

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
DF DISPLAY FIXTURES & UA LOCAL 516**

MAY 1, 2019 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Current change: Inc \$1.15 to Journeyman rate

				Rate Per Hour		Health/Welfare Per Hour	Savings Plan Per Hour	Total Package Per Hour
JOURNEYMEN*								
				\$ 45.53		\$ 2.81	\$ 8.50	\$ 56.84
APPRENTICES								
Level 1	35%			\$ 15.94		\$ 2.81	\$ 2.98	\$ 21.73
Level 2	40%			\$ 18.21		\$ 2.81	\$ 3.40	\$ 24.42
Level 3	50%			\$ 22.77		\$ 2.81	\$ 4.25	\$ 29.83
Level 4	55%			\$ 25.04		\$ 2.81	\$ 4.68	\$ 32.53
Level 5	60%			\$ 27.32		\$ 2.81	\$ 5.10	\$ 35.23
Level 6	65%			\$ 29.59		\$ 2.81	\$ 5.53	\$ 37.93
Level 7	70%			\$ 31.87		\$ 2.81	\$ 5.95	\$ 40.63
Level 8	75%			\$ 34.15		\$ 2.81	\$ 6.38	\$ 43.34
Level 9	80%			\$ 36.42		\$ 2.81	\$ 6.80	\$ 46.03
Level 10	90%			\$ 40.98		\$ 2.81	\$ 7.65	\$ 51.44
APPRENTICESHIPS ORIGINATING WITH LOCAL 516 AFTER OCTOBER 1, 2015								
Level	%	Hours	School Required	Rate Per Hour		Health/Welfare Per Hour	Savings Plan Per Hour	Total Package Per Hour
Level 1	35%	0-900	n/a	\$ 15.94		\$ 2.81	\$ 2.98	\$ 21.73
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 18.21		\$ 2.81	\$ 3.40	\$ 24.42
Level 3	40%	1801-2700	1	\$ 18.21		\$ 2.81	\$ 3.40	\$ 24.42
Level 4	40%	2701-3600	1	\$ 18.21		\$ 2.81	\$ 3.40	\$ 24.42
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 22.77		\$ 2.81	\$ 4.25	\$ 29.83
Level 6	55%	4501-5400	2	\$ 25.04		\$ 2.81	\$ 4.68	\$ 32.53
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 27.32		\$ 2.81	\$ 5.10	\$ 35.23
Level 8	70%	6301-7200	3	\$ 31.87		\$ 2.81	\$ 5.95	\$ 40.63
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 36.42		\$ 2.81	\$ 6.80	\$ 46.03
Level 10	90%	8101-8999	4	\$ 40.98		\$ 2.81	\$ 7.65	\$ 51.44
EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS								
Health & Welfare						\$ 2.81		\$ 2.81
Rehabilitation Fund								0.02
Journeyman Apprentice Training Fund					(effective January 1 2019)			\$ 1.00
TOTAL								\$ 3.83