

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

MAY 1, 2020 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*								
				\$ 46.68		\$ 2.81	\$ 8.50	\$ 57.99
APPRENTICES								
Level 1	35%			\$ 16.34		\$ 2.81	\$ 2.98	\$ 22.13
Level 2	40%			\$ 18.67		\$ 2.81	\$ 3.40	\$ 24.88
Level 3	50%			\$ 23.34		\$ 2.81	\$ 4.25	\$ 30.40
Level 4	55%			\$ 25.67		\$ 2.81	\$ 4.68	\$ 33.16
Level 5	60%			\$ 28.01		\$ 2.81	\$ 5.10	\$ 35.92
Level 6	65%			\$ 30.34		\$ 2.81	\$ 5.53	\$ 38.68
Level 7	70%			\$ 32.68		\$ 2.81	\$ 5.95	\$ 41.44
Level 8	75%			\$ 35.01		\$ 2.81	\$ 6.38	\$ 44.20
Level 9	80%			\$ 37.34		\$ 2.81	\$ 6.80	\$ 46.95
Level 10	90%			\$ 42.01		\$ 2.81	\$ 7.65	\$ 52.47
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	\$ 16.34		\$ 2.81	\$ 2.98	\$ 22.13
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 18.67		\$ 2.81	\$ 3.40	\$ 24.88
Level 3	40%	1801-2700	1	\$ 18.67		\$ 2.81	\$ 3.40	\$ 24.88
Level 4	40%	2701-3600	1	\$ 18.67		\$ 2.81	\$ 3.40	\$ 24.88
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 23.34		\$ 2.81	\$ 4.25	\$ 30.40
Level 6	55%	4501-5400	2	\$ 25.67		\$ 2.81	\$ 4.68	\$ 33.16
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 28.01		\$ 2.81	\$ 5.10	\$ 35.92
Level 8	70%	6301-7200	3	\$ 32.68		\$ 2.81	\$ 5.95	\$ 41.44
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 37.34		\$ 2.81	\$ 6.80	\$ 46.95
Level 10	90%	8101-8999	4	\$ 42.01		\$ 2.81	\$ 7.65	\$ 52.47
EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS								
Health & Welfare								\$ 2.81
Rehabilitation Fund								0.02
Journeyman Apprentice Training Fund								\$ 0.60
TOTAL								\$ 3.43