**EXHIBIT “A”**

**SCHEDULE OF WAGE AND BENEFIT INCREASES**

**COVERING ROOFERS IN THE STATE OF HAWAII AND THE SOUTH PACIFIC**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | PRESENT | EFFECTIVE | EFFECTIVE | EFFECTIVE | EFFECTIVE | EFFECTIVE |
| 11/6/22 | 9/3/23 | 9/1/24 | 9/7/25 | 9/6/26 |
| Wage rate |   | (+.60)  | (+.60) | (+.60) | (+.60) | (+.60) |
| JOURNEYMAN | 42.55 | 43.15 | 43.75 | 44.35 | 44.95 | 45.55 |
| FOREMAN | 44.55 | 45.15 | 45.75 | 46.35 | 46.95 | 47.55 |
| FOREMAN PLUS | 46.55 | 47.15 | 47.75 | 48.35 | 48.95 | 49.55 |
| PENSION | 4.07 | 4.07 | 4.07 | 4.07 | 4.07 | 4.07 |
| (Float money) |   |   |   | (a)(+.40)  |  | (b)(+.40) |
| H & W | 9.08 | (+.40) = 9.48 | (+.60) = 10.08 | (+.10) = 10.18 | (+.50) = 10.68 | (+.10) = 10.78  |
| TRAINING | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 |
| VACATION | 3.00 | 3.00 | 3.00 | 3.00 | (+.05) = 3.05 | 3.05 |
| ANNUITY | 4.25 | 4.25 | 4.25 | 4.25 | 4.25 | 4.25 |
| VAC/ADMIN | 0.12 | (+.03) = 0.15 | 0.15 | (+.05) = 0.20 | 0.20 | (+.05) = 0.25 |
| RESEARCH/ED FUND |  0.03 | (+.03) = 0.06 | 0.06 | 0.06 | 0.06 | 0.06 |
| Subtotals |   |   |   |   |   |   |
| JOURNEYMAN | 63.45 | 64.51 | 65.71 | 66.86 | 68.01 | 69.16 |
| FOREMAN | 65.45 | 66.51 | 67.71 | 68.86 | 70.01 | 71.16 |
| FOREMAN PLUS | 67.45 | 68.51 | 69.71 | 70.86 | 72.01 | 73.16 |
| H.R.I.I.P. | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 |
| Totals |   |   |   |   |   |   |
| JOURNEYMAN | 63.95 | 65.01 | 66.21 | 71.36 | 68.51 | 69.66 |
| FOREMAN | 65.95 | 67.01 | 68.21 | 73.36 | 70.51 | 71.66 |
| FOREMAN PLUS | 67.95 | 69.01 | 70.21 | 75.36 | 72.51 | 73.66 |
| PER DIEM |   |   |   |   |   |   |
| MEAL | 50.00 | (+2.00) = 52.00 | (+2.00) = 54.00 | (+2.00) = 56.00 | (+2.00) = 58.00 | (+2.00) = 60.00 |
| SUBSISTENCE | 79.00 | (+1.00) = 80.00 | (+1.00) = 81.00 | (+1.00) = 82.00 | (+1.00) = 83.00 | (+1.00) = 84.00 |
|  |  |  |  |  |  |  |
| (a) Float money to be used to improve benefits in Pension, H&W, Annuity or Training. All allocations to be made at least |
|  120 days prior to its effective date. |  |  |  |  |
| (b) Float money to be used to improve benefits in Pension, H&W Annuity or Training. All allocations to be made at least |
|  120 days prior to its effective date. |  |  |  |  |