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

<table>
<thead>
<tr>
<th></th>
<th>WAGES</th>
<th>FRINGES</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glazier</td>
<td>$24.75</td>
<td>$19.94</td>
<td>$44.69</td>
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</tbody>
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Fringe Benefits:
- H&W FUND: $9.00
- IUPAT ANNUITY: $5.34
- IUPAT PENSION: $4.40
- DC4 FTI of W&CNY: $0.85
- IUPAT LMP: $0.05
- IUPAT FTI: $0.10
- DC4 LMCI: $0.20

Total Fringe Benefit Package $19.94

**Deductions**
Dues Check-off: Five percent (5%) from gross wages.
Union check off 1.5% of gross wages
Union dues $9 per week
DC#4 Organizing Fund $.05/hr.