

### Salary Deductions Chart

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		NYC "A" Journey- persons	NYC "M" & "MJ"	NYC "A" Apprentices & "M" Helpers	NYC ADM	NYC Expeditors	NYC "A-Rated" Streetlighting	NYC Non-"A" Streetlighting	WP "AJ"	WP "M" & "MJ"	WP Apprentices & Helpers	NYC & WP Temporary Lighting
PAYABLE TO THE JOINT INDUSTRY BOARD	L.U.#3 Dues Assessment	1.5%	N/A	N/A	N/A	N/A	1.5%	N/A	1.5%	N/A	N/A	1.5%
	L.U. #3 Loan Repayment	← AS NECESSARY →							← →			See
	L.U. #3 Loan Certificates	← AS NECESSARY →							← →			"A"
	E&C Tuition Loan Repayment	← AS NECESSARY →							← →			Journey- persons
	COPE	← \$0.02 per clock hour-OPTIONAL-AS ELECTED →							← →			
PAYABLE TO MERCER	Mandatory 401k Deferral	1%*	1%*	1%* 3 <sup>rd</sup> &4 <sup>th</sup> YEAR	1%*	1%*	1%*	optional	1%*	1%*	1%*	1%*
	401k Loan Repayment	← AS NECESSARY →							← →			SEE "A" JOURNEY- PERSONS
*1% of total gross wages is mandatory/can be increased at employees' option up to IRS limits												