

Union Wages and Remittance Breakdown

1963 - 1997

<u>May 1, 1997</u>			<u>VP/SHP</u>	<u>RSP</u>	<u>MKT REC</u>	<u>STAB</u>
Journeyman	\$ 27.81	\$ 7.80	\$ 2.78	0.83	0.75	0.50
Foreman (113%)	\$ 31.43	\$ 8.04	\$ 3.14	0.94	0.81	0.57
 Apprentices						
40% 1st Period	\$ 11.12	\$ 6.58	\$ 1.11	0.33	0.45	0.20
50% 2nd Period	\$ 13.91	\$ 6.76	\$ 1.39	0.42	0.49	0.25
60% 3rd Period	\$ 16.69	\$ 6.94	\$ 1.67	0.50	0.54	0.30
70% 4th Period	\$ 19.47	\$ 7.12	\$ 1.95	0.58	0.59	0.35
80% 5th Period	\$ 22.25	\$ 7.31	\$ 2.23	0.67	0.64	0.40
90% G.E.O.	\$ 25.03	\$ 7.50	\$ 2.50	0.75	0.70	0.45
 Welfare - \$1.52						
Pension - \$2.92						
SUB - \$0.45						
STAB - \$0.50 RATED SEE CHART						
Other - \$0.17 = .12 EDUCATION, .04 SPORTS/ENTRTMNT/RET, .01 PROMO						
C.C.O. - \$0.13						
JEPP - \$0.10						
Training - \$0.06						
Dues - \$0.20 JW & FORE / \$0.08 APPRENTICES & OTHER CLASSES						
ECAT - \$0.17 = .16 ASSOC FUND, .01 BILL 158						
R.S.P. - \$0.83 RATED SEE CHART						
Mkt Recov- \$0.75 RATED SEE CHART						

10% Vacation

May 1, 1996

	Base Rate	Remittance Rate	
Journeyman	\$ 27.81	\$ 6.80	Welfare - \$1.76
Foreman (113%)	\$ 31.43	\$ 6.99	Pension - \$2.43
			SUB - \$0.45
Apprentices			STAB - \$0.50(p-rated)
			Other - \$0.17
40% 1st Period	\$ 11.12	\$ 5.89	C.C.O. - \$0.13
50% 2nd Period	\$ 13.91	\$ 6.02	JEPP - \$0.10
60% 3rd Period	\$ 16.69	\$ 6.15	Training- \$0.06
70% 4th Period	\$ 19.47	\$ 6.28	Dues - \$0.20//\$0.08
80% 5th Period	\$ 22.25	\$ 6.41	ECAT - \$0.17
			R.S.P. - \$0.83(p-rated)
10% Vacation			

NOTE: RSP - to be included in union funds rather than treated as income and taxed weekly as vacation pay funds as of May 1, 1996.

May 1, 1995

	Base Rate	Remittance Rate	
Journeyman	\$ 27.58	\$ 5.53	Welfare - \$1.76
Foreman (113%)	\$ 31.17	\$ 5.60	Pension - \$1.99
			SUB - \$0.45
Apprentices			STAB - \$0.50 (p-rated)
			Other - \$0.17
40% 1st Period	\$ 11.03	\$ 5.11	C.C.O. - \$0.13
50% 2nd Period	\$ 13.79	\$ 5.16	JEPP - \$0.10
60% 3rd Period	\$ 16.55	\$ 5.21	Training - \$0.06
70% 4th Period	\$ 19.31	\$ 5.26	Dues - \$0.20 / \$0.08
80% 5th Period	\$ 22.06	\$ 5.31	ECAT - \$0.17
			Vacation - 10%
			RSP - 3%

October 1, 1994

	Base Rate	Remittance Rate	
Journeyman	\$ 27.44	\$ 5.48	Same as above except
Foreman (113%)	\$ 31.01	\$ 5.55	Pension \$1.94
Apprentices			Vacation Pay - 10%
			RSP - 3%
40% 1st Period	\$ 10.98	\$ 5.06	
50% 2nd Period	\$ 13.72	\$ 5.11	
60% 3rd Period	\$ 16.46	\$ 5.16	
70% 4th Period	\$ 19.21	\$ 5.21	
80% 5th Period	\$ 21.95	\$ 5.26	

May 1, 1994

	Base Rate	Remittance Rate	
Journeyman	\$ 27.44	\$ 5.48	Same as above
Foreman (113%)	\$ 31.06	\$ 5.55	
Apprentices			Vacation - 10%
			RSP - 3%
40% 1st Period	\$ 10.71	\$ 5.06	
50% 2nd Period	\$ 13.50	\$ 5.11	
60% 3rd Period	\$ 16.28	\$ 5.16	
70% 4th period	\$ 19.08	\$ 5.21	
80% 5th Period	\$ 21.86	\$ 5.26	

May 1, 1993

	Base Rate	Remittance Rate	
Journeyman	\$ 27.06	\$ 4.98	Welfare - \$1.26
Foreman (113%)	\$ 30.58	\$ 5.05	Pension - \$1.94
			SUB - \$0.45
Apprentices			Stab - \$0.50 (prorated)
			Other - \$0.17
40% 1st Period	\$ 10.82	\$ 4.56	CCO - \$0.13
50% 2nd Period	\$ 13.53	\$ 4.61	JEPP - \$0.10
60% 3rd Period	\$ 16.24	\$ 4.66	Training- \$0.06
70% 3rd Period	\$ 18.94	\$ 4.71	Dues - \$0.20 \$0.08
80% 5th Period	\$ 21.65	\$ 4.76	ECAT - \$0.17
			Vacation- 10%
			RSP - 2%

May 1, 1992

	Base Rate	Remittance Rate	
Journeyman	\$ 27.05	\$ 4.15	Welfare - \$1.09
Foreman (113%)	\$ 30.57	\$ 4.15	Pension - \$1.94
			SUB - \$0.45
Apprentices			Other - \$0.11
			CCO - \$0.12
40% 1st Period	\$ 10.82	\$ 4.04	JEPP - \$0.10
50% 2nd Period	\$ 13.53	\$ 4.04	Dues - \$0.18 / \$0.07
60% 3rd Period	\$ 16.23	\$ 4.04	ECAT - \$0.16
70% 4th Period	\$ 18.94	\$ 4.04	
80% 5th Period	\$ 21.64	\$ 4.04	Vacation- 10%
			RSP - 1%

February 15, 1992

	Base Rate	Employment Incentive	
Journeyman	\$ 26.93	\$ 0.75	Welfare - \$1.07
Foreman (113%)	\$ 30.43	\$ 0.85	Pension - \$1.94
			SUB - \$0.20
Apprentices			Ed/Train- \$0.02
			Promo - \$0.01
			Sprts/En- \$0.02
40% 1st Period	\$ 10.77	\$ 0.30	CCO - \$0.02
50% 2nd Period	\$ 13.47	\$ 0.38	Dues - \$0.15 / \$0.06
60% 3rd Period	\$ 16.16	\$ 0.45	ECAT - \$0.16
70% 4th Period	\$ 18.85	\$ 0.53	
80% 5th Period	\$ 21.54	\$ 0.60	Vacation- 10%
Remittance Rate: Journeyman		\$ 3.59	
Apprentices		\$ 3.50	

May 1, 1991

	Base Rate	Employment Incentive	
Journeyman	\$ 25.93	\$ 0.75	Welfare - \$1.07
Foreman (113%)	\$ 29.30	\$ 0.85	Pension - \$1.94
			SUB - \$0.20
Apprentices			Ed/Train- \$0.02
			Promo - \$0.01
40% 1st Period	\$ 10.37	\$ 0.30	Sprts/En- \$0.02
50% 2nd Period	\$ 12.97	\$ 0.38	CCO - \$0.02
60% 3rd Period	\$ 15.56	\$ 0.45	Dues - \$0.15 / \$.06
70% 4th Period	\$ 18.15	\$ 0.53	ECAT - \$0.16
80% 5th Period	\$ 20.74	\$ 0.60	
			Vacation- 10%
Remittance Rate: Journeyman		\$ 3.59	
Apprentices		\$ 3.50	

March 3, 1991

	Base Rate	Employment Incentive	
Journeyman	\$ 24.34	\$ 0.60	same as above except
Foreman (113%)	\$ 27.50	\$ 0.68	SUB - \$0.10
			ECAT - \$0.15
Apprentices			
			Vacation - 10%
40% 1st Period	\$ 9.74	\$ 0.24	
50% 2nd Period	\$ 12.17	\$ 0.30	
60% 3rd Period	\$ 14.60	\$ 0.36	
70% 4th Period	\$ 17.04	\$ 0.42	
80% 5th Period	\$ 19.47	\$ 0.48	
Remittance Rate: Journeyman		\$3.48	Apprentices \$3.39

May 1, 1990

	Base Rate	Employment Incentive
Journeyman	\$ 24.38	\$ 0.60
Foreman (13%)	\$ 27.55	\$ 0.68

Apprentices

40% 1st Period	\$ 9.75	\$ 0.24	Vacation - 10%
50% 2nd Period	\$ 12.19	\$ 0.30	
60% 3rd Period	\$ 14.63	\$ 0.36	
70% 4th Period	\$ 17.07	\$ 0.42	
80% 5th Period	\$ 19.50	\$ 0.48	

Remittance Rate: Journeymen \$ 3.43
Apprentices \$ 3.37

Health & Welfare - 1.26, Pension - 1.75, Education & Training
- .02, CCO Fund - .02, Promotion Fund - .01, SUB Fund - .10,
Sports, Recreational & Retirees Fund - .02, Working Dues - .10,
Working Dues Apprentices - .04, ECAT - .15.

Effective: January 1, 1991 Remittance Rate Total As Above
Breakdown Changed to: Health & Welfare - 1.07, Pension - 1.94.

May 1, 1989

	Base Rate	Vacation Pay (10%)
Journeyman	\$ 22.56	\$ 2.26
Foreman (110%)	\$ 24.82	\$ 2.48

Apprentices

1st Period	\$ 9.02	\$.90
2nd Period	\$ 11.28	\$ 1.13
3rd Period	\$ 13.54	\$ 1.35
4th Period	\$ 15.79	\$ 1.58
5th Period	\$ 18.05	\$ 1.81

Remittance Rate: Journeymen \$ 3.37
Apprentices \$ 3.31

Health & Welfare - 1.22, Pension 1.75, Education & Training
- .02, CCO Fund - .02, Promotion - .01, SUB -.10, Sports,
Recreational and Retirees Fund - .02, Union Dues - .10, Union
Dues for Apprentices - .04, ECAT .13.

August 1, 1988

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 21.65	\$ 2.17
Foreman (110%)	\$ 23.82	\$ 2.38

Apprentices

1st Period	\$ 8.66	\$.87
2nd Period	\$ 10.83	\$ 1.08
3rd Period	\$ 12.99	\$ 1.30
4th Period	\$ 15.16	\$ 1.52
5th Period	\$ 17.32	\$ 1.73

Remittance Rates same as above other than ECAT- .12.

May 24, 1988

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 21.97	\$ 2.20
Foreman(110%)	\$ 24.17	\$ 2.41

Apprentices

1st Period	\$ 8.78	\$.88
2nd Period	\$ 10.98	\$ 1.10
3rd Period	\$ 13.18	\$ 1.32
4th Period	\$ 15.37	\$ 1.54
5th Period	\$ 17.57	\$ 1.76

Health & Welfare - 1.22, Pension - 1.50, Education & Training - .02, CCO Fund - .02, Promotion - .01, SUB - .10, Sports, Recreational and Retirees Fund - .02, ECAT - .12

Note: Union Dues - .10, Union Dues for Apprentices -.04 to be deducted from base rate before tax - Effective May 24, 1988 to July 31, 1988 only.

May 1, 1987

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 20.17	\$ 2.02
Foreman(110%)	\$ 22.19	\$ 2.22

Apprentices

1st Period	\$ 8.07	\$.81
2nd Period	\$ 10.09	\$ 1.01
3rd Period	\$ 12.10	\$ 1.21
4th Period	\$ 14.12	\$ 1.41
5th Period	\$ 16.14	\$ 1.61

Health & Welfare - 1.22, Pension - 1.50, Education & Training - .02, CCO - .02, Promotion - .01, SUB - .10, ECAT - .11.

May 28, 1986

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 19.61	\$ 1.96
Foreman	\$ 21.57	\$ 2.16

Apprentices

1st Period	\$ 7.84	\$.78
2nd Period	\$ 9.81	\$.98
3rd Period	\$ 11.77	\$ 1.18
4th Period	\$ 13.73	\$ 1.37
5th Period	\$ 15.69	\$ 1.57

Health & Welfare - 1.22, Pension - 1.25, Education & Training - .02, CCO Fund - .02, Promotion - .01, SUB - .10, ECAT .11

May 1, 1985

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 19.21	\$ 1.92
Foreman(110%)	\$ 21.13	\$ 2.11

Apprentices

1st Period	\$ 7.68	\$.77
2nd Period	\$ 9.61	\$.96
3rd Period	\$ 11.53	\$ 1.15
4th Period	\$ 13.45	\$ 1.35
5th Period	\$ 15.37	\$ 1.54

Health & Welfare - 1.02, Pension - 1.00, Promotion - .01, Education & Training - .02, CCO - .01, ECAT - .11.

May 7, 1984

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 18.63	\$ 1.86
Foreman	\$ 20.49	\$ 2.05

Apprentices

1st Period	\$ 7.45	\$.75
2nd Period	\$ 9.32	\$.93
3rd Period	\$ 11.18	\$ 1.19
4th Period	\$ 13.04	\$ 1.30
5th Period	\$ 14.90	\$ 1.49

Health & Welfare - .92, Pension - 1.00, Education & Training - .02, CCO - .01, ECAT - .11.

May 1, 1983

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 18.53	\$ 1.85
Foreman (110%)	\$ 20.38	\$ 2.04

Apprentices

1st Period	\$ 7.41	\$.74
2nd Period	\$ 9.27	\$.93
3rd Period	\$ 11.12	\$ 1.11
4th Period	\$ 12.97	\$ 1.30
5th Period	\$ 14.82	\$ 1.48

Health & Welfare - .79, Pension - 1.00, Education & Training - .01, CCO - .01, ECAT .11.

May 8, 1982

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 16.94	\$ 1.69
Foreman (110%)	\$ 18.63	\$ 1.86

Apprentices

1st Period	\$ 6.78	\$.68
2nd Period	\$ 8.47	\$.85
3rd Period	\$ 10.16	\$ 1.02
4th Period	\$ 11.86	\$ 1.19
5th Period	\$ 13.55	\$ 1.36

Health & Welfare - .79, Pension - .75, Education & Training - .01, CCO - .01, ECAT - .09.

May 1, 1981

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 15.35	\$ 1.53
Foreman(110%)	\$ 16.89	\$ 1.69

Apprentices

1st Period	\$ 6.14	\$.61
2nd Period	\$ 7.68	\$.77
3rd Period	\$ 9.21	\$.92
4th Period	\$ 10.75	\$ 1.08
5th Period	\$ 12.28	\$ 1.23

Health & Welfare - .79, Pension - .50, Education & Training - .01, CCO - .01, ECAT - .07.

May 5, 1980

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 14.21	\$ 1.42
Foreman(110%)	\$ 15.63	\$ 1.56

Apprentices

1st Period	\$ 5.68	\$.57
2nd Period	\$ 7.11	\$.77
3rd Period	\$ 8.53	\$.92
4th Period	\$ 9.95	\$ 1.00
5th Period	\$ 11.37	\$ 1.14

Health & Welfare - .79, Pension - .50, Education & Training .01, CCO - .01, ECAT - .06

May 1, 1979

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 13.66	\$ 1.37
Foreman (110%)	\$ 15.03	\$ 1.50

Apprentices

1st Period	\$ 5.46	\$.55
2nd Period	\$ 6.83	\$.68
3rd Period	\$ 8.20	\$.82
4th Period	\$ 9.56	\$.96
5th Period	\$ 10.93	\$ 1.09

Health & Welfare - .64, Pension - .25, Education & Training - .01, CCO - .01, ECAT - .05.

May 5, 1978

	Base Rate	Vacation Pay (10%)
Journeyman	\$ 12.98	\$ 1.30
Foreman (110%)	\$ 14.28	\$ 1.43

Apprentices

1st Period	\$ 5.19	\$.52
2nd Period	\$ 6.49	\$.65
3rd Period	\$ 7.79	\$.78
4th Period	\$ 9.09	\$.91
5th Period	\$ 10.38	\$ 1.04

Health & Welfare - .64, Education & Training - .01, CCO - .01, ECAT - .05.

May 1, 1977

	Base Rate	Vacation Pay(10%)
Journeyman	\$ 12.31	\$ 1.23
Foreman (110%)	\$ 13.54	\$ 1.35

Apprentices

1st Period	\$ 4.92	\$.49
2nd Period	\$ 6.16	\$.62
3rd Period	\$ 7.39	\$.74
4th Period	\$ 8.62	\$.86
5th Period	\$ 9.85	\$.97

Health & Welfare - .64, Education & Training - .01, ECAT - .05.

May 1, 1976

Journeyman	\$ 11.58
Foreman	\$ 12.74

Apprentices

1st Period	\$ 4.63
2nd Period	\$ 5.79
3rd Period	\$ 6.95
4th Period	\$ 8.11
5th Period	\$ 9.26

Vacation Pay - 10%
Health & Welfare - .60

May 1, 1975

\$ 10.22
\$ 11.24

\$ 4.09
\$ 5.11
\$ 6.13
\$ 7.15
\$ 8.18

Vacation Pay - 10%
Health & Welfare - .60

May 1, 1974

Journeyman \$ 8.90
Foreman \$ 9.79

Apprentices

1st Period \$ 3.56
2nd Period \$ 4.45
3rd Period \$ 5.34
4th Period \$ 6.23
5th Period \$ 7.12

Vacation Pay - 10%
Health & Welfare - .55

May 28, 1973

\$ 8.39
\$ 9.23

\$ 3.36
\$ 4.20
\$ 5.03
\$ 5.87
\$ 6.71

Vacation Pay - 9%
Health & Welfare - .55

Nov 1, 1972

Journeyman \$ 8.07
Foreman \$ 8.87

Apprentices

1st Period \$ 3.23
2nd Period \$ 4.04
3rd Period \$ 4.84
4th Period \$ 5.65
5th Period \$ 6.46

Vacation Pay - 9%
Health & Welfare - .17

May 1, 1972

\$ 7.80
\$ 8.58

\$ 3.12
\$ 3.90
\$ 4.68
\$ 5.46
\$ 6.24

May 1, 1971

\$ 7.00
\$ 7.70

\$ 2.80
\$ 3.50
\$ 4.20
\$ 4.90
\$ 5.60

May 1, 1970

Journeyman \$ 6.20
Foreman \$ 6.80

Apprentices

1st Period \$ 2.48
2nd Period \$ 3.10
3rd Period \$ 3.72
4th Period \$ 4.34
5th Period \$ 4.96

Vacation Pay - 8%
Health & Welfare - .15

June 9, 1969

\$ 5.40
\$ 5.95

\$ 2.16
\$ 2.70
\$ 3.24
\$ 3.78
\$ 4.32

Vacation Pay - 8%
Health & Welfare - .15

May 1, 1968

Journeyman \$ 4.70
Foreman \$ 5.10

Apprentices

1st Period \$ 1.88
2nd Period \$ 2.35
3rd Period \$ 2.82
4th Period \$ 3.29
5th Period \$ 3.76

Vacation Pay - 7%
Health & Welfare - .09

May 1, 1967

\$ 4.40
\$ 4.80

\$ 1.76
\$ 2.20
\$ 2.64
\$ 3.08
\$ 3.52

Vacation Pay - 7%
Health & Welfare - .09

May 1, 1966

Journeyman \$ 4.25
Foreman \$ 4.65

Apprentices

1st Period \$ 1.70
2nd Period \$ 2.13
3rd Period \$ 2.55
4th Period \$ 2.98
5th Period \$ 3.40

Vacation Pay - 6%
Health & Welfare - .09

May 31, 1965

\$ 4.10
\$ 4.50

\$ 1.64
\$ 2.05
\$ 2.46
\$ 2.87
\$ 3.28

Vacation Pay - 5%
Health & Welfare - .09

May 1, 1964

Journeyman \$ 3.88
Foreman \$ 4.13

Apprentices

1st Period \$ 1.12
2nd Period \$ 1.51
3rd Period \$ 1.91
4th Period \$ 2.70

Vacation Pay - 4%
Health & Welfare - .07
Industry - .01

May 1, 1963

\$ 3.78
\$ 4.03

\$ 1.09
\$ 1.47
\$ 1.86
\$ 2.63

Vacation Pay - 4%
Health & Welfare - .07
Industry - .01