Apprenticeship:
- New apprentice schedule with higher starting point (55%) and faster increases to take effect 5/1/23. New Schedule Attached.
- Language updated to reflect current practice that apprentices must always be supervised by a journeyperson and that the ratio is 1:1, but that more than one apprentice may be utilized under reasonable circumstances.
- Floorcovering apprentices still receive full benefits throughout their apprenticeship.

Foremen Increases
- $2.25 effective 5/2/22
- $2.50 effective 5/1/23
- $2.75 effective 4/29/24

Material Handler Increases
- $18/hr effective 5/2/22
- $19/hr effective 5/1/23
- $20/hr effective 4/29/24

Total Package Increase and Term of Agreement

Three year agreement expiring 5/31/25. Increase is retroactive to 5/2/22. If Tentative Agreement is not approved by 5/11/22, Employers revert to their previous offer.

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/2/22</td>
<td>$3.00</td>
</tr>
<tr>
<td>5/1/23</td>
<td>$3.00</td>
</tr>
<tr>
<td>4/29/24</td>
<td>$2.55</td>
</tr>
</tbody>
</table>

Allocations effective 5/2/22.

- $1.80 to the Gross Wage.
- $1.19 to the Flex Choice.
- $0.01 to the Carpenters International Training Fund