

PLUMBERS & STEAMFITTERS LOCAL 7

18 AVIS DRIVE
LATHAM, NY 12110
(518) 785-9808

March 19, 2009

Dear Contractor:

Pursuant to Article 8, Section 11 of the Articles of Agreement, notice is hereby given that a change in allocation of wages and benefits has taken place and 30 days notice is required.

Please be advised that as of May 1, 2009, the hourly wage and benefit allocation will be as follows:

| | | | | | | | |
|-----------------|----|--------------|--|--|--|--|--|
| 1-May-09 | | | | | | | |
| Wages | \$ | 31.41 | | | | | |
| Pension | \$ | 6.48 | | | | | |
| Welfare | \$ | 9.28 | | | | | |
| Appr. Tmg | \$ | 0.55 | | | | | |
| Betterment | \$ | 0.20 | | | | | |
| Annuity | \$ | 1.70 | | | | | |
| Scholarship | \$ | 0.09 | | | | | |
| NPF | \$ | 0.32 | | | | | |
| | \$ | 50.03 | | | | | |

As of May 1, 2009, the working assessment will change to \$.71 per hour for all hours worked and shall be deducted from employees' wages.

Additional assessment of \$.50 per hour (Market Recovery) for all hours worked shall also be deducted.

The following is a summary of wage rates, working assessment deductions for apprentices

| | | | |
|------------------------|-----|---------|---|
| First Year Apprentice | 40% | \$12.56 | Working Assessment \$0.28 per hour Market Recovery \$0.20 per hour |
| Second Year Apprentice | 50% | \$15.71 | Working Assessment \$0.36 per hour Market Recovery \$0.25 per hour |
| Third Year Apprentice | 60% | \$18.85 | Working Assessment \$0.43 per hour Market Recovery \$0.30 per hour |
| Fourth Year Apprentice | 70% | \$21.99 | Working Assessment \$0.50 per hour Market Recovery \$0.35 per hour |
| Fifth Year Apprentice | 85% | \$26.70 | Working Assessment \$0.60 per hour Market Recovery \$0.43 per hour |

Any uncommon shift work outside of normal working hours, shall be paid at the strait rate plus twelve (12%) percent per hour over the base hourly wage rate. Normal working hours are work

which begins between 6:00 a.m. and 8:00 a.m. and ends after eight (8) hours Monday through Friday. Third shift when worked, shall be paid at twelve (12%) percent per hour over the base hourly wage rate for seven (7) hours work for eight (8) hours pay.

Work in excess of eight (8) hours on any uncommon shift shall be paid at overtime rates. In computing overtime pay the uncommon shift rate shall be the base rate.

All work performed before the regular work day begins or after the regular work day for the ninth and tenth hours, Monday through Friday, and all work up to eight (8) hours on Saturday shall be paid at time and one-half the hourly rate of wages. Work in excess of eight (8) hours on Saturday, ten (10) hours Monday through Friday and all work on Sundays and holidays shall be paid at double the hourly rate or wages.

Thank you for your cooperation.

Sincerely,

A handwritten signature in cursive script, appearing to read "Edward Nadeau", with a horizontal line extending to the right.

Edward Nadeau
Business Manager

cc: Ralph Zeto, Executive Director, MCACD
Cal Norton, NYS Department of Labor