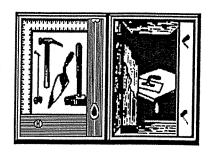


Local #23 North Shore Chapter



Matthew Neeson – Field Representative 216-440-3000

2024 WAGE AND FRINGE BENEFITS SCHEDULE

Tile Layers Local #36 Bargaining Agreement – Effective May 1, 2022 through April 30, 2027 Current Change Effective - May 1, 2024 through April 30, 2025

TILE LAYER

COMMERCIAL

ZONE 1

Jurisdiction includes the Ohio Counties of Cuyahoga, Lorain, Medina, Geauga, Ashtabula & Lake

Total Package \$55.76

Base Rate: \$36.07 Foreman Rate - \$38.07

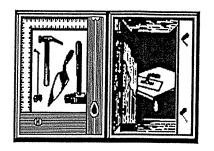
NON TAXABLE FRINGE BENEFITS	Per Hour WORKED
International Pension	\$1.35
IPF PPA	\$1.08
IMI	\$0.56
Local Pension	\$7.10
Health and Welfare	\$9.20
Apprentice Fund	\$0.20
CISP	\$0.20
TOTAL FRINGE	-\$19.69
BENEFITS	

TAXABLE	Per
DEDUCTIONS	Hour
FROM WAGES	PAID
I.U Dues	\$0.56
OADC Dues	\$1.39
Local 36 Dues	\$0.56
Vacation Fund	\$3.00
Target Fund	\$0.25
Dues- Apprentice Only	\$0.50
TOTAL	\$5.76
DEDUCTIONS	

Title Layer		202	2024 Appre	entice	Percen	tage M	lage Sc	B Selec	AC 23	HO		
COMMERCIAL RATE COMMERCIAL RATE COMMERCIAL RATE Cone 1 C					ive May 1,	2024 through	th April 30,	2025		5		
COMMERCIAL RATE					-	ile Laye	_					
Year					COMM	ERCIAL	RATE					
Marie Autricule Autricul						Zone 1						
Hours Required Fig. 200 Fig		Jur	isdiction inclu		Counties of C	uyahoga, Lor		auga, Medin	a and Ashtak	8		
No. of the property								200		3		
Hours Required; Oracle O		Year		1ST YEAR		ZND)	/EAR	3RD	FAR	4TH	YEAR	
Hours Required Hours Required Do-750 T51-1500 T51-1500 T501-2250 T508		6 months:		1st 6months	2nd 6 months	3rd 6 months	4th 6 months	5th 6 months	6th 6 months	7th 6 months	8th 6 months	Journey
No. City		Hours Required:	0-0	750	751 - 1500	1501 - 2250	2251 - 3000	3000 - 3750	3751 to 4550	4551 - 5250	5251 - 6000	Person
Pare Rate Pare		% Of Pay:			65%	%02	75%	80%	85%	%06	95%	
December		Base Rate:	s l	1	- 1						1 1	\$36.07
Same	Taxable Deductions	from Wages										
Louis Society Socie	Vacation Fund							000				
Dues Succession Successio	III Dijas		\$0 E8	900	, 0	- 0		\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
At End End End Finge Benefits Sp.26 \$0.50 <t< th=""><td>OADC Dues</td><td></td><td>\$0.00 6</td><td>\$0.50</td><td>\$0.56</td><td>\$0.56</td><td>\$0.56</td><td>\$0.56</td><td>\$0.56</td><td>\$0.56</td><td>\$0.56</td><td>\$0.56</td></t<>	OADC Dues		\$0.00 6	\$0.50	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56
At Lobolities \$0.56	Duck Ducks		90.00	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$1.39
Laborations \$0.25	Local Dues		\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56
Authoritions \$1.87	Target Fund		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Acade Fringe Benefits	TOTAL DEDUCTION	S	\$1.87	\$1.87	\$1.87	\$1.87	\$1.87	\$4.87	\$4.87	\$4.87	\$4.87	\$5.76
Sazable Fringe Benefits												
SAZABle Fringe Benefits ST.10 ST												
Pension - \$7.10	Non Taxable Fringe	Benefits										
Ne Welfare Septemble Sep	Local Pension		,	1	\$7.10	\$7.10	\$7.10	\$7.10	\$7.10	\$7.10	\$7.10	\$7.10
Antice Fund - \$0.56 \$0.50 \$0.20 <	Health & Welfare		ı	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9,20	\$9.20
Pritice Fund - \$0.20	IW.		t	ı	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56
ational Pension Fund (IPF) -	Apprentice Fund		١	•	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
- \$1.35 \$1.08 \$1.	CISP		ı	ı	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
\$0.00 \$9.20 \$19.69 \$19.	International Pension	Fund (IPF)	1	1	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35
ENEFITS \$0.00 \$9.20 \$19.69 \$19.69 \$19.69 \$19.69 \$19.69 \$19.69 \$19.69 \$19.69 \$19.69 \$10	Pension Protection A	ct (IPF-PPA)	1		\$1.08	\$1.08	\$1.08	\$1.08	\$1.08	\$1.08	80.14	5.5
\$ 21.64 \$ 30.84 \$ 43.14 \$ 44.94 \$ 46.74 \$ 48.55 \$ 50.35 \$ 52.15 \$ 53.96 \$	TOTAL FRINGE BEN	IEFITS	\$0.00	\$9.20	\$19.69	\$19.69	\$19.69	\$19.69	\$19.69	\$19.69	\$19.69	\$19 69
\$ 21.64 \$ 30.84 \$ 43.14 \$ 44.94 \$ 46.74 \$ 48.55 \$ 50.35 \$ 52.15 \$ 53.96 \$												200
\$ 21.64 \$ 30.84 \$ 43.14 \$ 44.94 \$ 46.74 \$ 48.55 \$ 50.35 \$ 52.15 \$ 53.96 \$												
	TOTAL PACKAGE									ı		



Local #23 North Shore Chapter



Matthew Neeson – Field Representative 216-440-3000

2024 WAGE AND FRINGE BENEFITS SCHEDULE

Tile Layers Local #36 Bargaining Agreement – Effective May 1, 2022 through April 30, 2027 Current Change Effective - May 1, 2024 through April 30, 2025

TILE LAYER

COMMERCIAL

ZONE 2

Jurisdiction includes the Ohio Counties of Portage & Summit

Total Package \$48.87

Base Rate: \$33.23 Foreman Rate - \$36.23

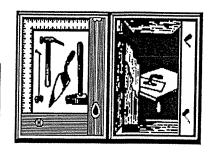
NON TAXABLE FRINGE BENEFITS	Per Hour WORKED
International Pension	\$2.13
IPF PPA	\$1.70
IMI	\$0.49
Local Pension	\$1.75
Health and Welfare	\$9.20
Apprentice Fund	\$0.20
CISP	\$0.17
TOTAL FRINGE	-\$15.64
BENEFITS	

TAXABLE DEDUCTIONS FROM WAGES	Per Hour PAID
I.U Dues	\$0.49
OADC Dues	\$1.22
Local 36 Dues	\$0.49
Vacation Fund	\$1.15
Building Trades	\$0.02
Dues- Apprentice Only	\$0.50
TOTAL DEDUCTIONS	\$3.37

\$48.87	\$ 47.21	\$ 45.55	\$ 43.89	\$ 42.22	\$ 40.56	\$ 38.90	\$ 37.24	\$ 29.14	\$ 19.94	IOIAL PACKAGE
									l	
\$15.64	\$15.64	\$15.64	\$15.64	\$15.64	\$15.64	\$15.64	\$15,64	\$9.20	\$0.00	CIAL FRINGE BENEFITS
\$1.70	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70			TOTAL EDINGE BENEFITS
\$2.13	\$2.13	\$2.13	\$2.13	\$2.13	\$2.13	\$2.13	\$2.13	•	,	Pension Protection Act (IDE DDA)
\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.77	\$0.17	\$0.17	•		International Pension Fund (IDE)
\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	20.72	20.47	\$0.47		•	CISP
\$0.49	\$0.00	40.00	50.00	\$0.50	\$0.50	\$0.20	\$0.20	1	•	Apprentice Fund
60.40	\$0.40	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	ı	,	M
\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20		Health & Welfare
\$1.7s	\$1 75	\$1.75	\$1.75	\$1.75	\$1.75	\$1.75	\$1.75		1	ocal Pension
										Non Taxable Fringe Benefits
*0.07	41.00	+ 11								
\$3 37	\$2.65	\$2.65	\$2.65	\$2.65	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	IOTAL DEDUCTIONS
\$0.00	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	Building Trades
\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	Local Dues
\$1.22	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	OADC Dues
\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	\$0.49	OADO D.::-
\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	1	•	-	1	•	vacation Fullo
										Cooking Cond
										Taxable Deductions from Warres
\$33.23	\$ 51.57	\$ 25.51	\$ C2.02	,	۱	١				
		,	\$ 38.35	82.36	\$ 24.92	\$ 23.26	\$ 21.60	\$ 19.94	\$ 19.94	Base Rate:
	0507	200%	85%		75%	70%	65%	60%	60%	% Of Pay:
Person	E351 6000		3751 to 4550		2251 - 3000	1501 - 2250	751 - 1500	750	0 - 750	Hours Required:
Journey	8th 6 months	7th 6 months	6th 6 months	nths	4th 6 months	3rd 6 months	2nd 6 months	1st 6months	1st 30 days	6 months:
	ÆAR	4TH YEAR	YEAR	3RD ۱	/EAR	2ND YEAR		1ST YEAR		Year
				& Summit	es of Portage	Ohio Countie	Jurisdiction includes the Ohio Counties of Portage & Summit	Jurisdiction		
						Zone 2				
					RATE	COMMERCIAL RATE	COMM			
					\	lile Layer				
				2025	3h April 30,	2024 through	Effective May 1, 2024 through April 30, 2025	Effec		
		유	BAC 23 OH	1	rage So	rage v	2024 Apprentice Percentage wage Scales	ellice	1001 t	707
		2			7	40 m 1 M		054:00	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	202



Local #23 North Shore Chapter



Matthew Neeson – Field Representative 216-440-3000

2024 WAGE AND FRINGE BENEFITS SCHEDULE

Tile Layers Local #36 Bargaining Agreement – Effective May 1, 2022 through April 30, 2027 Current Change Effective - May 1, 2024 through April 30, 2025

TILE FINISHER

COMMERCIAL

ZONE 1

Jurisdiction includes the Ohio Counties of Cuyahoga, Lorain, Medina, Geauga, Ashtabula & Lake

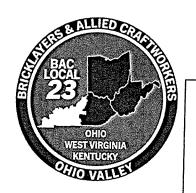
Total Package \$47.90

Base Rate: \$31.50

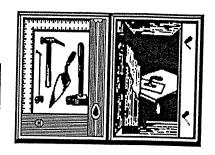
NON-TAXABLE FRINGE BENEFITS	Per Hour WORKED
International Pension	\$0.75
IPF PPA	\$0.60
IMI	\$0.48
Local Pension	\$5.00
Health and Welfare	\$9.20
Apprentice Fund	\$0.20
CISP	\$0.17
TOTAL FRINGE BENEFITS	-\$16.40

	7
TAXABLE	Per
DEDUCTIONS	Hour
FROM WAGES	PAID
I.U Dues	\$0.48
OADC Dues	\$1.20
Local 36 Dues	\$0.48
Vacation Fund	\$1.75
Target Fund	\$0.25
Dues-Apprentice Only	\$0.50
TOTAL	\$4.16
DEDUCTIONS	

\$47.90	\$ 44.75	\$ 43.18	\$ 41.60	\$ 40.03	\$ 38.45	\$ 28.70	\$ 18.90		
		l						TOTAL BACKAGE	
\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	\$9.20	\$0.00	TOTAL FRINGE BENEFITS	101
\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60			Pension Protection Act (IPF-PPA)	Fen:
\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	-		International Pension Fund (IPF)	7 =
\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17		1		100
\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	5		Appreniice rung	
\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48		,	7) W
\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20		Health & vveirare	пеа
\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	-		Local Pension	Loca
								Non Taxable Fringe Benefits	Non
\$4.16	\$3.46	\$3.46	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71	O At Debot Ions	
\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	TOTAL DEDICATIONS	Targ
\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	Local Dues	1000
\$1.20	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	OADC Dues) AL
\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	i.U. Dues) i
\$1.75	\$1.75	\$1.75	1	•	•	f	•	Vacation Fund	Vac
								Taxable Deductions from Wages	Таха
\$31.50	\$ 28.35	\$ 26.78	\$ 25.20	\$ 23.63	\$ 22.05	\$ 18.90	\$ 18.90	Base Rate:	
	90%	85%	80%	75%	70%	1%	60%	% Of Pay:	
Person	3751 to 4550	3000 - 3750	2251 - 3000	1501 - 2250	751 - 1500	750	0 - 750	Hours Required:	
Journey	6th 6 months	5th 6 months	4th 6 months	3rd 6 months	2nd 6 months	1st 6months	1st 30 days	6 months:	
	YEAR	3RD YEAR	YEAR	2ND YEAR		1ST YEAR		Year	
	<u>ב</u>	a and Ashtabula	eauga. Medin	rain, Lake, Ge	luyahoga, Lor	Counties of C	des the Ohio	Jurisdiction includes the Ohio Counties of Cuyahoga, Lorain, Lake, Geauga, Medina and As	
					Zone 1				
				RATE	COMMERCIAL RATE	COMM			
				ler	Tile Finisher				
			2025	gh April 30,	2024 throug	Effective May 1, 2024 through April 30, 2025	ЕПес		
	오	BAC 23 OH	Š	lage So	Percentage Wage	Percer	entice	2024 Apprentice	
					10]	554:00	2024 App.	\neg



Local #23 North Shore Chapter



Matthew Neeson – Field Representative 216-440-3000

2024 WAGE AND FRINGE BENEFITS SCHEDULE

Tile Layers Local #36 Bargaining Agreement – Effective May 1, 2022 through April 30, 2027 Current Change Effective - May 1, 2024 through April 30, 2025

TILE FINISHER

COMMERCIAL

ZONE 2

Jurisdiction includes the Ohio Counties of Portage & Summit

Total Package \$42.96

Base Rate: \$27.21

NON TAXABLE FRINGE BENEFITS	Per Hour WORKED
International Pension	\$2.13
IPF PPA	\$1.70
IMI	\$0.43
Local Pension	\$2.00
Health and Welfare	\$9.14
Apprentice Fund	\$0.20
CISP	\$0.15
TOTAL FRINGE BENEFITS	-\$15.75

TAXABLE DEDUCTIONS FROM WAGES	Per Hour PAID
I.U Dues	\$0.43
OADC Dues	\$1.07
Local 36 Dues	\$0.43
Vacation Fund	\$1.00
Building Trades	\$0.02
Dues-Apprentice Only	\$0.50
TOTAL DEDUCTIONS	\$2.95

2024 Apprentice Percentage Wage Scales BAC 23 OH Hours Required: Base Rate: \$ % Of Pay: 6 months: Year: 1st 30 days Jurisdiction includes the Ohio Counties of Portage & Summit 16.33 | \$ Effective May 1, 2024 through April 30, 2025 0 - 750 60% 1st 6months **1ST YEAR** COMMERCIAL RATE 16.33 Tile Finisher ↔ 2nd 6 months Zone 2 751 - 1500 19.05 | \$ 3rd 6 months 4th 6 months 5th 6 months 6th 6 months 1501 - 2250 20.41 | \$ 2ND YEAR 2251 - 3000 3000 - 3750 85% 23.13 \$ 3RD YEAR 3751 to 4550 24.49 Journey Person \$27.21

\$42.96	\$ 40.24	\$ 38.88	\$ 37.52	\$ 36.16	\$ 34.80	\$ 25.47	\$ 16.33	TOTAL PACKAGE
\$15.75	\$15.75	\$15.75	\$15.75	\$15.75	\$15.75	\$9.14	\$0.00	
\$1.70	\$1.70	\$1.70	\$1.70	\$1.70	\$1.70		}	TOTAL EDINGE BENEFITS
\$2.13	\$2.13	\$2.13	\$2.13	\$2.13	\$2.13	1	-	Possion Protection And (IPF)
\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	1	1	International Dension Final (IDF)
\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20		•	Appleitice rulid
\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	3	1	Appropriate First
\$9.14	\$9.14	\$9.14	\$9.14	\$9.14	\$9.14	\$9.14	ſ	nealti & vveilare
\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00		1	Local Pension
								Non Taxable Fringe Benefits
\$2.95	\$2.38	\$2.38	\$1.38	\$1.38	\$1.38	\$1.38	\$1.58	
\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	TOTAL DEDICTIONS
\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	Puilding Trades
\$1.07	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	CADC Daes
\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	OADO Diso
\$1.00	\$1.00	\$1.00	1	1	•	•	3	Vacation Fund
								Taxable Deductions from Wages
← [.						1		