### BINGHAMTON GLAZIERS
### WAGE AND FRINGE BENEFITS PACKAGE
### Effective May 1, 2019

<table>
<thead>
<tr>
<th>Glazier</th>
<th>WAGES</th>
<th>FRINGES</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>$25.50</td>
<td>$23.60</td>
<td>$49.10</td>
<td></td>
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</tbody>
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**Fringe Benefits:**
- H&W FUND: $10.88
- IUPAT ANNUITY: $3.90
- IUPAT PENSION: $7.62
- DC4 FTI of W&CNY: $0.85
- IUPAT FTI: $0.10
- IUPAT LMP: $0.05
- DC#4 LMCI: $0.20

**Total Fringe Benefit Package**: $23.60

**Deductions**
- Dues Check-off: Five percent (5%) from gross wages.
- Union dues: $9 per week
- Employee Benefit Fund: $.50/hr.
- DC#4 Organizing Fund: $.05/hr.