off | \$4.88 | Check Off | \$6.50 |
| Int. Check Off | \$0.59 | Int. Check Off | \$0.89 | Int. Check Off | \$1.18 |
| Vacation | \$1.90 | Vacation | \$2.85 | Vacation | \$3.80 |
| Annuity | \$0.50 | Annuity | \$0.75 | Annuity | \$1.00 |
| 780 LMT | \$0.05 | 780 LMT | \$0.08 | 780 LMT | \$0.10 |
| OrganizingFund | \$0.50 | OrganizingFund | \$0.75 | OrganizingFund | \$1.00 |
| Education Fund | \$0.05 | Education Fund | \$0.08 | Education Fund | \$0.10 |
| Total | \$23.01 | Total | \$26.86 | Total | \$30.66 |
| Total Hours: | | Total Hours: | | Total Hours: | |

Amount Due:

(A) \$

Total Due=
A+B+C

Amount Due:

(B) \$

Make one check payable to
NEDC of the OPCMIA Fringe Benefit Funds

Amount Due:

(C) \$

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

All INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____

WEEK ENDING _____

| Social Security # | Last Name | First Name | Straight Hours | Overtime Hours | Double time Hours |
|-------------------|-------------|------------|----------------|----------------|-------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | Total Hours | | | | |
| | x Rate | | \$23.01 | \$26.86 | \$30.66 |
| | Amount due: | | | | |

Payments covering contributions to the Cement Masons' Local 780 Pension Fund, Cement League Advancement, IAP Funds, Dues, International Dues, Organizing Fund, Education Fund, NEDC of the OPCMIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, and LMC Fund shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to the Northeast District Council of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective July 1, 2025 to June 30, 2026, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund , NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund, Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

All independent Employers or contractors (*i.e.*, contractors that are not members of an association that is signatory to a collective bargaining agreement with the Union) and those not covered by the "principal agreement" will pay \$0.60 per hour in addition to the required amount of fringe benefit contributions due to the Funds and Entities in order to, among other things, defray the costs of administration of the Funds. If an Association Employer leaves its Association or is no longer a member in good standing with its Association, or is delinquent for 2 months, a \$0.60 per hour Funds contribution increase to match the independent agreement administration cost of the Funds shall be paid by the Employer.

A single check covering the combined contributions due to the above-mentioned Funds and Entities shall be made payable to the "NEDC of the OPCMIA Fringe Benefit Funds." This check, along with a completed and signed remittance report, must be submitted to the shop steward or Cement Mason on the job on the employees' regular pay day, who shall in turn verify the correctness of the amount and the number of employees and submit the check and report to the Funds Office. Where an employee is laid off and receives his wages other than on the employee's regular pay day, said employee shall also be given a check to cover the contributions due to the Funds and Entities. If there are no reportable hours worked by a Cement Mason during any given week, the Employer is obligated to submit directly to the Fund office a remittance report to the Fund office indicating that there are no reportable hours for the week.

Failure by the shop steward or employee to immediately (but in no event later than three calendar days after pay day) forward said check or checks to the Fund Office shall subject the employee to such penalties as in the judgment of the Trustees is warranted.

Failure by the Employer to issue said check and remittance report (even in the event that no contributions are due for the applicable week) shall be cause for the Union to 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.

In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

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.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

Timothy Porter, President
Business Agents
Edward Barbaria
Pasquale D' Angelo
Michael Rendina
UNITED CEMENT MASONS' UNION
LOCAL 780, O.P. & C.M.I.A.
Affiliated with American Federation of Labor
CEMENT LEAGUE CONTRACTORS & OTHER ASSOCIATIONS
RESIDENTIAL RATES 10,000 HOURS COMPLETED
MARKET RECOVERY FOR HIGHRISE CONCRETE CONSTRUCTION ONLY
Michael Rendina 1404 Blondell Ave
Fin. Secretary/Bus. Manager Bronx, N.Y. 10461
Hours 7:30 A.M. – 3:30 P.M.
Phone: 718-357-3750 Fax: 718-357-2057

July 1, 2025 – June 30, 2026

The \$3.25 Check-off, \$0.70 Int'l Check-off, \$0.65 Organize, and \$0.05 Ed Fund will be paid to Local 780 for every straight, overtime, & double time hour worked.

| | |
|------------------------|--------------------------|
| Check-off | \$ 3.25 per Hour |
| Int'l Check-off | \$ 0.70 per Hour |
| Vacation | \$ 2.40 per Hour |
| Organize | \$ 0.65 per Hour |
| Ed Fund | \$ 0.05 per Hour |
| Welfare | \$ 10.86 per Hour |
| Pension | \$ 9.25 per Hour |
| Annuity | \$ 4.00 per Hour |
| Apprenticeship | \$ 0.50 per Hour |
| I.A.P. | \$ 0.32 per Hour |
| 780 LMT | \$ 0.05 per Hour |
| TOTAL | \$32.03 per Hour |

- All work Monday – Friday paid at straight time for the first 8 hours then overtime shall be paid at the rate of one & one half.
- Saturday shall be paid at the rate of one & one half.
- Sunday & Recognized Holidays will be paid at double time.
- Pension & Welfare will be paid at straight time for every overtime or double time hour worked.

(OVER)

RESIDENTIAL – 10,000 COMPLETED
MARKET RECOVERY FOR HIGHRISE CONCRETE CONSTRUCTION ONLY
JOURNEY PERSON
WAGE SCALE AS OF
July 1, 2025 to June 30, 2026

Recognized Holidays in addition to Saturday & Sunday
New Year's Day, Columbus Day, President's Day, Election Day (in Presidential years),
Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day
(Subject to change with notice)

Monday – Friday overtime shall be paid at the rate of one & one half.

Saturday shall be paid at the rate of one & one half.

Sunday & Recognized Holidays will be paid at double time.

Pension & Welfare will be paid at straight time for every overtime or double time hour worked.

Including \$3.25 per hour Check-off
Including \$0.70 per hour Int'l Check-off
Including \$2.40 per hour Vacation
Including \$0.65 per hour Organize
Including \$0.05 per hour Education Fund

| Hours | Wages |
|-------|-----------|
| 1 | \$ 43.37 |
| 2 | \$ 86.74 |
| 3 | \$ 130.11 |
| 4 | \$ 173.48 |
| 5 | \$ 216.85 |
| 6 | \$ 260.22 |
| 7 | \$ 303.59 |
| 8 | \$ 346.96 |
| 9 | \$ 390.33 |
| 10 | \$ 433.70 |
| 11 | \$ 477.07 |
| 12 | \$ 520.44 |
| 13 | \$ 563.81 |
| 14 | \$ 607.18 |
| 15 | \$ 650.55 |
| 16 | \$ 693.92 |
| 17 | \$ 737.29 |
| 18 | \$ 780.66 |
| 19 | \$ 824.03 |
| 20 | \$ 867.40 |

| Hours | Wages |
|-------|-------------|
| 21 | \$ 910.77 |
| 22 | \$ 954.14 |
| 23 | \$ 997.51 |
| 24 | \$ 1,040.88 |
| 25 | \$ 1,084.25 |
| 26 | \$ 1,127.62 |
| 27 | \$ 1,170.99 |
| 28 | \$ 1,214.36 |
| 29 | \$ 1,257.73 |
| 30 | \$ 1,301.10 |
| 31 | \$ 1,344.47 |
| 32 | \$ 1,387.84 |
| 33 | \$ 1,431.21 |
| 34 | \$ 1,474.58 |
| 35 | \$ 1,517.95 |
| 36 | \$ 1,561.32 |
| 37 | \$ 1,604.69 |
| 38 | \$ 1,648.06 |
| 39 | \$ 1,691.43 |
| 40 | \$ 1,734.80 |

United Cement Masons' Union Local 780
Breakdown of Wages & Benefits as of July 1, 2025 – June 30, 2026
Cement League Contractors & Other Associations
Residential 10K - Market Recovery for Highrise Concrete Construction
Journey Person Rates

Straight Hours

| | |
|-------------------|-----------------|
| Wages - | \$ 43.37 |
| Check-off - | \$ 3.25 |
| Int'l Check-off - | \$ 0.70 |
| Vacation - | \$ 2.40 |
| Organize - | \$ 0.65 |
| Ed Fund - | <u>\$ 0.05</u> |
| Total Wages | \$ 36.32 |
| + Fringes | <u>\$ 32.03</u> |
| | \$ 68.35 |

Straight Time Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 10.86 |
| Pension - | \$ 9.25 |
| Appr. - | \$ 0.50 |
| I.A.P. - | \$ 0.32 |
| Check-off - | \$ 3.25 |
| Int'l Check-off - | \$ 0.70 |
| Vacation - | \$ 2.40 |
| Organize - | \$ 0.65 |
| Annuity - | \$ 4.00 |
| 780 LMT- | \$ 0.05 |
| Ed Fund - | <u>\$ 0.05</u> |
| Total Benefits | \$ 32.03 |

1 1/2 Hours

| | |
|-------------------|-----------------|
| Wages - | \$ 65.96 |
| Check-off - | \$ 4.88 |
| Int'l Check-off - | \$ 1.05 |
| Vacation - | \$ 3.60 |
| Organize - | \$ 0.98 |
| Ed Fund - | <u>\$ 0.08</u> |
| Total Wages | \$ 55.37 |
| + Fringes | <u>\$ 38.01</u> |
| | \$ 93.38 |

1 1/2 Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 10.86 |
| Pension - | \$ 9.25 |
| Appr. - | \$ 0.75 |
| I.A.P. - | \$ 0.48 |
| Check-off - | \$ 4.88 |
| Int'l Check-off - | \$ 1.05 |
| Vacation - | \$ 3.60 |
| Organize - | \$ 0.98 |
| Annuity - | \$ 6.00 |
| 780 LMT- | \$ 0.08 |
| Ed Fund - | <u>\$ 0.08</u> |
| Total Benefits | \$ 38.01 |

Double Time Wages

| | |
|-------------------|-----------------|
| Wages - | \$ 86.74 |
| Check-off - | \$ 6.50 |
| Int'l Check-off - | \$ 1.40 |
| Vacation - | \$ 4.80 |
| Organize - | \$ 1.30 |
| Ed Fund - | <u>\$ 0.10</u> |
| Total Wages | \$ 72.64 |
| + Fringes | <u>\$ 43.95</u> |
| | \$ 116.59 |

Double Time Fringe Benefits

| | |
|-------------------|----------------|
| Welfare - | \$ 10.86 |
| Pension - | \$ 9.25 |
| Appr. - | \$ 1.00 |
| I.A.P. - | \$ 0.64 |
| Check-off - | \$ 6.50 |
| Int'l Check-off - | \$ 1.40 |
| Vacation - | \$ 4.80 |
| Organize - | \$ 1.30 |
| Annuity - | \$ 8.00 |
| 780 LMT- | \$ 0.10 |
| Ed Fund - | <u>\$ 0.10</u> |
| Total Benefits | \$ 43.95 |

Effective July 1, 2025

| Straight (A) | ST | Overtime(B) | OT | Double Time (C) | DT |
|----------------|----------------|----------------|----------------|-----------------|----------------|
| Welfare | \$10.86 | Welfare | \$10.86 | Welfare | \$10.86 |
| Pension | \$9.25 | Pension | \$9.25 | Pension | \$9.25 |
| Apprenticeship | \$0.50 | Apprenticeship | \$0.75 | Apprenticeship | \$1.00 |
| I.A.P. | \$0.32 | I.A.P. | \$0.48 | I.A.P. | \$0.64 |
| Check Off | \$3.25 | Check Off | \$4.88 | Check Off | \$6.50 |
| Int. Check Off | \$0.70 | Int. Check Off | \$1.05 | Int. Check Off | \$1.40 |
| Vacation | \$2.40 | Vacation | \$3.60 | Vacation | \$4.80 |
| Annuity | \$4.00 | Annuity | \$6.00 | Annuity | \$8.00 |
| 780 LMT | \$0.05 | 780 LMT | \$0.08 | 780 LMT | \$0.10 |
| OrganizingFund | \$0.65 | OrganizingFund | \$0.98 | OrganizingFund | \$1.30 |
| Education Fund | \$0.05 | Education Fund | \$0.08 | Education Fund | \$0.10 |
| Total | \$32.03 | Total | \$38.01 | Total | \$43.95 |
| Total Hours: | | Total Hours: | | Total Hours: | |

Amount Due:

(A) \$

Total Due=
A+B+C

Amount Due:

(B) \$

Make one check payable to
NEDC of the OPCMIA Fringe Benefit Funds

Amount Due

(C) \$

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

All INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____

WEEK ENDING _____

| Social Security # | Last Name | First Name | Straight Hours | Overtime Hours | Double time Hours |
|-------------------|-------------|------------|----------------|----------------|-------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | Total Hours | | | | |
| | x Rate | | \$32.03 | \$38.01 | \$43.95 |
| | Amount due: | | | | |

Payments covering contributions to the Cement Masons' Local 780 Pension Fund, Cement League Advancement, IAP Funds, Dues, International Dues, Organizing Fund, Education Fund, NEDC of the OPCMIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, and LMC Fund shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to the Northeast District Council of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective July 1, 2025 to June 30, 2026, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund , NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund, Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

All independent Employers or contractors (*i.e.*, contractors that are not members of an association that is signatory to a collective bargaining agreement with the Union) and those not covered by the "principal agreement" will pay \$0.60 per hour in addition to the required amount of fringe benefit contributions due to the Funds and Entities in order to, among other things, defray the costs of administration of the Funds. If an Association Employer leaves its Association or is no longer a member in good standing with its Association, or is delinquent for 2 months, a \$0.60 per hour Funds contribution increase to match the independent agreement administration cost of the Funds shall be paid by the Employer.

A single check covering the combined contributions due to the above-mentioned Funds and Entities shall be made payable to the "NEDC of the OPCMIA Fringe Benefit Funds." This check, along with a completed and signed remittance report, must be submitted to the shop steward or Cement Mason on the job on the employees' regular pay day, who shall in turn verify the correctness of the amount and the number of employees and submit the check and report to the Funds Office. Where an employee is laid off and receives his wages other than on the employee's regular pay day, said employee shall also be given a check to cover the contributions due to the Funds and Entities. If there are no reportable hours worked by a Cement Mason during any given week, the Employer is obligated to submit directly to the Fund office a remittance report to the Fund office indicating that there are no reportable hours for the week.

Failure by the shop steward or employee to immediately (but in no event later than three calendar days after pay day) forward said check or checks to the Fund Office shall subject the employee to such penalties as in the judgment of the Trustees is warranted.

Failure by the Employer to issue said check and remittance report (even in the event that no contributions are due for the applicable week) shall be cause for the Union to 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.

In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

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.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

NORTHEAST DISTRICT COUNCIL OF THE OPCMLA JOINT APPRENTICESHIP TRAINING PROGRAM



Apprenticeship Coordinator/ Training Director
Michael D'Onofrio

APPRENTICE WAGE RATES EFFECTIVE JULY 1, 2025

| PAY per hour | Straight | | Overtime | | Double |
|---------------------|-----------------|--|-----------------|--|-----------------|
| | | | | | |
| Year 1 | \$ 23.77 | | \$ 35.66 | | \$ 47.54 |
| Year 2 | \$ 28.74 | | \$ 43.11 | | \$ 57.48 |
| Year 3 | \$ 34.27 | | \$ 51.40 | | \$ 68.54 |
| | | | | | |

WAGES AFTER TAX MINUS CHECKOFF, INTERNATIONAL CHECKOFF, VACTION & ORGANIZE SHALL BE ADDED TO BENEFITS.

Over Time shall be paid at the rate of one & one half for the first 2 hours
(Double time after on Commercial Projects)

Saturday shall be paid at the rate of one & one half for the first 10 hours
(Double time after 10 hours on Commercial Projects)

Sunday & Recognized Holidays will be paid at double time.

Northeast District Council of the OPCMIA Fringe Benefit Funds -1406 Blondell Avenue, 2nd Floor, Bronx, NY 10461

Phone: (516)775-2280 Fax: (516)775-4064

****Cement Masons' Local 780 Apprentice Rates ****

Remittance Report for Cement League Contractors & Other Associations, Effective July 1, 2025:

| Year | Straight | x Rate | Amount | Over | x Rate | Amount | Double | x Rate | Amount |
|----------|----------|----------|--------|------|----------|--------|--------|----------|--------|
| | Hours | | Due | Time | | Due | Time | | Due |
| 1st Year | | \$ 16.90 | | | \$ 17.96 | | | \$ 18.99 | |
| 2nd Year | | \$ 19.16 | | | \$ 21.35 | | | \$ 23.51 | |
| 3rd Year | | \$ 20.56 | | | \$ 23.44 | | | \$ 26.31 | |

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

ALL INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____

WEEK ENDING _____

| Social Security # | Last Name | First Name | Straight | Overtime | Double time | |
|-------------------|-----------|-------------|-------------|--------------|--------------|-------------------------|
| | | | Hours | Hours | Hours | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | Total Hours | x Rate | X Rate | X Rate | Total of percentage due |
| | | | Yr1-\$16.90 | Yr1- \$17.96 | Yr1- \$18.99 | |
| | | | Yr2-\$19.16 | Yr2- \$21.35 | Yr2- \$23.51 | |
| | | | Yr3-\$20.56 | Yr3- \$23.44 | Yr3- \$26.31 | |
| | | | | | | |
| | | Amount due: | | | | |

Payments covering contributions to the Cement Masons' Local 780 Pension Fund, Cement League Advancement, IAP Fund, Organizing Fund, Dues, International Dues, NEDC of the OPCIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, and LMC Fund, shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to Northeast District Council of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR THE FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective July 1, 2025 to June 30, 2026, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund, NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund, Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

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In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

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.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

Apprenticeship Rates:

| Cement League & Other Assoc. Effective 07/01/25 | | | | | | | | | | | |
|---|-----------------|-----------------|-----------------|--|-----------------|-----------------|-----------------|--|-----------------|-----------------|-----------------|
| | 1st Year | | | | 2nd Year | | | | 3rd Year | | |
| | | OT | DT | | | OT | DT | | | OT | DT |
| Welfare | \$ 10.31 | \$ 10.31 | \$ 10.31 | | \$ 10.31 | \$ 10.31 | \$ 10.31 | | \$ 10.31 | \$ 10.31 | \$ 10.31 |
| Pension | \$ 4.50 | \$ 4.50 | \$ 4.50 | | \$ 4.50 | \$ 4.50 | \$ 4.50 | | \$ 4.50 | \$ 4.50 | \$ 4.50 |
| Check Off | \$ - | \$ - | \$ - | | \$ 1.49 | \$ 2.24 | \$ 2.98 | | \$ 2.58 | \$ 3.87 | \$ 5.16 |
| Int. Check Off | \$ 0.41 | \$ 0.62 | \$ 0.82 | | \$ 0.46 | \$ 0.69 | \$ 0.92 | | \$ 0.52 | \$ 0.78 | \$ 1.04 |
| Apprenticeship | \$ 0.05 | \$ 0.08 | \$ 0.10 | | \$ 0.35 | \$ 0.53 | \$ 0.70 | | \$ 0.46 | \$ 0.69 | \$ 0.92 |
| Vacation | \$ 1.45 | \$ 2.18 | \$ 2.90 | | \$ 1.49 | \$ 2.24 | \$ 2.98 | | \$ 1.56 | \$ 2.34 | \$ 3.12 |
| Annuity | \$ - | \$ - | \$ - | | \$ - | \$ - | \$ - | | \$ - | \$ - | \$ - |
| 780 LMT | \$ - | \$ - | \$ - | | \$ - | \$ - | \$ - | | \$ - | \$ - | \$ - |
| Organizing Fund | \$ 0.18 | \$ 0.27 | \$ 0.36 | | \$ 0.24 | \$ 0.36 | \$ 0.48 | | \$ 0.31 | \$ 0.47 | \$ 0.62 |
| I.A.P. | \$ - | \$ - | \$ - | | \$ 0.32 | \$ 0.48 | \$ 0.64 | | \$ 0.32 | \$ 0.48 | \$ 0.64 |
| Total | \$ 16.90 | \$ 17.96 | \$ 18.99 | | \$ 19.16 | \$ 21.35 | \$ 23.51 | | \$ 20.56 | \$ 23.44 | \$ 26.31 |