

| EAU CLAIRE BUILDING TRADES EFFECTIVE JUNE 1, 2016 |           |           |         |         |         |         |                    |         |         |         |           |         |         |                      |
|---------------------------------------------------|-----------|-----------|---------|---------|---------|---------|--------------------|---------|---------|---------|-----------|---------|---------|----------------------|
| Classification                                    | Base Wage | Vac. Fund | H&W     | NPF     | LPF     | SASMI   | Total Wage Package | iti     | ELWTF   | IFUS    | Drug Test | SMOHIT  | NEMI    | Total Industry Funds |
| Journeyman                                        | \$ 29.00  | \$ 1.00   | \$ 7.62 | \$ 9.21 | \$ 5.01 | \$ 1.56 | \$ 53.40           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| Foreman (>4)                                      | \$ 31.00  | \$ 1.00   | \$ 7.62 | \$ 9.21 | \$ 5.01 | \$ 1.56 | \$ 55.40           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| Foreman (>8)                                      | \$ 31.25  | \$ 1.00   | \$ 7.62 | \$ 9.21 | \$ 5.01 | \$ 1.56 | \$ 55.65           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| Foreman (>12)                                     | \$ 31.50  | \$ 1.00   | \$ 7.62 | \$ 9.21 | \$ 5.01 | \$ 1.56 | \$ 55.90           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| Foreman (>20)                                     | \$ 32.50  | \$ 1.00   | \$ 7.62 | \$ 9.21 | \$ 5.01 | \$ 1.56 | \$ 56.90           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| 50% Apprentice                                    | \$ 14.50  | \$ 1.00   | \$ 7.62 | \$ 4.61 | \$ 2.51 | \$ 0.91 | \$ 31.15           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| 60% Apprentice                                    | \$ 17.40  | \$ 1.00   | \$ 7.62 | \$ 5.53 | \$ 3.01 | \$ 1.04 | \$ 35.60           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| 70% Apprentice                                    | \$ 20.30  | \$ 1.00   | \$ 7.62 | \$ 6.45 | \$ 3.51 | \$ 1.17 | \$ 40.05           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| 80% Apprentice                                    | \$ 23.20  | \$ 1.00   | \$ 7.62 | \$ 7.37 | \$ 4.01 | \$ 1.30 | \$ 44.50           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| 90% Apprentice                                    | \$ 26.10  | \$ 1.00   | \$ 7.62 | \$ 8.29 | \$ 4.51 | \$ 1.43 | \$ 48.95           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| Preapprentice                                     | \$ 11.60  |           | \$ 7.62 |         |         |         | \$ 19.22           |         |         |         |           |         |         | \$ 19.22             |

| RESIDENTIAL EFFECTIVE JUNE 1, 2016 |           |           |         |         |         |         |                    |         |         |         |           |         |         |                      |
|------------------------------------|-----------|-----------|---------|---------|---------|---------|--------------------|---------|---------|---------|-----------|---------|---------|----------------------|
| Classification                     | Base Wage | Vac. Fund | H&W     | NPF     | LPF     | SASMI   | Total Wage Package | iti     | ELWTF   | IFUS    | Drug Test | SMOHIT  | NEMI    | Total Industry Funds |
| Res. Journeyman                    | \$ 23.50  | \$ 1.00   | \$ 7.62 | \$ 8.16 | \$ 5.01 | \$ 1.36 | \$ 46.65           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |
| BT Sign down                       | \$ 25.00  | \$ 1.00   | \$ 7.62 | \$ 9.21 | \$ 5.01 | \$ 1.44 | \$ 49.28           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |

| WAREHOUSEMAN EFFECTIVE JUNE 1, 2016 |           |           |         |         |         |         |                    |         |         |         |           |         |         |                      |
|-------------------------------------|-----------|-----------|---------|---------|---------|---------|--------------------|---------|---------|---------|-----------|---------|---------|----------------------|
| Classification                      | Base Wage | Vac. Fund | H&W     | NPF     | LPF     | SASMI   | Total Wage Package | iti     | ELWTF   | IFUS    | Drug Test | SMOHIT  | NEMI    | Total Industry Funds |
| Warehouseman                        | \$ 11.60  | \$ 1.00   | \$ 7.62 | \$ 7.33 | \$ 4.43 | \$ 0.96 | \$ 32.94           | \$ 0.12 | \$ 0.30 | \$ 0.08 | \$ 0.02   | \$ 0.02 | \$ 0.03 | \$ 0.57              |

**WORKING DUES CALCULATIONS EFFECTIVE JUNE 1ST 2016**

| Working dues Calculations         |                                                                 |
|-----------------------------------|-----------------------------------------------------------------|
| Journeyman                        | Total Contractual Package X Hours Worked X 1.6% = working dues  |
| Residential Journeyman            | Total Contractual Package X Hours Worked X 0.85% = working dues |
| All Apprentices & Pre-Apprentices | Total Contractual Package X Hours Worked X .55% = working dues  |

**EXAMPLE:** 40 hour work week

|                        |                                 |
|------------------------|---------------------------------|
| Eau Claire Journeyman  | 40 X \$53.97 X 1.6% = \$34.54   |
| Residential Journeyman | 40 X \$47.22 X 0.85% = \$16.05  |
| 3rd Apprentice         | 40 X \$40.62 X \$0.55% = \$8.94 |