

**Commercial Type of Agreement**

Division: Philadelphia  
 Business Manager: John J. Dougherty  
 Anniversary: April 30, 2013

|  |                 |                          | 4/19/13 - 4/27/14<br>Total Package @<br>\$ 2.00<br>Increase | 4/28/14 - 5/2/15<br>Total Package @<br>\$ 2.00<br>Increase |
|--|-----------------|--------------------------|---|--|
|  | %               |                          |   |  |
| <b>Increase in Journeyman's Base Rate</b>  |                 |                          | \$ 0.97 (b)-(a)   | \$ 1.37 (c)-(b)  |
| <b>Journeyman Base Rate</b>  | 2012/2013/2014  | (a)                      | \$ <b>49.65</b> (b)   | \$ <b>51.02</b> (c)  |
| <b>Contractor Contributions</b>  |                 |                          |   |  |
| Health and Welfare   | 28%             |                          | 13.90   | 14.28  |
| Pension  | 14%             |                          | 6.95  | 7.15   |
| Deferred Income  | 15.5%           |                          | 7.69  | 7.90   |
| N.E.B.F.   | 3%              |                          | 1.49  | 1.54   |
| Apprenticeship & Training  | 2% // 1.50%     |                          | 1.00  | 0.77   |
| <b>Total Cost per hour</b>   |                 |                          | \$ 80.68  | \$ 82.66   |
| LMCC Fund  | 1.35%           |                          | 0.68  | 0.69   |
| NECA/Administration Fund   | 0.50%           |                          | 0.25  | 0.26   |
| N.E.I.F.   | 0.25%           |                          | 0.13  | 0.13   |
| <b>Total Cost per Hour with LMCC/AF &amp; NEIF</b>   |                 |                          | \$ 81.74  | \$ 83.74   |
| <b>Shop &amp; Maintenance Rate as per agreement</b>  |                 |                          |   |  |
| Foreman 2-9 men  |                 | + Journeyman's Base Rate | \$ 51.65  | \$ 53.02   |
| Gen. Foreman 10-22 men   |                 | + Journeyman's Base Rate | \$ 53.15  | \$ 54.52   |
| Project Foreman 23 men & over  |                 | + Journeyman's Base Rate | \$ 54.65  | \$ 56.02   |
| Sub-Foreman  |                 | + Journeyman's Base Rate | \$ 51.40  | \$ 52.77   |
| <b>Note: Rates now include all men on job</b>  |                 |                          |   |  |
| <b>Apprentice Rates</b>  |                 |                          |   |  |
| First Period   | 0-1000 Hours    | 30%                      | \$ 14.90  | \$ 15.31   |
| Second Period  | 1000-2000 Hours | 35%                      | \$ 17.38  | \$ 17.86   |
| Third Period   | 2000-3500 Hours | 40%                      | \$ 19.86  | \$ 20.41   |
| Fourth Period  | 3500-5000 Hours | 50%                      | \$ 24.83  | \$ 25.51   |
| Fifth Period   | 5000-6500 Hours | 60%                      | \$ 29.79  | \$ 30.61   |
| Sixth period   | 6500-8000 Hours | 75%                      | \$ 37.24  | \$ 38.27   |
| <b>Additional Information</b>  |                 |                          |   |  |
| <b>Please Note: First and second period apprentices will receive Health and Welfare Benefits only. Check with JATC (215-567-6405) for all classifications.</b> |                 |                          |   |  |
| <b>Contributions to the Administrative Fund/NEIF are due on all classifications including first and second year apprentices.</b>                               |                 |                          |   |  |
| <b>Check-Offs</b>  |                 |                          |   |  |
| Vacation   |                 | 5.91% / 6.41%            | \$ 2.93   | \$ 3.27  |
| Working Dues   |                 | 4.75%                    | \$ 2.36   | \$ 2.42  |
| Working Dues - S.U.P.F. 2100   |                 | 2.00%                    | \$ 0.99   | \$ 1.02  |
| Job Recovery   |                 | 2.75% / 3.25%            | \$ 1.37   | \$ 1.66  |
| <b>Total Check-Offs</b>  |                 |                          | \$ 7.65   | \$ 8.37  |