

EXHIBIT "A"
TAPING INDUSTRY CLASSIFICATION & WAGEFRINGE BENEFITS
DRYWALL TAPERS, FINISHERS & ALLIED WORKERS, LOCAL UNION 1944

The distribution of all increases into specific wage rates and fringe benefit contributions shall be determined jointly by the HWCIA Board of Directors and the Union provided however, that if the parties are unable to reach mutual agreement upon the distribution of the scheduled increases, then such increases and/or reallocations shall automatically be distributed to wages. **However, Health and Welfare requirements shall have priority over wage/benefit items in the allocation of the wage/fringe option.**

CLASSIFICATION	1/1/2019		1/5/2020		1/3/2021		1/2/2022		1/1/2023		1/7/2024
Journeyman Taper - Basic Hourly Wage	42.60	0.50	43.10		43.10	0.75	43.85	0.75	44.60	0.60	45.20
Foreman (Directing 1 to 4 men)	42.95		43.45		43.45		44.20		44.95		45.55
Foreman (Directing 5 or more men)	43.30		43.80		43.80		44.55		45.30		45.90
Health & Welfare	8.70	0.30	9.00	0.25	9.25	0.25	9.50	0.25	9.75	0.25	10.00
Training	1.35	0.25	1.60	0.10	1.70	0.20	1.90		1.90	0.25	2.15
Training (Apprentices)	0.25		0.25		0.25		0.25		0.25		0.25
Annuity (see note below)	11.00	0.25	11.25	0.50	11.75		11.75	0.50	12.25	0.25	12.50
Vacation Fund (see note below)	5.00	0.50	5.50	0.50	6.00	0.25	6.25		6.25	0.25	6.50
Administration Fee	0.05		0.05		0.05		0.05		0.05		0.05
Future Retiree Medical Fund	2.10	0.20	2.30	0.65	2.95	0.30	3.25	0.25	3.50	0.50	4.00
Market Recovery Fund	0.15		0.15		0.15		0.15		0.15		0.15
Trade Promotion	0.20		0.20		0.20		0.20		0.20		0.20
TOTAL INCREASES			\$2.00		\$2.00		\$1.75		\$1.75		\$2.10
TOTAL WAGES AND BENEFITS	\$71.15		\$73.15		\$75.15		\$76.90		\$78.65		\$80.75

The Taper Apprentice wage rate shall be applicable to all registered apprentices, at the following percentage of the Journeyman Taper's basic hourly wage rate:

0000 - 1000 hours:	40% of Journeyman's rate	\$17.24
1001 - 2000 hours:	45% of Journeyman's rate	\$19.40
2001 - 3000 hours:	50% of Journeyman's rate	\$21.55
3001 - 4000 hours:	55% of Journeyman's rate	\$23.71
4001 - 5000 hours:	60% of Journeyman's rate	\$25.86
5001 - 6000 hours:	65% of Journeyman's rate	\$28.02
6001 - 7000 hours:	75% of Journeyman's rate	\$32.33
7001 - 8000 hours:	85% of Journeyman's rate	\$36.64

NOTES: Only Health & Welfare and Retiree Health Reimbursement Fund contributions shall be made on behalf of Taper Apprentices, except as noted below:

At 4001 Hours, \$2.00/hour into the Vacation Fund (+\$0.05 Administration Fee) shall be made on behalf of Taper apprentice.

At 5001 Hours, \$2.00/hour into the Vacation Fund (+\$0.05 Administration Fee), and \$0.50 cents/hour into the Annuity Fund shall be made on behalf of Taper Apprentices.

At 6001 Hours, \$4.00/hour into the Vacation Fund (+\$0.05 Administration Fee) and \$1.00/hour into the Annuity Fund shall be made on behalf of Taper Apprentices.