

**OPCMIA LOCAL 797 RENO  
CEMENT MASONS WAGE SCALE  
EFFECTIVE OCTOBER 1, 2016**

<b>TAXABLE WAGES</b>	<b>Per Hour</b>	
<b>Hourly Wage</b>	\$23.99	The Hourly Wage is Part of the Base Wage and is inclusive in computation of Regular Time, Time & One Half and Double Time Hours.
<b>Dues Checkoff (Already included in wage)</b>	\$0.78	Dues Checkoff are reported at Straight Time Hours, cumulatively of all Regular Time, Time & One Half and Double Time Hours.
<b>Working Dues (Already included in the wage)</b>	\$0.39	Working Dues are reported at Straight Time Hours, cumulatively of all Regular Time, Time & One Half and Double Time Hours.
<b>Vacation</b>	\$3.94	Vacation is Part of the Base Wage and is inclusive in computation of Regular Time, Time & One Half and Double Time Hours.
<b>TOTAL TAXABLE WAGES =</b>	<b>\$27.93</b>	<b>Base Wage = Hourly Wage and Vacation</b>

<b>OTHER CLASSIFICATIONS:</b>	<b>Per Hour</b>		
<b>Mastic Magesite &amp; All Composition Masons (taxable)</b>	\$0.25	Mastic Magesite & All Composition Pay (\$0.25) is added to the Base Wage and is inclusive in computation of Regular Time, Time & One Half and Double Time Hours	Base Wage w/Mastic Magesite etc. Pay = \$28.18
<b>Foreman (taxable)</b>	\$2.79	Foreman Pay (10% of Journeyman Base Wage) is added to the Base Wage and is inclusive in computation of Regular Time, Time & One Half and Double Time Hours	Base Wage w/Foreman Pay = \$30.72

<b>NON-TAXABLE BENEFITS</b>		
<b>Health &amp; Welfare</b>	\$3.48	Health & Welfare is reported as Straight Time Hours, cumulatively of all Regular Time, Time & One Half and Double Time Hours
<b>Pension</b>	\$6.19	Pension is reported as Straight Time Hours, cumulatively of all Regular Time, Time & One Half and Double Time Hours
<b>Product Promotion &amp; Contract Administration</b>	\$0.17	Product Promotion is reported as Straight Time Hours, cumulatively of all Regular Time, Time & One Half and Double Time Hours
<b>Apprenticeship Training</b>	\$0.70	Apprenticeship Training is reported as Straight Time Hours, cumulatively of all Regular Time, Time & One Half and Double Time Hours
<b>International Training Fund</b>	\$0.05	International Training Fund is reported as Straight Time Hours, cumulatively of all Regular Time, Time & One Half and Double Time Hours

**TOTAL NON-TAXABLE BENEFITS:** \$10.59

**TOTAL PACKAGE = \$38.52**

**Total of Monthly Report for Employer**

**Contributions:**

H&W	\$3.48
Pension	\$6.19
Vacation	\$3.94
Contract Administration	\$0.17
Apprenticeship Training	\$0.70
International Training Fund	\$0.05
<u>Check-Off and Working Dues</u>	<u>\$1.17</u>
	<b><u>\$15.70</u></b>

**OPCMIA LOCAL 797 RENO  
CEMENT MASONS  
APPRENTICE WAGE SCALE  
EFFECTIVE  
10/1/16**

<b>INTERVAL:</b>	<b>PERCENT OF SCALE</b>	<b>HOURLY WAGE:</b>	<b>Base Wage or Taxable Wage:</b>
0-3 Months NO BENEFITS 0 to 250 hr.	65%	\$15.59	\$15.59
4-12 Months 250 to 1250 hr.	65%	\$15.59	\$19.53
12-24 Months 1250 to 2500 hr.	70%	\$16.79	\$20.73
24-36 Months 2500 to 3750 hr.	80%	\$19.19	\$23.13
36-48 Months 3750 to 5000 hr.	90%	\$21.59	\$25.53
Journeyman CM Hourly Wage:	100%	\$23.99	\$27.93

**FRINGES:**

Contractor shall pay all fringes the same as a Journeyman

Cement Mason. **Benefits will be paid after completion of the first three-months of the 1st period.**

**Section XIV - Apprentices: Employers agree to pay reduced vacation Contribution on first (1st) year apprentice by one dollar and fifty cents per hour (\$1.50) to be paid to base wage. (effective 10/01/06)**

<b>EFFECTIVE DATES:</b>	<b>10/1/16</b>
<b>*Dues Check Off &amp; Working Dues (INCLUDED IN HOURLY WAGE)</b>	\$1.17
<b>*Vacation (Included in Base Wage)</b>	\$3.94
Health & Welfare	\$3.48
Pension	\$6.19
Product Promotion & Contract Admin.	\$0.17
Apprenticeship	\$0.70
International Training Fund	\$0.05