NORTHERN CALIFORNIA MASTER CONSTRUCTION 2023 Wage & Fringe Benefits - United Contractors - UCON Effective June 26, 2023								
								Lifective Julie 20, 2023
Classifications – 01.03.00	Area 1	Area 2	Special Single & Second Shift	Area 1	Area 2			
Group 1	\$60.72	\$62.72	Group 1	\$66.72	\$68.72			
Group 2	\$59.19	\$61.19	Group 2	\$65.19	\$67.19			
Group 3	\$57.71	\$59.71	Group 3	\$63.71	\$65.71			
Group 4	\$56.33	\$58.33	Group 4	\$62.33	\$64.33			
Group 5	\$55.06	\$57.06	Group 5	\$61.06	\$63.06			
Group 6	\$53.74	\$55.74	Group 6	\$59.74	\$61.74			
Group 7	\$52.60	\$54.60	Group 7	\$58.60	\$60.60			
Group 8	\$51.46	\$53.46	Group 8	\$57.46	\$59.46			
Group 8A	\$49.25	\$51.25	Group 8A	\$55.25	\$57.25			
01.03.01 All Cranes and Attach	mants		All Cranes and Attachments					
Straight-Time Hourly	Area 1	Area 2	Special Single & Second Shift	Area 1	Area 2			
Group 1	\$62.35	\$64.35	Group 1	\$68.35	\$70.35			
Group 1-A	\$61.60	\$63.60	Group 1-A	\$67.60	\$69.60			
Group 2-A	\$59.84	\$61.84	Group 2-A	\$65.84	\$67.84			
Group 3-A	\$58.10	\$60.10	Group 3-A	\$64.10	\$66.10			
Group 4-A	\$55.06	\$57.06	Group 4-A	\$61.06	\$63.06			
Group 5-A Foreman	\$55.00	757.00	Group 5-A Foreman	301.00	Ç03.00			
Crane Foreman & Shifter	\$64.57	\$66.57	Crane Foreman & Shifter	\$70.57	\$72.57			
	\$63.57	\$65.57		\$69.57				
Crane Working Foreman Crane Master Mechanic			Crane Working Foreman		\$71.57			
Crane Master Mechanic	\$64.57	\$66.57	Crane Master Mechanic	\$70.57	\$72.57			
5183 Truck Crane Assistant to	Engineer		5183 Truck Crane Assistant to Engi	neer				
5183 Truck Crane Assistant to Group 1	-,	\$57.38	5183 Truck Crane Assistant to Engil Group 1		\$63.38			
Group 1	\$55.38	\$57.38 \$56.63	Group 1	\$61.38	\$63.38 \$62.63			
	-,	\$57.38 \$56.63 \$56.37	_		\$62.63			
Group 1 Group 1-A	\$55.38 \$54.63	\$56.63	Group 1 Group 1-A Group 2-A	\$61.38 \$60.63	\$62.63 \$62.37			
Group 1 Group 1-A Group 2-A Group 3-A	\$55.38 \$54.63 \$54.37	\$56.63 \$56.37	Group 1 Group 1-A Group 2-A Group 3-A	\$61.38 \$60.63 \$60.37	\$62.63			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic	\$55.38 \$54.63 \$54.37	\$56.63 \$56.37 \$56.13	Group 1 Group 1-A Group 2-A	\$61.38 \$60.63 \$60.37	\$62.63 \$62.37 \$62.13			
Group 1 Group 1-A Group 2-A Group 3-A	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74	\$56.63 \$56.37	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A	\$61.38 \$60.63 \$60.37 \$60.13	\$62.63 \$62.37			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74	\$56.63 \$56.37 \$56.13 \$55.74	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74	\$62.63 \$62.37 \$62.13 \$55.38			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74	\$56.63 \$56.37 \$56.13 \$55.74	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1	\$61.38 \$60.63 \$60.37 \$60.13	\$62.63 \$62.37 \$62.13			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34 \$52.13	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34 \$52.13 \$51.85	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13 \$57.85	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34 \$52.13 \$51.85 bricators	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$57.85	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fa	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34 \$52.13 \$51.85 bricators	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13 \$53.85	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A O1.03.02 Steel Erectors and Fabrica	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13 \$57.85	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13 \$59.85			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fa Straight-Time Hourly	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34 \$52.13 \$51.85 bricators	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13 \$53.85	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fabrica Special Single & Second Shift	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13 \$57.85	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13 \$59.85			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fa Straight-Time Hourly Group A-1	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34 \$52.13 \$51.85 bricators Are	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13 \$53.85	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fabrica Special Single & Second Shift Group A-1	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13 \$57.85 Are \$69 \$68	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13 \$59.85			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fa Straight-Time Hourly Group 1 Group 1	\$55.38 \$54.63 \$54.37 \$54.13 \$53.74 neer \$53.09 \$52.34 \$52.13 \$51.85 bricators Are \$63 \$64	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$53.85 2.57	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fabrica Special Single & Second Shift Group 1 Group 1	\$61.38 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$57.85 ators Are \$68 \$68	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13 \$59.85			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fa Straight-Time Hourly Group 1 Group 1 Group 2	\$55.38 \$54.63 \$54.63 \$54.37 \$54.13 \$53.74 \$53.74 \$52.34 \$52.34 \$51.85 bricators Are \$66 \$66 \$66 \$66 \$55	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13 \$53.85 ea 1 3.32 2.57 0.80	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fabrica Special Single & Second Shift Group 1 Group 2	\$61.38 \$60.63 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13 \$57.85 Are \$69 \$68 \$66 \$66 \$66	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13 \$59.85			
Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fa Straight-Time Hourly Group 1 Group 2 Group 3	\$55.38 \$54.63 \$54.63 \$54.37 \$54.13 \$53.74 \$53.74 \$52.34 \$52.13 \$51.85 bricators Are \$66 \$66 \$66 \$66 \$55 \$55	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13 \$53.85 ea 1 3.32 2.57 0.80 9.32	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fabrica Special Single & Second Shift Group 4-1 Group 1 Group 2 Group 3	\$61.38 \$60.63 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13 \$57.85 Are \$69 \$69 \$69 \$69 \$69 \$69 \$69 \$69	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13 \$59.85 28.1 9.32 3.57 5.80			
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Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engir Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fa Straight-Time Hourly Group 1 Group 2 Group 3 Group 3 Group 3 Group 5 5183-Truck Crane Assistant to	\$55.38 \$54.63 \$54.63 \$54.37 \$54.13 \$53.74 eer \$53.09 \$52.34 \$52.13 \$51.85 bricators Are \$66 \$66 \$66 \$55 \$55 \$55 \$55 \$55	\$56.63 \$56.37 \$56.13 \$55.74 \$55.09 \$54.34 \$54.13 \$53.85 ea 1 3.32 2.57 0.80 9.32 7.30 5.00	Group 1 Group 1-A Group 2-A Group 3-A 5183 Hydraulic Group 3-A 5173 -Crane-Assistant to Engineer Group 1 Group 1-A Group 2-A Group 3-A 01.03.02 Steel Erectors and Fabrica Special Single & Second Shift Group 4 Group 3 Group 4 Group 5 5183-Truck Crane Assistant to Engi	\$61.38 \$60.63 \$60.63 \$60.37 \$60.13 \$59.74 \$59.09 \$58.34 \$58.13 \$57.85 Are \$69 \$69 \$69 \$69 \$60 \$60 \$60 \$60 \$60 \$60 \$60 \$60 \$60 \$60	\$62.63 \$62.37 \$62.13 \$55.38 \$61.09 \$60.34 \$60.13 \$59.85 2.3 3.57 5.80 5.32 3.30 2.00			

Straight-Time Hourly	01.03.02 Steel Erectors and Fabrica	ators		01.03.02 Steel Erectors and Fabricato	rc		
\$1383-Hydraulic 3179-Assistant to Engineer Group A-1 Group 1 \$53.77 Group A-1 Group 2 \$53.77 Group A-1 Group 3 \$52.75 Group 3 \$52.75 Group 3 \$52.75 Group 3 \$52.75 Group 2 \$52.75 Group 3 \$52.75 Group 4 \$62.69 Group 1 \$62.94 Group 1 \$62.99 Group 1 \$62.94 Group 1 \$62.99 Group 2 \$63.12 Group 2 \$66.12 Group 2 \$66.12 Group 3 \$58.44 Group 3 \$58.44 Group 3 \$58.44 Group 4 \$56.67 Group 6 \$54.03 Group 6 \$54.03 Group 6 \$55.37 Group 6 \$54.03 Group 7 \$52.94 Group 7 \$52.94 Group 7 \$52.94 Group 8 \$51.80 Group 1 \$52.94 Group 1 \$52.94 Group 1 \$52.94 Group 1 \$52.94 Group 2 \$52.94 Group 2 \$52.94 Group 3 \$52.94 Group 1 \$52.94 Group 1 \$52.94 Group 1 \$52.94 Group 1 \$52.94 Group 2 \$52.94 Group 3 \$51.84 Group 3 \$51.85 Group 3 \$51.85 Group 4 \$52.95 Group 1 \$52.96 Group 1 \$52.96 Group 2 \$52.71 Group 2 \$52.71 Group 3 \$52.84 Group 3 \$53.85 Group 3 \$53.85 Group 3 \$53.85 Group 4 \$52.68 Group 1 \$52.68 Group 1 \$52.68 Group 1 \$52.68 Group 2 \$52.41 Group 2 \$52.41 Group 2 \$52.41 Group 2 \$52.42 Group 3 \$52.43 Group 3 \$52.68 Group 1 \$52.68 Group 2 \$52.41 Group 2 \$52.41 Group 2 \$52.41 Group 2 \$52.42 Group 3 \$52.43 Group 3 \$52.43 Group 4 \$52.95 \$52.85 Group 3 \$53.85 Group 4 \$52.95 \$53.85 Group 5 \$53.85 Group 1 \$52.95 \$53.85 Group 1 \$52.95 \$53.95 \$54.95 Group 1 \$52.95 \$52.95 \$53.95 \$54.95 Group 1 \$52.95 \$56.72			aa 1			Δrea 1	
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Group 2		•		·	· · · · · ·		
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Straight-Time Hourly Area 1 Special Single & Second Shift Special Shift Special Single & Second Shift Area 1 Special Single & Second Shift Special Shift Specia				·	·		
Straight-Time Hourly	· · · · · · · · · · · · · · · · · · ·						
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Group 1A \$59.29 \$61.29 Group 1A \$65.29 \$67.29 Group 1 \$56.82 \$58.82 Group 1 \$62.82 \$64.82 Group 2 \$55.56 \$57.56 Group 2 \$61.56 \$63.56 Group 3 \$54.23 \$56.23 Group 3 \$60.23 \$62.23 Group 4 \$53.09 \$55.09 Group 4 \$59.09 \$61.09 Group 5 \$51.95 \$53.95 Group 5 \$57.95 \$59.95 01.04.00 Foreman O1.04.00 Foreman Straight-Time Hourly Area 1 Area 2 Special Single & Second Shift Area 1 Area 2 2921 Foreman & Shifters, over 9 \$60.72 \$62.72 2921 Foreman & Shifters, over 9 \$66.72 \$68.72 2931 Foreman [Working], under 9 \$59.19 \$61.19 2931 Foreman [Working], under 9 \$65.19 \$67.19				-			
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O1.04.00 Foreman O1.04.00 Foreman Straight-Time Hourly Area 1 Area 2 Special Single & Second Shift Area 1 Area 2 2921 Foreman & Shifters, over 9 \$60.72 \$62.72 2921 Foreman & Shifters, over 9 \$66.72 \$68.72 2931 Foreman [Working], under 9 \$59.19 \$61.19 2931 Foreman [Working], under 9 \$65.19 \$67.19	Group 4	\$53.09	\$55.09	Group 4	\$59.09	\$61.09	
Straight-Time Hourly Area 1 Area 2 Special Single & Second Shift Area 1 Area 2 2921 Foreman & Shifters, over 9 \$60.72 \$62.72 2921 Foreman & Shifters, over 9 \$66.72 \$68.72 2931 Foreman [Working], under 9 \$59.19 \$61.19 2931 Foreman [Working], under 9 \$65.19 \$67.19	Group 5	\$51.95	\$53.95	Group 5	\$57.95	\$59.95	
2921 Foreman & Shifters, over 9 \$60.72 \$62.72 2921 Foreman & Shifters, over 9 \$66.72 \$68.72 2931 Foreman [Working], under 9 \$59.19 \$61.19 2931 Foreman [Working], under 9 \$65.19 \$67.19	01.04.00 Foreman			01.04.00 Foreman			
2931 Foreman [Working], under 9 \$59.19 \$61.19 2931 Foreman [Working], under 9 \$65.19 \$67.19	Straight-Time Hourly	Area 1	Area 2	Special Single & Second Shift	Area 1	Area 2	
	2921 Foreman & Shifters, over 9	\$60.72	\$62.72	2921 Foreman & Shifters, over 9	\$66.72	\$68.72	
3341 Master Mechanic, over 5 \$60.72 \$62.72 3341 Master Mechanic, over 5 \$66.72 \$68.72	2931 Foreman [Working], under 9	\$59.19	\$61.19	2931 Foreman [Working], under 9	\$65.19	\$67.19	
	3341 Master Mechanic, over 5	\$60.72	\$62.72	3341 Master Mechanic, over 5	\$66.72	\$68.72	

	LODELIED L	CALIFORN	A AAACTED CONSTRUCTION		
			IA MASTER CONSTRUCTION ctive June 26, 2023 - JOURNEYMAN		
Health and Welfare	NINGE BEIN	Erii3 - Eile	Clive Julie 26, 2023 - JOORNE HVIAN		\$10.84
Pensioned Health & Welfare					\$2.54
Pension					\$10.78
Affirmative Action Training Fund					\$1.21
IUOE National Training Fund					\$0.05
Vacation, Holiday and Sick Pay*					\$5.96
Vacation Administrative Fee					\$0.03
Heavy & Highway					\$0.03
Annuity Fund					\$1.00
Contract Administration Fund					\$0.10
Industry Stabilization Fund					\$0.06
Job Placement Center and Market	Area Comp	nittaa Adm	inistration Market Preservation		\$0.00
Business Development Fund	Area Comin	iittee Auiii	inistration warket Freservation		\$0.11
Total Fringe Package					\$32.93
*Vacation Pay (\$4.47) and Suppler	nontal Duo	/¢1 /0\			332.33
(\$4.47) and Supplei			Rates and Fringe Benefits		
07 10 02 Appropries	Apprent	ice wage r	07.10.02 Apprentices		
07.10.02 Apprentices	Area 1	A 3	Special Single & Second Shift	Aug. 1	Area 2
Straight-Time Hourly 1st Period [55% of Group 4]	1	Area 2 \$32.98	1st Period [55% of Group 4]	Area 1	\$36.28
2nd Period [60% of Group 4]	\$30.98 \$33.80	\$35.80	2nd Period [60% of Group 4]	\$34.28 \$37.40	\$30.28
• • • • • • • • • • • • • • • • • • • •	-				-
3rd Period [65% of Group 4]	\$36.61	\$38.61	3rd Period [65% of Group 4]	\$40.51	\$42.51
4th Period [70% of Group 4]	\$39.43	\$41.43	4th Period [70% of Group 4]	\$43.63	\$45.63
5th Period [85% of Group 4]	\$47.88	\$49.88	5th Period [85% of Group 4]	\$52.98	\$54.98
100% thereafter	\$56.33	\$58.33	100% thereafter	\$62.33	\$64.33
Surveyors	¢24.56	¢22.56	Surveyors	¢25.46	627.46
1st Period [60% of Group 7]	\$31.56	\$33.56	1st Period [60% of Group 7]	\$35.16	\$37.16
2nd Period [70% of Group 7]	\$36.82	\$38.82	2nd Period [70% of Group 7]	\$41.02	\$43.02
3rd Period [80% of Group 7] 4th Period [90% of Group 7]	\$42.08	\$44.08	3rd Period [80% of Group 7	\$46.88 \$52.74	\$48.88
· · · · · · · · · · · · · · · · · · ·	\$47.34	\$49.34	4th Period [90% of Group 7]		\$54.74
5th thru 8th 100%	\$52.60	\$54.60	5th thru 8th 100%	\$58.60	\$60.60
		Annro	ntice Fringes		
Health and Welfare		Appre	ntice Fringes		¢10.04
Pensioned Health & Welfare					\$10.84 \$2.54
Pension					\$9.18
					\$2.21
Affirmative Action Training Fund					\$0.05
IUOE National Training Fund					
Vacation, Holiday and Sick Pay* Vacation Administrative Fee					\$5.46
					\$0.03 \$1.00
Annuity Fund					
Heavy & Highway					\$0.14
Contract Administration Fund					\$0.10
Industry Stabilization Fund	Aron Care	i++00 ^ -!	inistration Markot Decementary		\$0.06
Job Placement Center and Market	Area Comn	iillee Aam	inistration iviarket Preservation		\$0.11
Business Development Fund					\$0.11
Total Fringe Package	named D:	(61.40)			\$31.83
*Vacation Pay (\$3.97) and Suppler	nental Dues	(\$1.49)			