

**Commercial Metal Trades
June 1, 2026 thru May 31, 2027**

Base Rate	\$12.50 minimum
Dues check-off (includes dues check-off \$1.17/Job targeting \$.30, Building Fund \$.15)	1.62
Organizing Fund	.45
Total Taxable	\$14.57
Insurance Fund	11.13
Individual Health Reimbursement	1.50
Defined Contribution Pension (401k)	2.58*
Industry Fund Contribution	.78
SUB Fund	.30
Scholarship Fund	.03
Labor-Management Fund	.06
Work Safe Fund	.02
Quality Fund	.10
Total Package	\$31.07

***Defined Benefit Pension contribution ONLY FOR employees who have worked in this classification for one year or more.**

Base Rate includes \$1.00 Vacation Contribution which is only for Metal Trades working in commercial/industrial areas.(not for residential). DO NOT DEDUCT!

Fringe Benefits are paid only on actual hours worked with the exception of the *Defined Contribution Pension which will be paid at the applicable overtime rates.

The Elected 401(k) is deducted and deposited at the straight time rate.

PARKING PREMIUM – the employer may choose to pay \$3.00 per hour worked to employees that provide their own transportation.

****This rate is not to be used on Davis Bacon or Prevailing wage work****