The following constitutes an official action of the National Maintenance Agreements Policy Committee, Inc.:

Bulletin No. IX – 2 * National Maintenance Agreement

Subject: Article IX – Benefits and Other Monetary Funds

Calculating Fringe Benefits on Projects Subject to Wage/Rate Site Modifications

The Committee advised that when fringe benefit contributions, as defined in Article IX, Section 1 of the National Maintenance Agreements are expressed in terms of percentages, this percentage shall be applied to the 100% wage rate contained in the current applicable bargaining agreement, except as provided by appropriate trust documents, regardless of a wage/rate site modification granted by the Committee in accordance with Article VIII, Section 1 of the National Maintenance Agreements.

Example:

On projects not subject to a wage/rate site modification:

- Current journeyman wage rate: $20.00 per hour
- Fringe benefit package @ 25% of journeymen wage rate: $5.00 per hour
- Total wage/fringe package: $25.00 per hour

On projects subject to a 90% wage/rate site modification:

- Current journeyman wage rate: $20.00 per hour (Before reduction)
- Wage/rate site modification: x 90%
- Reduced journeyman wage rate: $18.00 per hour
- Fringe benefit package @ 25% of journeyman wage rate: $4.50 per hour
- Total modified w/f package: $23.00 per hour

* Calculated on current journeyman wage rate before reduction.

Stephen R. Lindauer
Impartial Secretary/CEO

June 17, 2011