

SOME IMPORTANT INFORMATION YOU SHOULD HAVE

- The Local 12 contract over the last 12 years has increased far above what inflation has been. If the Local 12 increases over the past 12 years had only matched inflation, the contract rate would be \$75.53. The contract rate far exceeds that and is now **\$95.17**.
- The annuity benefit that Local 12 has secured for you is very generous. With no increase in the current contribution rate (\$9.60/hour), a 25 year old Local 12 member working since age 21 who retires at age 60 can expect to have almost 3 MILLION dollars in his annuity when he retires (at current rates)!
- That means a monthly, pre-tax income of \$19,589 in today's dollars if the annuity stays AS IS! And that does not include your separate, additional pension benefit or Social Security!
- More charts and analysis are on the ICA website at www.icanyc.org

Union Raises vs. Inflation Analysis

Beginning Union Contract Analysis January 1, 2002 to June 30, 2002

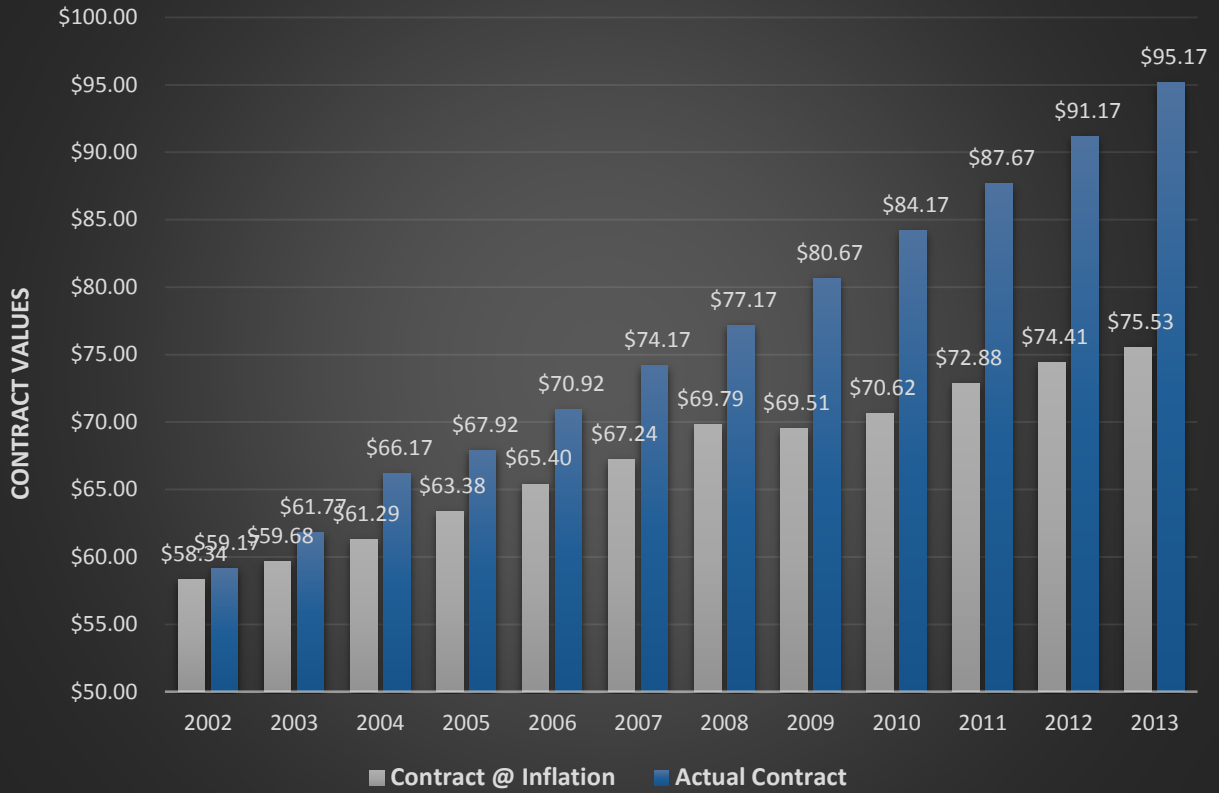
\$ 57.42

Year	Rate of Inflation	Raise@ Inflation	Contract@ Inflation	Contract Raise%	Yearly Raise%	Actual Contract	Raise \$ Differential	Raise % Differential
2002	1.6%	\$0.92	\$58.34	\$1.75	3.0%	\$59.17	\$0.83	1.42%
2003	2.3%	\$1.34	\$59.68	\$2.60	4.4%	\$61.77	\$2.09	3.50%
2004	2.7%	\$1.61	\$61.29	\$4.40	7.1%	\$66.17	\$4.88	7.96%
2005	3.4%	\$2.08	\$63.38	\$1.75	2.6%	\$67.92	\$4.54	7.17%
2006	3.2%	\$2.03	\$65.40	\$3.00	4.4%	\$70.92	\$5.52	8.43%
2007	2.8%	\$1.83	\$67.24	\$3.25	4.6%	\$74.17	\$6.93	10.31%
2008	3.8%	\$2.55	\$69.79	\$3.00	4.0%	\$77.17	\$7.38	10.57%
2009	-0.4%	\$(0.28)	\$69.51	\$3.50	4.5%	\$80.67	\$11.16	16.05%
2010	1.6%	\$1.11	\$70.62	\$3.50	4.3%	\$84.17	\$13.55	19.18%
2011	3.2%	\$2.26	\$72.88	\$3.50	4.2%	\$87.67	\$14.79	20.29%
2012	2.1%	\$1.53	\$74.41	\$3.50	4.0%	\$91.17	\$16.76	22.52%
2013	1.5%	<u>\$1.12</u>	\$75.53	<u>\$4.00</u>	4.4%	\$95.17	\$ 19.64	26.00%
	2.32%	\$18.11		\$37.75	4.31%			

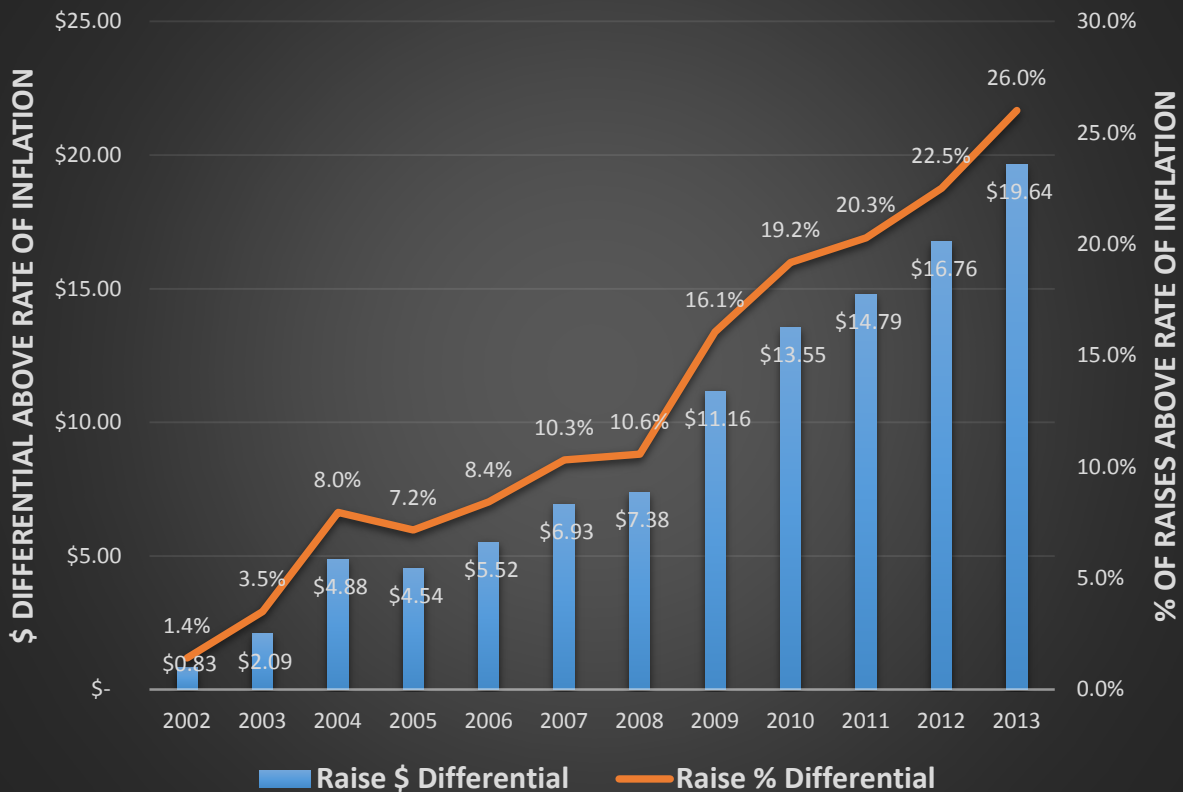
UNION RAISES AT INFLATION

The Union contract on January 1, 2002 to June 30, 2002 was \$57.42 per hour and the Union raises over the past 12 years have risen by \$37.75 compared to \$18.11 at the rate of inflation. The difference between the Union raise and the rate of inflation is 26.0%.

Union Raises vs. Inflation Analysis



Differential of Raises Above Inflation



Local 12 Annuity Plan

25 Year Old - Active In Plan
60 Year Old - Retirement

May 15, 2014

Assumptions	
Annuity contribution per paycheck (Based on 1680 hours per year)	\$1,344
Paychecks per year (12, 24, 26, or 52)	12
Expected annual rate of return	7.00%
Age at of the end of this tax year	25
Anticipated retirement age	60
Current value of Annuity	\$38,023
Date (the "as of" date for the current value)	January 1, 2014
The date of the year end	December 31, 2014
Marginal tax rate (federal plus state)	35.00%

Tax Deferred Annuity Plan Growth	
Age	Estimated Annuity Value
25	\$57,286
30	\$176,567
40	\$579,960
60	\$2,944,388
Pre-tax retirement income (From retirement age to 90 years old)	
Monthly income	\$19,589
After-tax retirement income (From retirement age to 90 years old)	
Monthly income	\$12,733