

CURRENT	Base Rate	Statutory Pay (4.5%)	Vacation Pay (6%)	Pension	Health & Welfare	Total Package
Group I	34.59	1.56	2.08	4.40	1.85	44.48
Group IA	35.68	1.61	2.14	4.40	1.85	45.68
Group IB	36.77	1.65	2.21	4.40	1.85	46.88
Group II	33.30	1.50	2.00	4.40	1.85	43.05
Group III	31.28	1.41	1.88	4.40	1.85	40.82
Group IV	26.27	1.18	1.58	4.40	1.85	35.28
Group V	21.70	0.98	1.30	0.00	0.00	23.98

RATIFICATION	Base Rate	Statutory Pay (4.5%)	Vacation Pay (6%)	Pension	Health & Welfare	Total Package
Group I	35.10	1.58	2.11	4.90	1.90	45.59
Group IA	36.22	1.63	2.17	4.90	1.90	46.82
Group IB	37.33	1.68	2.24	4.90	1.90	48.05
Group II	33.78	1.52	2.03	4.90	1.90	44.13
Group III	31.71	1.43	1.90	4.90	1.90	41.84
Group IV	26.57	1.20	1.59	4.90	1.90	36.16
Group V	22.24	1.00	1.33	0.00	0.00	24.58

MAY 1, 2014	Base Rate	Statutory Pay (4.5%)	Vacation Pay (6%)	Pension	Health & Welfare	Total Package
Group I	35.64	1.60	2.14	5.40	1.95	46.73
Group IA	36.78	1.66	2.21	5.40	1.95	47.99
Group IB	37.92	1.71	2.28	5.40	1.95	49.25
Group II	34.28	1.54	2.06	5.40	1.95	45.23
Group III	32.16	1.45	1.93	5.40	1.95	42.89
Group IV	26.89	1.21	1.61	5.40	1.95	37.06
Group V	22.80	1.03	1.37	0.00	0.00	25.19