

WAGES EFFECTIVE MAY 4, 2020

EASTERN METROPOLITAN ZONE-(ZONE 1) -See Wage District Map-

| Group | 2% of Gross Wages | | | | | Defined Contribution | Appren- ticeship Training | = | Total Employee Package |
|-------|-------------------|----------------------|---------|--------|---------|-------------------------|---------------------------------|---|------------------------|
| | Wages | Excluding Fringes | H&W | HRA | Pension | | | | |
| 1 | \$41.24 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$62.79 |
| 2 | \$39.74 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$61.29 |
| 3 | \$39.19 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$60.74 |
| 4 | \$38.89 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$60.44 |
| 5 | \$35.85 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$57.40 |
| 6 | \$34.64 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$56.19 |

Group 1 Wages include Fifty Cent (\$.50) Premium for CCO Certificate
Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01, I.P.F \$.04

REMAINDER OF EASTERN ZONE-(ZONE 2) -See Wage District Map-

| Group | 2% of Gross Wages | | | | | Defined Contribution | Appren- ticeship Training | = | Total Employee Package |
|-------|-------------------|----------------------|---------|--------|---------|-------------------------|---------------------------------|---|------------------------|
| | Wages | Excluding Fringes | H&W | HRA | Pension | | | | |
| 1 | \$38.53 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$60.08 |
| 2 | \$37.03 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$58.58 |
| 3 | \$36.58 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$58.13 |
| 4 | \$36.28 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$57.83 |
| 5 | \$33.71 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$55.26 |
| 6 | \$32.84 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$54.39 |

Group 1 Wages include Fifty Cent (\$.50) Premium for CCO Certificate
Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01, I.P.F \$.04

WESTERN ZONE-(ZONE 3) -See Wage District Map-

| Group | 2% of Gross Wages | | | | | Defined Contribution | Appren- ticeship Training | = | Total Employee Package |
|-------|-------------------|----------------------|---------|--------|---------|-------------------------|---------------------------------|---|------------------------|
| | Wages | Excluding Fringes | H&W | HRA | Pension | | | | |
| 1 | \$32.10 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$53.65 |
| 2 | \$30.60 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$52.15 |
| 3 | \$29.67 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$51.22 |
| 4 | \$29.36 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$50.91 |
| 5 | \$27.65 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$49.20 |
| 6 | \$27.05 | * | \$10.10 | \$1.00 | \$9.80 | \$1.10 | \$.55 | = | \$48.60 |

Group 1 Wages include Fifty Cent (\$.50) Premium for CCO Certificate
Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01, I.P.F \$.04