

EXHIBIT 'A'. ADMINISTRATIVE PROCESSING FEES, DEATH BENEFIT FUND, AND DUES AND ASSESSMENTS.

The regular membership dues shall consist of:

- (a) Administrative Processing fee and / or Reinstatement fees.
- (b) Monthly basic dues and check-off dues.
- (c) Special fees, and / or assessments levied by the Union in accordance with the Constitution of the Brotherhood, and / or the By-laws and Trade Rules of the Local Union, and / or IUPAT DC 5.

The Administrative Processing fees for all classifications shall be paid as provided in the General Constitution per Section 93-94 and Section 100, which includes the \$1.00 Death Benefit payment called for by Section 17(b) of the International Constitution and the Rules and Regulations of the International Union's Death Benefit Fund. In addition, after the initial payment is made the balance will be divided into three (3) equal payments. The first of these must be made within fifteen (15) days of signing the application. The second payment must be made within thirty (30) days of signing the application. The final payment must be made within forty five (45) days of signing the application, failure to do so will result in forfeiture of the application and all monies paid.

The Administrative Processing fee for Commercial Journeyman Glaziers shall be five hundred dollars (\$500.00), which includes 6 months dues, the DC5 defense fund, and the Local Union No. 188 death fund.

The Administrative Processing fee for Residential Journeyman Glaziers and Auto Glassmen shall be three hundred dollars (\$300.00), which includes 6 months dues, the DC5 defense fund, and the Local Union No. 188 death fund.

The Administrative Processing fee for Commercial Apprentices, Residential Apprentices and Auto Glass Trainees shall be one hundred dollars (\$100.00), which includes the DC5 defense fund and the Local Union No. 188 death fund.

The Administrative Processing fee for Production Workers shall be fifty dollars (\$50.00), which includes the Local No. 188 death fund.

A new member who changes to a classification with a higher Administrative Processing fee within 6 months shall pay the difference.

All new regular members, will pay to the District Council Defense Fund the sum of twenty dollars (\$20.00) upon initiation or affiliation.

Death Benefit Fund: All members in good standing are eligible for a death benefit in the amount of \$2,500.00 from Local Union #188. The Death Benefit Fund was established February 1, 2000 by Local #188 with a deposit of \$25,000.00 from the General Fund, and

is funded by a \$10.00 Death Assessment for each new member. A \$2.00 monthly assessment to be billed with the quarterly dues.

Clearance Card fees and rules shall be as set forth in Section 250 of the International Constitution.

Monthly basic dues for all classifications shall be governed by the vote of the membership from time to time and published in 'Exhibit B' of these By-laws and Trade Rules.