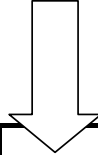


ASSOCIATED GENERAL CONTRACTORS
SAN DIEGO CHAPTER, INC.

APPRENTICE CEMENT MASONS ENGINEERING WAGE RATES
EFFECTIVE June 17, 2007

Journeyman Scale: wage = \$25.67 + \$2.50 vacation = \$28.17



Period Hours	% of Journeyman Scale	Wage Rate	Health & Welfare	Pension	Vacation	Supplemental Dues	Training	S.D.C.A.F.	TOTAL
1st Period 1-600 hrs	40% of wage + vac.	\$11.27	\$5.70	N/A	N/A	\$1.65	\$0.50	N/A	\$19.12
2nd Period 601-1200 hrs	50% of wage + vac.	\$14.09	\$5.70	N/A	N/A	\$1.65	\$0.50	N/A	\$21.94
3rd Period 1201-1800hrs	60% of wage only	\$15.40	\$5.70	\$1.38	\$2.50	\$1.65	\$0.50	\$0.05	\$27.18
4th Period 1801-2400 hrs	70% of wage only	\$17.97	\$5.70	\$1.38	\$2.50	\$1.65	\$0.50	\$0.05	\$29.75
5th Period 2401-3000 hrs	80% of wage only	\$20.54	\$5.70	\$1.38	\$2.50	\$1.65	\$0.50	\$0.05	\$32.32
6th Period 3001-3600 hrs	90% of wage only	\$23.10	\$5.70	\$1.38	\$2.50	\$1.65	\$0.50	\$0.05	\$34.88

Taxable Base = wage + sup. dues + vacation = \$29.82

Effective June 16 each year:

2007: \$1.45 (\$0.50 increase to wages, \$0.25 increase to vacation, \$0.15 increase to supp. dues, \$0.50 increase H & W, \$0.05 increase to Training)

2008: \$1.45

2009: \$1.45