

Straight Time	Journeyman	General Foreman	Foreman	8th Period Apprentice (95%)	7th Period Apprentice (90%)	6th Period Apprentice (85%)	5th Period Apprentice (80%)	4th Period Apprentice (77.5%)	3rd Period Apprentice (75%)	2nd Period Apprentice (72.5%)	1st Period Apprentice (70%)	Less Than Qualified (60%)
Base Rate:	33.88	37.88	36.38	32.19	30.49	28.80	27.10	26.26	25.41	24.56	23.72	20.33
* Vacation:	4.00	4.40	4.24	3.80	3.60	3.40	3.20	3.10	3.00	2.90	2.80	2.40
Pension:	13.38	15.16	14.48	12.72	12.04	11.38	10.70	10.39	10.06	9.72	9.36	8.03
Annuity:	4.10	4.50	4.34	3.90	3.69	3.49	3.28	3.18	3.08	2.97	2.87	2.46
Health & Welfare:	7.07	7.07	7.07	7.07	7.07	7.07	7.07	7.07	7.07	7.07	7.07	7.07
Apprenticeship (\$0.40)/MOST (\$0.25):	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Training:	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44
Welder Certification:	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Injury:	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Supplemental Welfare:	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Totals=	64.57	71.15	68.65	61.82	59.03	56.28	53.49	52.14	50.76	49.36	47.96	42.43

Field Dues are 4.5% of the GROSS WAGES (base + vacation)

Special Assessments = \$0.35 deduction per hour worked (refer to Article 6)

*** Subject to Federal Withholding & FICA**

Time & 1/2	Journeyman	General Foreman	Foreman	8th Period Apprentice (95%)	7th Period Apprentice (90%)	6th Period Apprentice (85%)	5th Period Apprentice (80%)	4th Period Apprentice (77.5%)	3rd Period Apprentice (75%)	2nd Period Apprentice (72.5%)	1st Period Apprentice (70%)	Less Than Qualified (60%)
Base Rate:	50.82	56.82	54.57	48.29	45.74	43.20	40.65	39.39	38.12	36.84	35.58	30.50
* Vacation:	6.00	6.60	6.36	5.70	5.40	5.10	4.80	4.65	4.50	4.35	4.20	3.60
Pension:	20.07	22.74	21.72	19.08	18.06	17.07	16.06	15.59	15.09	14.58	14.04	12.05
Annuity:	6.15	6.75	6.51	5.85	5.54	5.24	4.92	4.77	4.62	4.46	4.31	3.69
Health & Welfare:	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61	10.61
Apprenticeship (\$0.40)/MOST (\$0.25):	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Training:	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44
Welder Certification:	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Injury:	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Supplemental Welfare:	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Totals=	95.79	105.66	101.91	91.66	87.48	83.36	79.17	77.14	75.07	72.97	70.87	62.58

Field Dues are 4.5% of the GROSS WAGES (base + vacation)

Special Assessments = \$0.35 deduction per hour worked (refer to Article 6)

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Double Time	Journeyman	General Foreman	Foreman	8th Period Apprentice (95%)	7th Period Apprentice (90%)	6th Period Apprentice (85%)	5th Period Apprentice (80%)	4th Period Apprentice (77.5%)	3rd Period Apprentice (75%)	2nd Period Apprentice (72.5%)	1st Period Apprentice (70%)	Less Than Qualified (60%)
Base Rate:	67.76	75.76	72.76	64.38	60.98	57.60	54.20	52.52	50.82	49.12	47.44	40.66
* Vacation:	8.00	8.80	8.48	7.60	7.20	6.80	6.40	6.20	6.00	5.80	5.60	4.80
Pension:	26.76	30.32	28.96	25.44	24.08	22.76	21.41	20.78	20.12	19.44	18.72	16.06
Annuity:	8.20	9.00	8.68	7.80	7.38	6.98	6.56	6.36	6.16	5.95	5.74	4.92
Health & Welfare:	14.14	14.14	14.14	14.14	14.14	14.14	14.14	14.14	14.14	14.14	14.14	14.14
Apprenticeship (\$0.40)/MOST (\$0.25):	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Training:	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44	0.44
Welder Certification:	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Injury:	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Supplemental Welfare:	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Totals=	127.00	140.16	135.16	121.50	115.92	110.42	104.85	102.14	99.38	96.59	93.78	82.72

Field Dues are 4.5% of the GROSS WAGES (base + vacation)

Special Assessments = \$0.35 deduction per hour worked (refer to Article 6)

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