

E. Wage rates and fringe benefits for Ironworkers' Local No. 697 (Ironworkers working in Greenbrier, Mercer, Monroe, Pocahontas, & Summers Counties in West Virginia, Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Grayson, Halifax, Henry, Highland, Montgomery, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Smyth, Washington & Wythe Counties in Virginia) shall be paid the following rates for the years 2007 through and including 2009 as long as those rates and fringe benefits are the prevailing rates and fringe benefits for the respective years:

	December 1, 2006 to November 30, 2007	December 1, 2007 to November 30, 2008	December 1, 2008 to November 30, 2009
Journeyman Ironworker	\$30.38	\$32.05	\$33.78
Journeyman Ironworker Foreman	\$32.38	\$34.05	\$35.78
Journeyman Ironworker General Foreman	\$34.38	\$36.05	\$37.78

FRINGE BENEFITS

	December 1, 2006 to November 30, 2007	December 1, 2007 to November 30, 2008	December 1, 2008 to November 30, 2009
Health & Welfare	\$4.65	4.91	To be determined*
Pension	\$4.22	4.42	To be determined*
Training Fund	\$0.31	.35	To be determined*
Annuity	\$2.75	2.75	To be determined*
I.M.P.A.C.T. Fund	\$0.18	.18	To be determined*
WV H/H CIF	\$0.20	\$0.20	\$0.20
TOTAL	\$12.31	\$12.81	To be determined*

Employee Deductions: Administrative Dues Deduction of 5% of total wage and fringe package; ACT Deduction is \$0.15 per hour worked; and Ironworkers District Council is \$0.10 per hour worked.