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Volume 35
Number 1

July 1, 2008

Summer Residential Worker

Effective First shift Monday morning, June 2, 2008

Wages: To be negotiated prior to February 1, 2009

TAXABLE WAGE STRAIGHT TIME \$10.25

Fringes:

| | |
|---|---------------|
| Working Dues (deduct from wage)(taxable) | \$0.25 |
| Piping Education Council | \$0.15 |
| International Training Fund | \$0.05 |
| TOTAL to be included with fringe payment | \$0.45 |

Tom Delehant
Business Manager, Local 98
Date

Carl Evans
Director, MCA Detroit
Date