

2021 New Benefit Chart - NYC**Payroll Changes Effective Week Ending January 6, 2021 - Week 1**

| DIVISION | WAGES | JIB | PENSION/ MAJOR MEDICAL | DENTAL FUND | 401K (reported and remitted directly to Prudential Retirement) | ANNUITY | HEALTH REIMBURSE- MENT ACCOUNT | E & C | NEBF | EESISP | WAGE & BENEFIT FUND |
|--|----------------------|-------------------------------|--|-------------------------------|--|----------------------|--------------------------------------|-------------------------------|-------------------------|-------------------------------|--------------------------------|
| "A" Journeypersons CA Payroll | \$58.00 | 1.85% of standard-gross wages | 39.45% of standard-gross wages + \$5.25 per clock hr. | 3.14% of standard-gross wages | 7.65% of total-gross wages + 16% of standard-gross wages | \$3.50 per clock hr. | \$6.50 per clock hr. | 1.67% of standard-gross wages | 3% of total-gross wages | 7.41%** of total-gross wages | \$1.00 per clock hr. + %*** |
| Eighty (80) / Twenty (20) PLA IM Payroll | \$49.40 | 1.85% of standard-gross wages | 39.25% of standard-gross wages + \$1.50 per clock hr. | 3.14% of standard-gross wages | 7.65% of total-gross wages + 16% of standard-gross wages | \$2.00 per clock hr. | \$3.55 per clock hr. | 1.67% of standard-gross wages | 3% of total-gross wages | 7.41%** of total-gross wages | \$1.00 per clock hr. + %*** |
| Temporary Light & Power LX Payroll (Eighty/Twenty PLA) | \$58.00 (\$49.40) | N/A | N/A | N/A | 7.65% of total-gross wages + 16% of standard-gross wages | \$3.50 per clock hr. | \$6.50 per clock hr. | N/A | 3% of total-gross wages | 5.425%** of total-gross wages | \$1.00 per clock hr. |
| "M" & "MIJ" Journeypersons VO Payroll | \$26.00 | "0%" | 22.92% of standard-gross wages + \$.75 per clock hr. | 2.04% of standard-gross wages | 15% of standard-gross wages + 7.65% of total-gross wages + \$1.50 per clock hr. | \$2.00 per clock hr. | \$4.00 per clock hr. | .52% of standard-gross wages | 3% of total-gross wages | 7.31%** of total-gross wages | %*** |
| "M" 3 rd yr + "MIJ" 18 mos. Journeypersons VO Payroll | \$30.50 | | | | | | | | | | |

** EESISP , subject to safety preferred or surcharge rates.

*** NYECA & AEC, 0%, Current Independent, .25%, New Independent, .50%, Independent recently Association terminated, .75%

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|--|--|------------------------------|---|--------------------------------|--|--|--|---------------------------------|-------------------------|------------------------------|---------------------------|
| | <u>1st Half</u> <u>2nd Half</u> | | | | | | | | | | |
| "A" Apprentices ¹⁻⁴ "M" Helpers ¹⁻⁴ PR Payroll | ¹ \$16.50 ¹ \$17.00 ² \$18.00 ² \$19.00 ³ \$20.00 ³ \$21.00 ⁴ \$22.00 ⁴ \$24.00 | "0%" | 20.92% of standard-gross wages + \$.75 per clock hr. | 2.04% of standard-gross wages | 15% of standard-gross wages + \$2.50 per clock hr. | \$1.00 per clock hr. | \$1.75 per clock hr. | .52% of standard-gross wages | 3% of total-gross wages | 7.31%** of total-gross wages | %*** |
| ADM AF Payroll | 3% Increase to all employees Minimum \$25.00 - Maximum \$55.00 | "0%" | 35.61%* of standard-gross wages + \$.20 per clock hr. | 3.04%* of standard-gross wages | \$.75 per clock hr. Over 5 yrs with Election + 14% of standard-gross wages | <u>Per day</u> +12 months-\$13.25 +24 months-\$16.75 +36 months-\$23.25 | <u>Per day</u> +12 months-\$ 9.75 +24 months-\$12.75 +36 months-\$16.75 | 1.02%* of standard-gross wages | 3% of total-gross wages | .57%** of total-gross wages | N/A |
| Expeditors XP Payroll | \$33.80 | .25% of standard-gross wages | 40.43%* of standard-gross wages + \$1.20 per clock hr. | 3.04%* of standard gross wages | \$.75 per clock hr. Over 5 yrs with Election + 14% of standard-gross wages | \$25.00 per day | \$18.00 per day | 1.053%* of standard-gross wages | 3% of total-gross wages | 7.31%** of total-gross wages | %*** |
| Expeditor Helper 1 Expeditor Helper 2 XP Payroll | \$19.00 \$24.00 | .25% of standard-gross wages | 40.43%* of standard-gross wages + \$1.20 per clock hr. | 3.04%* of standard-gross wages | \$.60 per clock hr. | \$15.25 per day | \$18.00 per day | 1.053%* of standard-gross wages | 3% of total-gross wages | 7.31%** of total-gross wages | %*** |

** EESISP , subject to safety preferred or surcharge rates.

*Paid on a weekly standard-gross wage up to \$2,030.00

*** NYECA & AEC, 0%, Current Independent, .25%, New Independent, .50%, Independent recently Association terminated, .75%