ROCHESTER GLAZIERS
WAGE AND FRINGE BENEFITS PACKAGE
Effective May 1, 2019

<table>
<thead>
<tr>
<th></th>
<th>WAGES</th>
<th>FRINGS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glazier</td>
<td>$25.50</td>
<td>$24.25</td>
<td>$49.75</td>
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Fringe Benefits:
- H&W FUND: $10.05
- IUPAT ANNUITY: $7.45
- IUPAT PENSION: $5.50
- DC4 FTI of W&CNY: $0.90
- IUPAT FTI: $0.10
- IUPAT LMP: $0.05
- DC#4 LMCI: $0.20

Total Fringe Benefit Package: $24.25

Deductions:
- Dues Check-off: Five percent (5%) from gross wages.
- Union check off 2% of gross wages
- Union dues $9 per week
- DC#4 Organizing Fund $.05/hr.