

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:		35.23	40.23	38.73	33.47	31.71	29.95	28.18	27.30	26.42	25.54	24.66	21.14							
* Vacation:		4.60	5.10	4.94	4.37	4.14	3.91	3.68	3.56	3.45	3.33	3.22	2.76							
Pension:		13.65	15.46	14.77	12.97	12.28	11.61	10.91	10.60	10.26	9.91	9.55	8.19							
Annuity:		5.00	5.50	5.34	4.75	4.50	4.25	4.00	3.87	3.75	3.62	3.50	3.00							
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:		0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47							
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=		67.72	75.53	73.02	64.80	61.87	58.96	56.01	54.57	53.12	51.64	50.17	44.33							

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

Special Assessments = \$0.40 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:	52.845	60.345	58.095	50.205	47.565	44.925	42.270	40.950	39.630	38.310	36.990	31.710
* Vacation:	6.900	7.650	7.410	6.555	6.210	5.865	5.520	5.340	5.175	4.995	4.830	4.140
Pension:	20.475	23.190	22.155	19.455	18.420	17.415	16.365	15.900	15.390	14.865	14.325	12.285
Annuity:	7.500	8.250	8.010	7.125	6.750	6.375	6.000	5.805	5.625	5.430	5.250	4.500
Health & Welfare:	10.605	10.605	10.605	10.605	10.605	10.605	10.605	10.605	10.605	10.605	10.605	10.605
Apprenticeship (\$0.40)/MOST (\$0.25):	0.650	0.650	0.650	0.650	0.650	0.650	0.650	0.650	0.650	0.650	0.650	0.650
Training:	0.470	0.470	0.470	0.470	0.470	0.470	0.470	0.470	0.470	0.470	0.470	0.470
Welder Certification:	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050
Sick & Injury:	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100
Supplemental Welfare:	0.900	0.900	0.900	0.900	0.900	0.900	0.900	0.900	0.900	0.900	0.900	0.900

Totals= 100.50 112.21 108.45 96.12 91.72 87.36 82.93 80.77 78.60 76.38 74.17 65.41

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

Special Assessments = \$0.40 deduction per hour worked (refer to Article 6)

* Subject to Federal Withholding & FICA

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%)
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Base Rate:	70.46	80.46	77.46	66.94	63.42	59.90	56.36	54.60	52.84	51.08	49.32	42.28
* Vacation:	9.20	10.20	9.88	8.74	8.28	7.82	7.36	7.12	6.90	6.66	6.44	5.52
Pension:	27.30	30.92	29.54	25.94	24.56	23.22	21.82	21.20	20.52	19.82	19.10	16.38
Annuity:	10.00	11.00	10.68	9.50	9.00	8.50	8.00	7.74	7.50	7.24	7.00	6.00
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:	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47
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= 133.27 148.89 143.87 127.43 121.57 115.75 109.85 106.97 104.07 101.11 98.17 86.49

Field Dues are 4.5% of the GROSS WAGES (base + vacation)
 Special Assessments = \$0.40 deduction per hour worked (refer to Article 6)
 * Subject to Federal Withholding & FICA