

**AIR CONDITIONING & REFRIGERATION
ECONOMIC PACKAGE EFFECTIVE 9/1/09 - 2/28/10**

* Dues checkoff- deduct 1.5% of gross wages on Journeymen only which equals \$.48 per hour on a maximum of 40 hours per payroll week (apprentices are exempt from the Dues Checkoff). Local 322 Dues Checkoff is 1.5% Gross Wages paid up to a maximum of 40 hours paid per payroll week on all Journeyman.

| Journeyman | | |
|-------------------------------|-------------|-------------------|
| Wages | | 32.03 |
| Health and Welfare | | 8.66 |
| Pension | | 2.90 |
| Education | | .62 |
| Surety | | 3.50 |
| Industry | | .20 |
| International Training Fund | | .10 |
| MSCA | | .06 |
| Market Recovery Fund - Deduct | .10 | INCLUDED IN WAGES |
| Vacation - Deduct | <u>1.00</u> | INCLUDED IN WAGES |
| TOTAL PACKAGE: | | \$48.07 |

| Apprentices | | |
|--------------------------|-----|---------|
| 1 st 3 Months | 50% | \$16.02 |
| Next 9 Months | 55% | 17.62 |
| 2 nd Year | 60% | 19.22 |
| 3 rd Year | 65% | 20.82 |
| 4 th Year | 75% | 24.02 |
| 5 th Year | 85% | 27.23 |

****\$.75 to be allocated 3/1/2010

****\$1.00 to be allocated 9/1/2010 -- \$.75 to be allocated 3/1/2011

****\$1.00 to be allocated 9/1/2011