

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR
OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

CRAFT: #RESIDENTIAL CARPENTER

RESIDENTIAL DETERMINATION: R-23-31-1-2010-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

ISSUE DATE: October 22, 2010

EXPIRATION DATE: June 30, 2011** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Division of Labor Statistics and Research at (415) 703-4774.

LOCALITY: All localities within Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Solano Counties.

WAGE RATES:

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Carpenter	\$36.90

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Health & Welfare:	\$9.59 per hour worked ^a
Pension:	\$6.90 per hour worked
Vacation/Dues:	\$3.92 per hour worked ^b
Training:	\$0.58 per hour worked
Other:	\$2.34 per hour worked ^c

STRAIGHT TIME HOURS:

Eight (8) consecutive hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at a straight-time rate if a job is shut down during the normal workweek due to inclement weather.

OVERTIME:

One and one-half (1½x) the basic straight-time hourly rate will be paid for the first four (4) daily overtime hours, the first eight (8) hours worked on Saturday. Double (2x) the basic straight-time hourly rate will be paid for all hours worked in excess of the first four daily overtime hours and the first eight hours on Saturday and all hours worked on Sundays and Holidays. For the four designated off/holidays, one and one-half (1½x) the basic straight-time hourly rate will be paid for the first eight (8) hours worked.

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. If any of the holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

The following four (4) days of each year will be designated off/holidays: 2011- Friday February 18th, Friday May 27th, Friday July 1st, and Friday September 2nd. 2012- Friday May 25th, Friday August 31st, Monday December 24th, and Monday December 31st.

(Continued)

TRAVEL AND SUBSISTENCE:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

Indicates an apprenticeable craft. Effective as of July 1, 2008, the determination, issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount for UBC Health and Safety Fund.

^b Includes an amount for work fees.

^c Includes an amount for Annuity Trust Fund, Industry Promotion Fund, Work Preservation Fund, and Carpenter Employers Contract Administration.

** Effective on July 1, 2011, there will be an increase of \$0.08 to Vacation/Holiday (for Work Fees) and \$3.20 to be allocated to wages and/or fringe benefits.

There are no further increases applicable to this determination.

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR
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PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

CRAFT: #RESIDENTIAL ELECTRICIAN

RESIDENTIAL DETERMINATION: R-61-595-1-2010-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

ISSUE DATE: October 22, 2010

EXPIRATION DATE: May 31, 2011** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Division of Labor Statistics and Research at (415) 703-4774.

LOCALITY: All localities within Alameda County.

WAGE RATES:

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Electrician: Inside Wireman	\$44.50

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Health & Welfare:	\$12.16 per hour worked
Pension:	\$10.22 per hour worked ^a
Training:	\$1.29 per hour worked
Other:	\$1.06 per hour worked ^b

STRAIGHT TIME HOURS: Eight (8) hours per day, forty (40) hours per week, Monday through Friday, shall constitute a workweek.

OVERTIME: One and one-half times (1½x) the basic straight-time hourly rate shall be paid for all overtime hours worked Monday through Saturday. Double (2x) the basic straight-time hourly rate will be paid for all other work including all work performed on Sundays and Holidays.

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King Jr. Day, Washington's Birthday (Presidents' Day), Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.

TRAVEL AND SUBSISTENCE:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

(Continued)

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^a In addition, an amount equal to 3% of the Basic Hourly Rate is added for the National Employees Benefit Fund (NEBF) which is factored at the applicable overtime multiplier.

^b Includes amounts for the Electrical Contractors Trust of Alameda County (\$0.12), the Labor Management Cooperation Committee Fund (\$0.47), and the Contract Administration Fund (CAF), which is equal to 1.05% of the Basic Hourly Rate. CAF is factored at the applicable overtime multiplier.

**Effective on June 1, 2011, there will be an increase of \$2.25 to be allocated to wages and/or fringe benefits.

Effective on June 1, 2012, there will be an increase of \$2.50 to be allocated to wages and/or fringe benefits. There will be no further increase applicable to this determination.

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CRAFT: #RESIDENTIAL PLASTER TENDER

RESIDENTIAL DETERMINATION: R-102-166-1-2009-2

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

ISSUE DATE: November 22, 2009

EXPIRATION DATE: June 30, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Alameda and Contra Costa Counties.

WAGE RATES:

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Plaster Tender	\$29.80 ^a

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Health & Welfare:	\$7.62 per hour worked
Pension:	\$10.80 per hour worked
Training:	\$0.34 per hour worked
Other:	\$0.43 per hour worked ^b

STRAIGHT TIME HOURS:

The regular workweek shall consist of eight (8) hours per day, Monday through Friday.

OVERTIME: The first four (4) daily overtime hours worked in excess of the eight (8) hour workday and the first eight (8) hours worked on Saturday shall be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime is paid at double (2x) the basic straight-time hourly rate including all hours worked on Sundays and holidays.

RECOGNIZED HOLIDAYS:

New Year's Day, Presidents' Day, Martin Luther King's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. If any holiday falls on a Sunday, the following Monday will be observed as the holiday.

TRAVEL AND SUBSISTENCE:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

(Continued)

Indicates an apprenticeable craft. Please note that effective as of July 1, 2008, the determination, issuance, and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards (DAS). To obtain any apprenticeship schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount for Vacation (\$2.00), Dues Check-Off (\$1.87), and Organizing Dues (\$1.10).

^b Amount is for Promotion Fund.

NOTE: Gun Man shall receive an additional \$0.75 per hour.

* The rates are in effect throughout the duration of the determination.

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PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

CRAFT: #RESIDENTIAL PLASTERER

RESIDENTIAL DETERMINATION: R-203-66-1-2010-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

ISSUE DATE: October 22, 2010

EXPIRATION DATE: June 30, 2011* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Contra Costa, San Francisco, and San Mateo Counties.

WAGE RATES:

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Plasterer	\$33.24 ^a

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Health & Welfare:	\$12.65 per hour worked
Pension:	\$8.53 per hour worked
Training:	\$0.65 per hour worked
Other:	\$0.78 per hour worked ^b

STRAIGHT TIME HOURS: Forty (40) hours per week, Monday through Friday, shall constitute a workweek, and the regular workday shall consist of eight (8) hours. Saturday in the same workweek may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather.

OVERTIME: One and one-half (1½x) the basic straight-time hourly rate will be paid for the first four (4) daily overtime hours and the first eight (8) hours worked on Saturdays. Double (2x) the basic straight-time hourly rate will be paid for all other work including all work performed including hours worked on Sundays and Holidays.

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday.

TRAVEL AND SUBSISTENCE:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

(Continued)

Indicates an apprenticeable craft. Please note that effective as of July 1, 2008, the determination, issuance, and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards (DAS). To obtain any apprenticeship schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount for Vacation (\$3.25) and Dues Check-Off (\$1.79).

^b Amount is for Labor-Management Cooperation Committee (\$0.38) and Industry Promotion (\$0.40).

NOTE: Plasterer operating and working behind plaster guns shall receive \$4.00 per day over the scale. Plasterers working on exterior suspended scaffold shall receive additional \$10.00 per day.

* The rates are in effect throughout the duration of the determination.

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CRAFT: #RESIDENTIAL PLUMBER

RESIDENTIAL DETERMINATION: R-204-342-3-2010-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

ISSUE DATE: October 22, 2010

EXPIRATION DATE: June 30, 2012* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Alameda County.

WAGE RATES:

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Journeyman Plumber	\$29.50 ^b
Residential Specialist, Level 1 ^a	\$19.25 ^b
Residential Specialist, Level 2 ^a	\$21.25 ^b
Residential Specialist, Level 3 ^a	\$22.50 ^b
Residential Specialist, Level 4 ^a	\$23.50 ^b
Residential Trainee, Level 1 ^a	\$12.30 ^b
Residential Trainee, Level 2 ^a	\$13.30 ^b
Residential Trainee, Level 3 ^a	\$14.30 ^b
Residential Trainee, Level 4 ^a	\$15.30 ^b

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Residential Journeyman Plumber

Health & Welfare: \$6.50 per hour worked
Pension: \$3.25 per hour worked
Training: \$0.25 per hour worked
Other: \$0.15 per hour worked^c

Residential Specialist (all levels)

Health & Welfare: \$6.50 per hour worked
Pension: \$1.25 per hour worked
Training: \$0.25 per hour worked
Other: \$0.15 per hour worked^c

Residential Trainee (all levels)

Health & Welfare: \$6.50 per hour worked
Training: \$0.25 per hour worked
Other: \$0.15 per hour worked^c

(Continued)

STRAIGHT TIME HOURS: Eight (8) hours per day, forty (40) hours per week, Monday through Friday.

OVERTIME:

When the workweek consists of five (5) eight (8) hour days, the first two (2) hours performed in excess of the eight (8) hour workday, Monday through Friday, and the first ten (10) hours on Saturday, shall be paid at one and one-half (1 1/2) times the straight time rate. All work performed on Sundays and holidays, and in excess of ten (10) hours a day, shall be paid at the double time rate.

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve. If any of said holidays fall on Sunday, the Monday following shall be considered a legal holiday. When a holiday falls on Saturday, the Friday before shall be considered a holiday and when a holiday falls on Thursday, the following Friday shall also be considered a legal holiday. When a holiday falls on a Friday, the following Saturday shall be paid at the holiday rate. When a holiday falls on Monday, the preceding Saturday shall be paid at the holiday rate.

TRAVEL AND SUBSISTENCE:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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^a Specialists and/or Trainees shall be given step increases in pay every January and July until they reach the top step.

^b Includes an amount for Dues check off (\$0.50) for the Journeyman Plumber, (\$0.50) for the Specialist, and (\$0.25) for the Trainee.

^c Includes an amount (\$0.05) for Joint Labor Management and an amount (\$0.10) for Contract Administration.

* The rates are in effect throughout the duration of the project.

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CRAFT: #RESIDENTIAL FIRE SPRINKLER FITTER

RESIDENTIAL DETERMINATION: R-204-483-1-2010-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

ISSUE DATE: October 22, 2010

EXPIRATION DATE: December 31, 2010** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Division of Labor Statistics and Research at (415) 703-4774.

LOCALITY: All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

WAGE RATES:

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Fire Sprinkler Fitter	\$26.50 ^{bc}
Residential Fire Sprinkler Fitter Trainee 1 (0-6 months) ^a	\$12.72
Residential Fire Sprinkler Fitter Trainee 2 (7-12 months) ^a	\$14.05
Residential Fire Sprinkler Fitter Trainee 3 (13-18 months) ^a	\$18.28 ^c
Residential Fire Sprinkler Fitter Trainee 4 (19-24 months) ^a	\$20.93 ^c
Residential Fire Sprinkler Fitter Trainee 5 (25-32 months) ^a	\$24.91 ^c

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Residential Fire Sprinkler Fitter

Health & Welfare: \$7.60 per hour worked.
Pension: \$5.20 per hour worked.
Training: \$0.15 per hour worked.
Other: \$1.20 per hour worked.

Residential Fire Sprinkler Fitter Trainee 1-5

Health & Welfare: \$7.60 per hour worked.
Training: \$0.15 per hour worked.

STRAIGHT TIME HOURS: Eight (8) hours per day, Monday through Friday, shall constitute a day's work.

OVERTIME: One and one-half (1½x) the basic straight-time hourly rate will be paid for work performed in excess of eight (8) hours of the regular work day and over forty (40) hours during the regular work week and for all work on Saturdays. Saturday in the same workweek may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather. Double (2x) the basic straight-time hourly rate will be paid for all work performed on Sundays and Holidays.

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve. If a Holiday falls on Sunday, the Monday following the holiday will be considered the Holiday. If the Holiday falls on Saturday, the preceding Friday will be considered the Holiday.

Four (4) days per year will be designated off-days as follows:

2011: February 18, May 27, July 1, September 2

2012: January 13, February 17, May 25, August 31

Designated day off, if worked, shall be paid at the rate of One and one-half (1½x) the basic straight-time hourly rate.

TRAVEL AND SUBSISTENCE:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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^a Amount of time employed in the industry.

^b Includes an amount withheld for Vacation.

^c Includes an amount withheld for Working Dues.

** Residential Fire Sprinkler Fitter

Effective on January 1, 2011, there will be an increase of \$0.60 to be allocated to wages and/or fringe benefits.

Effective on August 1, 2011, there will be an increase of \$1.30 to be allocated to wages and/or fringe benefits.

Effective on January 1, 2012, there will be an increase of \$0.60 to be allocated to wages and/or fringe benefits.

There are no further increases applicable to this determination.

* Residential Fire Sprinkler Fitter Trainee 1-5

There are no predetermined increases applicable to these determinations.

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CRAFT: #RESIDENTIAL SHEET METAL WORKER

RESIDENTIAL DETERMINATION: R-166-104-1-2010-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

ISSUE DATE: October 22, 2010

EXPIRATION DATE: June 30, 2011* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

WAGE RATES:

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Sheet Metal Worker	35.76 ^a
A/C Journeyman	27.41 ^a
A/C Specialist	22.79 ^a
Service Mechanic	29.91 ^a
Service Technician	25.86 ^a
Utility Worker	13.00 ^a

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Health & Welfare:	\$13.62 per hour worked (\$11.41 for the A/C Journeyman; \$11.39 for A/C Specialist, Service Mechanic, Service Technician, Utility Worker.)
Pension:	\$12.97 per hour worked (\$6.81 for the A/C Journeyman; \$3.03 for the A/C Specialist; \$10.16 for the Service Mechanic; \$7.15 for the Service Technician; \$2.30 for the Utility Worker.)
Training:	\$1.19 per hour worked (\$1.21 for the Service Mechanic and Service Technician; \$1.05 for the Utility Worker)
Other:	\$0.15 per hour worked ^b

STRAIGHT TIME HOURS: Eight (8) hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather.

OVERTIME: The first two (2) overtime hours, Monday through Friday, and the first eight (8) hours worked on Saturday will be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime hours including Sundays and Holidays will be paid at double (2x) the basic straight-time hourly rate.

(Continued)

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King Jr. Day, President' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, and the day after Christmas. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday. If any of the holidays fall on Saturday, the Friday preceding shall be considered a holiday. When Christmas falls on Friday, Saturday, or Sunday, Friday and Monday shall be observed as holidays.

TRAVEL AND SUBSISTENCE:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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^a Includes amount for Vacation/Holiday and Dues Check-Off.

^b Includes an amount for the Industry Promotion Fund (\$0.15)

* The rates are in effect throughout the duration of the project.