

EXHIBIT B (revised)  
**Bricklayers and Allied Craftworkers**  
**Local No. 4**  
**5/01/2024 - 04/30/25**

APPRENTICE RATES FOR: BRICKLAYER, MARBLE MASON,  
 STONE MASON, CEMENT BLOCKLAYER, POINTER, CAULKER  
 CLEANER,

**Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara,  
 Ventura, San Luis Obispo, Kern, Inyo, Mono & Tulare Counties**

**Employee Contributions**

%	RATING	TOTAL TAXED WAGES	WAGE RATE (ON CHECK)	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF	VACATION
50%	APPR 1	\$ 25.04	\$ 22.11	\$ 0.38	\$ 1.04	\$ 0.51	\$ 1.00
55%	APPR 2	\$ 27.54	\$ 24.51	\$ 0.38	\$ 1.04	\$ 0.51	\$ 1.10
60%	APPR 3	\$ 30.04	\$ 26.91	\$ 0.38	\$ 1.04	\$ 0.51	\$ 1.20
65%	APPR 4	\$ 32.55	\$ 29.32	\$ 0.38	\$ 1.04	\$ 0.51	\$ 1.30
70%	APPR 5	\$ 35.05	\$ 31.72	\$ 0.38	\$ 1.04	\$ 0.51	\$ 1.40
80%	APPR 6	\$ 40.06	\$ 36.53	\$ 0.38	\$ 1.04	\$ 0.51	\$ 1.60
90%	APPR 7	\$ 45.06	\$ 41.33	\$ 0.38	\$ 1.04	\$ 0.51	\$ 1.80
100%	J	\$ 50.07	\$ 45.53	\$ 0.38	\$ 1.45	\$ 0.71	\$ 2.00

**Employer Contributions**

HEALTH & WELFARE FUND	I.U. PENSION FUND	LOCAL PENSION FUND-DB	DEFINED PENSION FUND-DC	CMAF STATE PROMO FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	LMCC	TOTAL HOURLY COST
\$ 9.25	\$ 1.98		\$ 1.85				\$ 0.39	\$ 0.20	\$ 38.71
\$ 9.25	\$ 1.98		\$ 1.85				\$ 0.41	\$ 0.20	\$ 41.23
\$ 9.25	\$ 1.98		\$ 3.85				\$ 0.45	\$ 0.20	\$ 45.77
\$ 9.25	\$ 1.98		\$ 5.85				\$ 0.50	\$ 0.20	\$ 50.33
\$ 9.25	\$ 1.98	\$ 6.85	\$ 1.00				\$ 0.55	\$ 0.20	\$ 54.88
\$ 9.25	\$ 1.98	\$ 6.85	\$ 1.00				\$ 0.60	\$ 0.20	\$ 59.94
\$ 9.25	\$ 1.98	\$ 6.85	\$ 1.00				\$ 0.65	\$ 0.20	\$ 64.99
\$ 9.25	\$ 1.98	\$ 6.85	\$ 1.00	\$ 0.40	\$ 0.45	\$ 0.50	\$ 0.71	\$ 0.20	\$ 71.41

Total taxed wages includes Dues Check Off and Contract Compliance and Vac  
 Wage rate & benefit package & IMI contribution equals Total Hourly Cost

Effective 5/1/2024: Increase based upon Journeyperson Bricklayer increase of \$2.20 to be determined based upon increase to Journeyperson Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments  
 Effective 5/1/2024 an additional \$1.25 to be added to the \$2.20 for a total of \$3.45 increase.  
 Effective 5/1/2025: Increase based upon Journeyperson Bricklayer increase of \$2.20 to be determined based upon increase to Journeyperson Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments  
 Effective 5/1/2025 an additional \$1.25 to be added to the \$2.20 for a total of \$3.45 increase.

EXHIBIT C (revised)  
**Bricklayers and Allied Craftworkers**  
**Local No. 4**  
**05/01/24 to 04/30/25**

LOS ANGELES COUNTY, ORANGE COUNTY, RIVERSIDE/SAN BERNARDINO COUNTIES, BAKERSFIELD AREA ( Kern, Inyo, Mono & Tulare Counties)  
 VENTURA COUNTY, SANTA BARBARA/SAN LUIS OBISPO COUNTIES

**MASON FINISHER WAGE AND FRINGE BENEFIT SCALE (Journeyman & Apprentice)**

RATING	TOTAL TAXED WAGES	WAGE RATE (ON CHECK)	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF	VAC
Apprentice 1 (60%)	<b>\$ 27.04</b>	<b>\$ 24.48</b>	\$ 0.34	\$ 0.82	\$ 0.40	\$ 1.00
Apprentice 2 (70%)	<b>\$ 31.54</b>	<b>\$ 28.78</b>	\$ 0.34	\$ 0.82	\$ 0.40	\$ 1.20
Apprentice 3 (80%)	<b>\$ 36.05</b>	<b>\$ 33.09</b>	\$ 0.34	\$ 0.82	\$ 0.40	\$ 1.40
Apprentice 4 (90%)	<b>\$ 40.55</b>	<b>\$ 37.39</b>	\$ 0.34	\$ 0.82	\$ 0.40	\$ 1.60
Journeyman (100%)	<b>\$ 45.06</b>	<b>\$ 40.92</b>	\$ 0.34	\$ 1.34	\$ 0.66	\$ 1.80

HEALTH & WELFARE FUND	I.U. PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	LOCAL PROMO FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	LMCC	TOTAL HOURLY COST
\$ 5.50					\$ -	\$ 0.33	\$ 0.20	<b>\$ 33.07</b>
\$ 5.50				\$ -	\$ -	\$ 0.37	\$ 0.20	<b>\$ 37.61</b>
\$ 5.50				\$ -	\$ -	\$ 0.42	\$ 0.20	<b>\$ 42.17</b>
\$ 5.50				\$ -	\$ -	\$ 0.47	\$ 0.20	<b>\$ 46.72</b>
\$ 9.25	\$ 1.98	\$ 6.85	\$ 1.00	\$ 0.45	\$ 0.50	\$ 0.66	\$ 0.20	<b>\$ 65.95</b>

Total taxed wages includes Dues Check Off, Compliance Fund and Vac  
 Wage rate plus benefit package & IMI contribution equals Total Hourly Cost  
 Journeyman MF total taxed wage is 90% of journeyman bricklayer rate  
 plus all of the fringe benefits of the journeyman bricklayer (except CMC state promo fund)

Effective 5/1/2024: Increase based upon Journeyman Bricklayer increase of \$2.20 to be determined based upon increase to Journeyman Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments  
 Effective 5/1/2024 an additional \$1.25 to be added to the \$2.20 for a total of \$3.45 increase.  
 Effective 5/1/2025: Effective 5/1/2024: Increase based upon Journeyman Bricklayer increase of \$2.20 to be determined based upon increase to Journeyman Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments  
 Effective 5/1/2025 an additional \$1.25 to be added to the \$2.20 for a total of \$3.45 increase.