### Commercial Service Rates - Local 192
**Apprenticeship**
Beginning 1/1/2019 through 12/31/2019

4.5% Dues check off applies to all periods

Nail Pension and Local Pension added 5th Period

**THIS RATE WILL BE APPLICABLE TO THE APPRENTICES THAT BEGAN THE PROGRAM ON OR AFTER JANUARY 1, 2016**

<table>
<thead>
<tr>
<th>Period</th>
<th>Percent</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST 6 MONTHS (1ST PERIOD)</td>
<td>90%</td>
<td>$45 Market Recovery added, taxed then deducted</td>
</tr>
<tr>
<td>TAXABLE WAGE ON CHECK</td>
<td>$19.12</td>
<td>$6.85 Health &amp; Welfare,</td>
</tr>
<tr>
<td>BENEFITS ADDED</td>
<td>$8.80</td>
<td>$0.10 ITF, $1.40 Apprent. Train</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$37.82</td>
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</tr>
<tr>
<td>2ND 6 MONTHS (2ND PERIOD)</td>
<td>65%</td>
<td>$45 Market Recovery added, taxed then deducted</td>
</tr>
<tr>
<td>TAXABLE WAGE ON CHECK</td>
<td>$20.71</td>
<td>$2.50 Vacation added, taxed then deducted</td>
</tr>
<tr>
<td>BENEFITS ADDED</td>
<td>$11.30</td>
<td>$6.85 Health &amp; Welfare,</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$33.50</td>
<td>$0.10 ITF, $1.40 Apprent. Train</td>
</tr>
<tr>
<td>3RD 6 MONTHS (3RD PERIOD)</td>
<td>70%</td>
<td>$45 Market Recovery added, taxed then deducted</td>
</tr>
<tr>
<td>TAXABLE WAGE ON CHECK</td>
<td>$22.30</td>
<td>$2.50 Vacation added, taxed then deducted</td>
</tr>
<tr>
<td>BENEFITS ADDED</td>
<td>$11.30</td>
<td>$6.85 Health &amp; Welfare,</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$33.60</td>
<td>$0.10 ITF, $1.40 Apprent. Train</td>
</tr>
<tr>
<td>4TH 6 MONTHS (4TH PERIOD)</td>
<td>70%</td>
<td>$45 Market Recovery added, taxed then deducted</td>
</tr>
<tr>
<td>TAXABLE WAGE ON CHECK</td>
<td>$22.30</td>
<td>$2.50 Vacation added, taxed then deducted</td>
</tr>
<tr>
<td>BENEFITS ADDED</td>
<td>$11.30</td>
<td>$6.85 Health &amp; Welfare,</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$33.60</td>
<td>$0.10 ITF, $1.40 Apprent. Train</td>
</tr>
<tr>
<td>5TH 6 MONTHS (5TH PERIOD)</td>
<td>75%</td>
<td>$45 Market Recovery added, taxed then deducted</td>
</tr>
<tr>
<td>TAXABLE WAGE ON CHECK</td>
<td>$23.50</td>
<td>$2.50 Vacation added, taxed then deducted</td>
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<tr>
<td>BENEFITS ADDED</td>
<td>$11.30</td>
<td>$6.60 Health &amp; Welfare,</td>
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<tr>
<td>TOTAL</td>
<td>$35.20</td>
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<tr>
<td>6TH 6 MONTHS (6TH PERIOD)</td>
<td>75%</td>
<td>All Journeyworker benefits</td>
</tr>
<tr>
<td>TAXABLE WAGE ON CHECK</td>
<td>$23.90</td>
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<tr>
<td>BENEFITS ADDED</td>
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<tr>
<td>TOTAL</td>
<td>$43.27</td>
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</tr>
<tr>
<td>7TH 6 MONTHS (7TH PERIOD)</td>
<td>80%</td>
<td>All Journeyworker benefits</td>
</tr>
<tr>
<td>TAXABLE WAGE ON CHECK</td>
<td>$25.49</td>
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<tr>
<td>BENEFITS ADDED</td>
<td>$19.37</td>
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<tr>
<td>TOTAL</td>
<td>$44.66</td>
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</tr>
<tr>
<td>8TH 6 MONTHS (8TH PERIOD)</td>
<td>80%</td>
<td>All Journeyworker benefits</td>
</tr>
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<td>TAXABLE WAGE ON CHECK</td>
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</tr>
<tr>
<td>BENEFITS ADDED</td>
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<tr>
<td>TOTAL</td>
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<tr>
<td>9TH 6 MONTHS (9TH PERIOD)</td>
<td>85%</td>
<td>All Journeyworker benefits</td>
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<tr>
<td>TAXABLE WAGE ON CHECK</td>
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<td>BENEFITS ADDED</td>
<td>$19.37</td>
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<tr>
<td>TOTAL</td>
<td>$46.45</td>
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<tr>
<td>10TH 6 MONTHS (10TH PERIOD)</td>
<td>85%</td>
<td>All Journeyworker benefits</td>
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<td>TAXABLE WAGE ON CHECK</td>
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<tr>
<td>BENEFITS ADDED</td>
<td>$19.37</td>
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<tr>
<td>TOTAL</td>
<td>$46.45</td>
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</table>

### Journeyman Rates 1/1/19 - 12/31/19

<table>
<thead>
<tr>
<th>Period</th>
<th>Percent</th>
<th>Benefits</th>
</tr>
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<tbody>
<tr>
<td>1st - 4th</td>
<td>10%</td>
<td>Foreman, Workmate</td>
</tr>
<tr>
<td>2nd - 4th</td>
<td>15%</td>
<td>Foreman, Workmate</td>
</tr>
<tr>
<td>5th - 12th</td>
<td>20%</td>
<td>Foreman, Workmate</td>
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Please note: Vacation and Local Pension pyramid with overtime

<table>
<thead>
<tr>
<th>Month</th>
<th>January</th>
<th>February</th>
<th>March</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Su M T W Th F Sa</td>
<td>Su M T W Th F Sa</td>
<td>Su M T W Th F Sa</td>
</tr>
<tr>
<td></td>
<td>1 2 3 4 5 6 7</td>
<td>1 2 3 4 5 6 7</td>
<td>1 2 3 4 5 6 7</td>
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<td>8 9 10 11 12 13</td>
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<tr>
<td></td>
<td>14 15 16 17 18 19</td>
<td>14 15 16 17 18 19</td>
<td>14 15 16 17 18 19</td>
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<tr>
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<td>20 21 22 23 24 25</td>
<td>20 21 22 23 24 25</td>
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<td></td>
<td>26 27 28 29 30 31</td>
<td>26 27 28 29 30 31</td>
<td>26 27 28 29 30 31</td>
</tr>
</tbody>
</table>

1. New Year’s Day
2. Memorial Day
3. Fourth of July
4. Labor Day
5. Thanksgiving Day
6. Friday following Thanksgiving Day
7. Christmas Day