



The grievance procedure has a very tight timeline for dealing with a violation of the Collective Agreement.

In Step 1, the onus is upon the member to verbally tell their employer that the agreement has been violated **within five (5) days** of when the violation occurred. For example if you received your pay on Thursday and noticed that it was short hours, you **MUST** report it to your employer no later than five (5) days from when you knew or ought to have known the violation occurred. Your employer **MUST** reply within one (1) working day to you. If it is still not resolved the grievance will proceed to Step 2 at which time the Local will write up the grievance and deliver it to the employer within two (2) working days. At this point the Local and your employer will attempt to resolve the grievance within two (2) working days. If it still has not been settled the grievance will proceed to Step 3 in which a Low-Rise Residential Grievance Board shall be convened within three (3) working days and a decision rendered within three (3) days from the Board meeting. **The total time from start to finish should be no more than 16 working days.**

I would once again like to thank the members of the low-rise sector who came out to ratify their agreement and remind the rest of the low-rise members who didn't make it out to the meeting that one of the most important things you can do to improve your working conditions is to be educated on your collective agreement. Building solidarity within your own ranks will pay off in the long run to better your collective lives. Breaking a single pencil is easy to do but trying to break a package of pencils cannot be done. Do not be a single pencil.....get involved. Below you will find the new rate sheet for this year.

Fraternally,

Steven Martin

Business Manager/Financial Secretary

WAGES AND FRINGE BENEFITS – LOW-RISE RESIDENTIAL – LU 353 TORONTO

Revised May 2, 2013

	Date	Base Rate	V.P. & S.H.P	Union Funds	Wage Package	ECA Fund	Total Package
			*	**		***	
Journeyman	May 6, 2013	35.44	3.54	13.23	52.21	0.31	52.52
	May 5, 2014	36.71	3.67	13.23	53.61	0.31	53.92
	May 4, 2015	38.16	3.82	13.23	55.21	0.31	55.52
Crew Leader (4%)	May 6, 2013	36.86	3.69	13.23	53.78	0.31	54.09
	May 5, 2014	38.18	3.82	13.23	55.23	0.31	55.54
	May 4, 2015	39.69	3.97	13.23	56.89	0.31	57.20
Foreman (8%)	May 6, 2013	38.28	3.83	13.23	55.34	0.31	55.65
	May 5, 2014	39.65	3.97	13.23	56.85	0.31	57.16
	May 4, 2015	41.21	4.12	13.23	58.56	0.31	58.87
Pre-Apprentices	May 6, 2013	12.40	1.24	4.19	17.83	0.31	18.14
1st Term	May 6, 2013	14.18	1.42	7.73	23.33	0.31	23.64
2nd Term	May 6, 2013	17.72	1.77	8.46	27.95	0.31	28.26
3rd Term	May 6, 2013	21.26	2.13	9.19	32.58	0.31	32.89
4th Term	May 6, 2013	24.81	2.48	9.92	37.21	0.31	37.52
5th Term	May 6, 2013	28.35	2.84	10.66	41.85	0.31	42.16
Pre-Apprentices	May 5, 2014	12.85	1.29	4.19	18.33	0.31	18.64
1st Term	May 5, 2014	14.68	1.47	7.73	23.88	0.31	24.19
2nd Term	May 5, 2014	18.36	1.84	8.46	28.66	0.31	28.97
3rd Term	May 5, 2014	22.03	2.20	9.19	33.42	0.31	33.73
4th Term	May 5, 2014	25.70	2.57	9.92	38.19	0.31	38.50
5th Term	May 5, 2014	29.37	2.94	10.66	42.97	0.31	43.28
Pre-Apprentices	May 4, 2015	13.36	1.34	4.19	18.89	0.31	19.20
1st Term	May 4, 2015	15.26	1.53	7.73	24.52	0.31	24.83
2nd Term	May 4, 2015	19.08	1.91	8.46	29.45	0.31	29.76
3rd Term	May 4, 2015	22.90	2.29	9.19	34.38	0.31	34.69
4th Term	May 4, 2015	26.71	2.67	9.92	39.30	0.31	39.61
5th Term	May 4, 2015	30.53	3.05	10.66	44.24	0.31	44.55

* V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 10% of base rate.

** Breakdown of Union Funds:

May 6, 2013: Health & Welfare – 3.95, Pension – 6.62 (prorated for apprentices based on 5.72 rate) Union Dues Journeyman, Crew Leader, and Foremen – 0.45, Union Dues Apprentices – 0.24, Promotion Fund – 0.02, Sports, Entertainment & Retirees Fund – 0.06, Education and Training – 0.23, Organizing – 0.10, Market Recovery Fund – 0.90 (Prorated for Apprentices), SUB – .20, RRSP – .70 (Prorated for apprentices).

RRSP 0.70 (prorated for apprentices)

1st Term	0.28
2nd Term	0.35
3rd Term	0.42
4th Term	0.49
5th Term	0.56

Pro-rated Pension contributions for apprentices based on 5.72

1st Term	2.29
2nd Term	2.86
3rd Term	3.43
4th Term	4.00
5th Term	4.58

***Industry Fund: May 1, 2013 – 0.31

Revised April 25, 2012

WAGES AND FRINGE BENEFITS – LOW-RISE RESIDENTIAL – LU 353 TORONTO

	Date	Base Rate	V.P. & S.H.P	Union Funds	Wage Package	ECA Fund	Total Package
			*	**		***	
Journeyman	May 1, 2010	32.75	3.28	12.28	48.31	0.30	48.61
	May 1, 2011	33.16	3.32	12.43	48.91	0.31	49.22
	Oct 31, 2011	33.44	3.34	12.73	49.51	0.31	49.82
	April 30, 2012	34.48	3.45	13.23	51.16	0.31	51.47
Crew Leader (4%)	May 1, 2010	34.06	3.41	12.28	49.75	0.30	50.05
	May 1, 2011	34.49	3.45	12.43	50.37	0.31	50.68
	Oct 31, 2011	34.79	3.48	12.73	51.00	0.31	51.31
	April 30, 2012	35.90	3.59	13.23	52.72	0.31	53.03
Foreman (8%)	May 1, 2010	35.37	3.54	12.28	51.19	0.30	51.49
	May 1, 2011	35.83	3.58	12.43	51.84	0.31	52.15
	Oct 31, 2011	36.15	3.62	12.73	52.50	0.31	52.81
	April 30, 2012	37.32	3.73	13.23	54.28	0.31	54.59
Pre-Apprentices	May 1, 2010	11.46	1.15	4.09	16.70	0.30	17.00
1st Term	May 1, 2010	13.10	1.31	7.26	21.67	0.30	21.97
2nd Term	May 1, 2010	16.38	1.64	7.91	25.93	0.30	26.23
3rd Term	May 1, 2010	19.65	1.97	8.56	30.18	0.30	30.48
4th Term	May 1, 2010	22.93	2.29	9.21	34.43	0.30	34.73
5th Term	May 1, 2010	26.20	2.62	9.87	38.69	0.30	38.99
Pre-Apprentices	May 1, 2011	11.57	1.16	4.19	16.92	0.31	17.23
1st Term	May 1, 2011	13.18	1.32	7.41	21.91	0.31	22.22
2nd Term	May 1, 2011	16.52	1.65	8.06	26.23	0.31	26.54
3rd Term	May 1, 2011	19.85	1.98	8.71	30.54	0.31	30.85
4th Term	May 1, 2011	23.17	2.32	9.36	34.85	0.31	35.16
5th Term	May 1, 2011	26.50	2.65	10.02	39.17	0.31	39.48
Pre-Apprentices	Oct 31, 2011	11.76	1.18	4.19	17.13	0.31	17.44
1st Term	Oct 31, 2011	13.29	1.33	7.53	22.15	0.31	22.46
2nd Term	Oct 31, 2011	16.65	1.67	8.21	26.53	0.31	26.84
3rd Term	Oct 31, 2011	20.01	2.00	8.89	30.90	0.31	31.21
4th Term	Oct 31, 2011	23.37	2.34	9.57	35.28	0.31	35.59
5th Term	Oct 31, 2011	26.73	2.67	10.26	39.66	0.31	39.97

Pre-Apprentices	April 30, 2012	12.28	1.23	4.19	17.70	0.31	18.01
1st Term	April 30, 2012	13.71	1.37	7.73	22.81	0.31	23.12
2nd Term	April 30, 2012	17.18	1.72	8.46	27.36	0.31	27.67
3rd Term	April 30, 2012	20.64	2.06	9.19	31.89	0.31	32.20
4th Term	April 30, 2012	24.11	2.41	9.92	36.44	0.31	36.75
5th Term	April 30, 2012	27.56	2.76	10.66	40.98	0.31	41.29

* V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 10% of base rate.

** Breakdown of Union Funds:

April 30, 2012: Health & Welfare – 3.95, **Pension – 6.62** (prorated for apprentices based on 5.72 rate) Union Dues Journeyman, Crew Leader, and Foremen – 0.45, Union Dues Apprentices – 0.24, Promotion Fund – 0.02, Sports, Entertainment & Retirees Fund – 0.06, Education and Training – 0.23, Organizing – 0.10, Market Recovery Fund – 0.90 (Prorated for Apprentices), SUB – .20, RRSP – .70 (Prorated for apprentices).

RRSP 0.70 (prorated for apprentices)

1 st Term	0.28
2 nd Term	0.35
3 rd Term	0.42
4 th Term	0.49
5 th Term	0.56

Pro-rated Pension contributions for apprentices based on 5.72

1 st Term	2.29
2 nd Term	2.86
3 rd Term	3.43
4 th Term	4.00
5 th Term	4.58

***Industry Fund: May 1, 2010 – 0.30
May 1, 2011 – 0.31

LOW-RISE RESIDENTIAL
WAGES AND FRINGE BENEFITS — LU 353 TORONTO
MAY 1, 2010

	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
		*	**		***	
Journeyman	32.75	3.28	12.28	48.31	0.30	48.61
Crew Leader (4%)	34.06	3.41	12.28	49.75	0.30	50.05
Foreman (8%)	35.37	3.54	12.28	51.19	0.30	51.49
Pre-Apprentice	11.46	1.15	4.09	16.70	0.30	17.00
1 st Term	13.10	1.31	7.26	21.67	0.30	21.97
2 nd Term	16.38	1.64	7.91	25.93	0.30	26.23
3 rd Term	19.65	1.97	8.56	30.18	0.30	30.48
4 th Term	22.93	2.29	9.21	34.43	0.30	34.73
5 th Term	26.20	2.62	9.87	38.69	0.30	38.99

* VP/SHP: Vacation Pay and Statutory Holiday pay is 10% of base rate.

** Breakdown of Union Funds:

May 1, 2010: Health & Welfare – 3.85, Pension – 5.82 (prorated for apprentices based on 4.92 rate) Union Dues Journeyman, Crew Leader, and Foremen – 0.45, Union Dues Apprentices – 0.24, Promotion Fund – 0.02, Sports, Entertainment & Retirees Fund – 0.06, Education and Training – 0.23, Organizing – 0.10, Market Recovery Fund – 0.90 (Prorated for Apprentices), SUB – .15, RRSP – .70 (Prorated for apprentices).

May 1, 2010 RRSP 0.70 (prorated for apprentices)

1 st Term	0.28
2 nd Term	0.35
3 rd Term	0.42
4 th Term	0.49
5 th Term	0.56

Pro-rated Pension contributions for apprentices:	1 st Term	1.97
	2 nd Term	2.46
	3 rd Term	2.95
	4 th Term	3.44
	5 th Term	3.94

Revised May 1, 2009

WAGES AND FRINGE BENEFITS – LOW-RISE RESIDENTIAL – LU 353 TORONTO

	Date	Base Rate	V.P. & S.H.P	Union Funds	Wage Package	ECA Fund	Total Package
			*	**			
Journeyman	May 1, 2007	31.74	3.17	9.80	44.71	.23	44.94
	May 1, 2008	32.30	3.23	10.53	46.06	.24	46.30
	May 1, 2009	32.30	3.23	11.88	47.41	.24	47.65
Crew Leader (4%)	May 1, 2007	33.01	3.30	9.80	46.11	.23	46.34
	May 1, 2008	33.62	3.36	10.53	47.51	.24	47.75
	May 1, 2009	33.67	3.37	11.88	48.92	.24	49.16
Foreman (8%)	May 1, 2007	34.28	3.43	9.80	47.51	.23	47.74
	May 1, 2008	34.94	3.49	10.53	48.96	.24	49.20
	May 1, 2009	35.04	3.50	11.88	50.42	.24	50.66
Pre-Apprentices	May 1, 2007	11.11	1.11	3.24	15.46	.23	15.69
1st Term	May 1, 2007	12.70	1.27	6.10	20.07	.23	20.30
2nd Term	May 1, 2007	15.87	1.59	6.69	24.15	.23	24.38
3rd Term	May 1, 2007	19.04	1.90	7.27	28.21	.23	28.44
4th Term	May 1, 2007	22.22	2.22	7.86	32.30	.23	32.53
5th Term	May 1, 2007	25.39	2.54	8.45	36.38	.23	36.61
Pre-Apprentices	May 1, 2008	11.40	1.14	3.39	15.93	.24	16.17
1st Term	May 1, 2008	12.82	1.28	6.50	20.60	.24	20.84
2nd Term	May 1, 2008	16.07	1.61	7.14	24.82	.24	25.06
3rd Term	May 1, 2008	19.33	1.93	7.77	29.03	.24	29.27
4th Term	May 1, 2008	22.57	2.26	8.41	33.24	.24	33.48
5th Term	May 1, 2008	25.85	2.59	9.05	37.49	.24	37.73
Pre-Apprentices	May 1, 2009	11.43	1.14	3.84	16.41	.24	16.65
1st Term	May 1, 2009	12.91	1.29	6.95	21.15	.24	21.39
2nd Term	May 1, 2009	16.28	1.63	7.59	25.50	.24	25.74
3rd Term	May 1, 2009	19.64	1.97	8.22	29.83	.24	30.07
4th Term	May 1, 2009	23.02	2.30	8.86	34.18	.24	34.42
5th Term	May 1, 2009	26.40	2.64	9.50	38.54	.24	38.78

Cont/...2

* V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 10% of base rate.

** Breakdown of Union Funds:

May 1, 2008: Health & Welfare – 3.15, Pension – 4.92 (prorated for apprentices) Union Dues Journeyman, Crew Leader, and Foremen – 0.45, Union Dues Apprentices – 0.24, Promotion Fund – 0.02, Sports, Entertainment & Retirees Fund – 0.06, Education and Training – 0.23, Organizing – 0.10, Market Recovery Fund – 0.75 (Prorated for Apprentices) SUB – 0.15, RRSP – 0.70 (Prorated for Apprentices)

May 1, 2009: Health & Welfare – 3.60, Pension – 5.82 Journeymen (prorated for apprentices based on 4.92 rate), Union Dues Journeyman, Crew Leader, and Foremen – 0.45, Union Dues Apprentices – 0.24, Promotion Fund – 0.02, Sports, Entertainment & Retirees Fund – 0.06, Education and Training – 0.23, Organizing – 0.10, Market Recovery Fund – 0.75 (Prorated for Apprentices) SUB – 0.15, RRSP – 0.70 (Prorated for Apprentices)

Prorated RRSP contributions for apprentices:

1 st Term	0.28
2 nd Term	0.35
3 rd Term	0.42
4 th Term	0.49
5 th Term	0.56

Prorated Pension contributions for apprentices:

1 st Term	1.97
2 nd Term	2.46
3 rd Term	2.95
4 th Term	3.44
5 th Term	3.94

Industry Fund: May 1, 2007 – 0.23
May 1, 2008 – 0.24

10.03 WAGES & FRINGE BENEFITS

Local Union 353 Toronto — Low-Rise Residential Agreement

	Date	Base Rate	V.P. & S.H.P	Union Funds	Wage Package	ECA Fund	Total Package
			*	**		***	
Journeyman	May 1, 2004	29.41	2.94	7.49	39.84	0.22	40.06
	Jan 1, 2005	29.27	2.93	7.64	39.84	0.22	40.06
	May 1, 2005	30.36	3.04	8.04	41.44	0.22	41.66
	May 1, 2006	31.45	3.15	8.64	43.24	0.22	43.46
Crew Leader (3.5%)	May 1, 2004	30.44	3.04	7.49	40.97	0.22	41.19
	Jan 1, 2005	30.29	3.03	7.64	40.96	0.22	41.18
	May 1, 2005	31.42	3.14	8.04	42.60	0.22	42.82
	May 1, 2006	32.55	3.26	8.64	44.45	0.22	44.67
Foreman (6%)	May 1, 2004	31.17	3.12	7.49	41.78	0.22	42.00
	Jan 1, 2005	31.03	3.10	7.64	41.77	0.22	41.99
	May 1, 2005	32.18	3.22	8.04	43.44	0.22	43.66
	May 1, 2006	33.34	3.33	8.64	45.31	0.22	45.53
Pre-Apprentices	May 1, 2004	10.72	1.07	2.21	14.00	0.22	14.22
1 st Term		11.76	1.18	4.47	17.41	0.22	17.63
2 nd Term		14.71	1.47	4.96	21.14	0.22	21.36
3 rd Term		17.65	1.77	5.43	24.85	0.22	25.07
4 th Term		20.59	2.06	5.91	28.56	0.22	28.78
5 th Term		23.53	2.35	6.38	32.26	0.22	32.48
Pre-Apprentices	Jan 1, 2005	10.72	1.07	2.21	14.00	0.22	14.22
1 st Term		11.61	1.16	4.62	17.39	0.22	17.61
2 nd Term		14.56	1.46	5.11	21.13	0.22	21.35
3 rd Term		17.50	1.75	5.58	24.83	0.22	25.05
4 th Term		20.44	2.04	6.06	28.54	0.22	28.76
5 th Term		23.38	2.34	6.53	32.25	0.22	32.47
Pre-Apprentices	May 1, 2005	10.72	1.07	2.21	14.00	0.22	14.22
1 st Term		11.99	1.20	4.78	17.97	0.22	18.19
2 nd Term		15.03	1.50	5.31	21.84	0.22	22.06
3 rd Term		18.06	1.81	5.82	25.69	0.22	25.91
4 th Term		21.10	2.10	6.34	29.54	0.22	29.76
5 th Term		24.13	2.41	6.85	33.39	0.22	33.61

Pre-Apprentices	May 1, 2006	10.72	1.07	2.21	14.00	0.22	14.22
1 st Term		12.43	1.24	5.02	18.69	0.22	18.91
2 nd Term		15.58	1.56	5.61	22.75	0.22	22.97
3 rd Term		18.72	1.87	6.18	26.77	0.22	26.99
4 th Term		21.87	2.19	6.76	30.82	0.22	31.04
5 th Term		25.01	2.50	7.33	34.84	0.22	35.06

* V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 10% of base rate.

** Breakdown of Union Funds:

May 1, 2004: Health & Welfare – 2.05, Pension – 4.01 (prorated for apprentices) Union Dues Journeyman, Crew Leader, and Foremen – 0.32, Union Dues Apprentices – 0.16, Promotion Fund – 0.02, Sports, Entertainment & Retirees Fund – 0.06, Education and Training – 0.18, Organizing – 0.10, Market Recovery Fund – 0.75 (Prorated for Apprentices).

January 1, 2005, SUB Plan Trust Fund – 0.15, deducted from the Base Rate for Foremen, Crew Leaders, Journeymen and Apprentices.

May 1, 2005 RRSP 0.40 (prorated for apprentices)

1 st Term	0.16
2 nd Term	0.20
3 rd Term	0.24
4 th Term	0.28
5 th Term	0.32

May 1, 2006 RRSP 1.00 (prorated for apprentices)

1 st Term	0.40
2 nd Term	0.50
3 rd Term	0.60
4 th Term	0.70
5 th Term	0.80

*** Breakdown of Industry Fund: May 1, 2004 to May 1, 2007: Association Fund – 0.22.

Pro-rated Pension contributions for apprentices:	1 st Term	1.60
	2 nd Term	2.01
	3 rd Term	2.41
	4 th Term	2.81
	5 th Term	3.21

10.03 WAGES AND FRINGE BENEFITS
L.U. 363 - TORONTO - Low-Rise Residential Agreement

	Date	Base Rate	V.P. & S.H.P.	Union** Funds	Wage Package	ECA*** Fund	Total Package
Journeyman	Jun 1, 1999	\$25.70*	\$2.31	\$3.69	\$31.70	\$0.18	\$31.88
	Jun 1, 2000	\$26.27	\$2.63	\$4.30	\$33.20	\$0.18	\$33.38
	Jun 1, 2001	\$26.51	\$2.65	\$5.29	\$34.45	\$0.18	\$34.63
Crew Leader	Jun 1, 1999	\$26.70	\$2.40	\$3.69	\$32.79	\$0.18	\$32.97
	Jun 1, 2000	\$27.27	\$2.73	\$4.30	\$34.30	\$0.18	\$34.48
	Jun 1, 2001	\$27.51	\$2.75	\$5.29	\$35.55	\$0.18	\$35.73
Foreman	Jun 1, 1999	\$27.45	\$2.47	\$3.69	\$33.61	\$0.18	\$33.79
	Jun 1, 2000	\$28.02	\$2.80	\$4.30	\$35.12	\$0.18	\$35.30
	Jun 1, 2001	\$28.26	\$2.83	\$5.29	\$36.38	\$0.18	\$36.56
Apprentices	Jun 1, 1999						
	1st Period	\$10.28	\$0.93	\$3.12	\$14.33	\$0.18	\$14.51
	2nd Period	\$12.85	\$1.16	\$3.20	\$17.21	\$0.18	\$17.39
	3rd Period	\$15.42	\$1.39	\$3.27	\$20.08	\$0.18	\$20.26
	4th Period	\$17.99	\$1.62	\$3.35	\$22.96	\$0.18	\$23.14
5th Period	\$20.56	\$1.85	\$3.42	\$25.83	\$0.18	\$26.01	
Apprentices	Jun 1, 2000						
	1st Period	\$10.51	\$1.05	\$3.73	\$15.29	\$0.18	\$15.47
	2nd Period	\$13.14	\$1.31	\$3.81	\$18.28	\$0.18	\$18.44
	3rd Period	\$15.76	\$1.58	\$3.88	\$21.22	\$0.18	\$21.40
	4th Period	\$18.39	\$1.84	\$3.96	\$24.19	\$0.18	\$24.37
5th Period	\$21.02	\$2.10	\$4.03	\$27.15	\$0.18	\$27.33	
Apprentices	Jun 1, 2001						
	1st Period	\$10.60	\$1.06	\$4.72	\$16.38	\$0.18	\$16.56
	2nd Period	\$13.28	\$1.33	\$4.80	\$19.39	\$0.18	\$19.57
	3rd Period	\$15.91	\$1.59	\$4.87	\$22.37	\$0.18	\$22.55
	4th Period	\$18.58	\$1.86	\$4.95	\$25.37	\$0.18	\$25.55
5th Period	\$21.21	\$2.12	\$5.02	\$28.35	\$0.18	\$28.53	

*V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 9% of base rate (effective June 1, 2000 10% of base rate).

****Breakdown of Union Funds:**

June 1, 1999: Health & Welfare - 1.67, Pension - .73, Union Dues Journeyman, Crew Leader, and Foremen - .20, Union Dues Apprentices - 0.08, Promotion Fund - .02, Sports, Entertainment & Retirees Fund - .04, Education and Training - .18, Organizing - .10, Market Recovery Fund -.75 (Prorated for Apprentices).

June 1, 2000: Same as June 1, 1999 except Health and Welfare \$1.77 and Pension \$1.24.

June 1, 2001: Same as June 1, 2000 except Health and Welfare \$2.25.

*****Breakdown of Industry Fund:**

June 1, 1999 to June 1, 2001: Association Fund



Electrical Contractors Association of Toronto

Robert White

Memorandum

Date: May 3, 2001
To: Low-Rise Residential Contractors
Subject: May 1, 2001 Spreadsheet

The following is the wage spreadsheet effective May 1, 2001.

Table with 7 columns: Job Title, Base Rate, V.P. & S.H.P. *, Union Fund **, Wage Package, ECA Fund, Total Package. Rows include Journeyman, Crew Leader, Foreman, Apprentices (1st-5th Term).

* V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 10% of base rate.

** Breakdown of Union Funds:

Health & Welfare - 1.77, Pension - .149, Union Dues Journeyman, Crew Leader, and Foremen - .20, Union Dues Apprentices - 0.08, Promotion Fund - .02, Sports, Entertainment & Retirees Fund - .04, Education and Training - .18, Organizing - .10, Market Recovery Fund -.75 (Prorated for Apprentices).

If you have any questions, please call ECAT.

lowrise0301mca