

Apprenticeship Wages – Day School

June 1, 2026 – May 31, 2027

<p>Apprentice Wages are determined as a percentage (%) of the Base Rate before Vacation. Then the \$ 1.00 is added for Apprentice Vacation.</p>	<p><u>1st Year - 40%</u></p> <p>\$ 19.63 <u>+ 1.00 - Vacation</u> \$ 20.63 - Base Rate</p>																																				
<p><u>2nd Year - 50%</u></p> <p>\$ 24.54 <u>+ 1.00 - Vacation</u> \$ 25.54 - Base Rate</p>	<p><u>3rd Year - 60%</u></p> <p>\$ 29.45 <u>+ 1.00 - Vacation</u> \$ 30.45 - Base Rate</p>																																				
<p><u>4th Year - 70%</u></p> <p>\$ 34.36 <u>+ 1.00 - Vacation</u> \$ 35.36 - Base Rate</p>	<p><u>5th Year - 80%</u></p> <p>\$ 39.26 <u>+ 1.00 - Vacation</u> \$ 40.26 - Base Rate</p>																																				
<p>Effective January 1, 2025, Contractors agree to pay all employed apprentices, that started the apprenticeship program after December 31, 2024, eight (8) hours, at total taxable wages only, for the day missed due to attending apprenticeship school.</p>	<p><u>Fringe Benefits Package</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">Dues Check – Off (Dues check off \$1.17/Targ. \$.30/</td> </tr> <tr> <td style="padding-left: 20px;">Bldg. \$.15</td> <td style="text-align: right;">\$1.62</td> </tr> <tr> <td style="padding-left: 20px;">Organizing Fund</td> <td style="text-align: right;">.45</td> </tr> <tr> <td style="padding-left: 20px;">Taxable</td> <td style="text-align: right;">\$2.07</td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td style="padding-left: 20px;">Insurance Fund (75% of BTJ)</td> <td style="text-align: right;">8.42</td> </tr> <tr> <td style="padding-left: 20px;">Defined Benefit Pension</td> <td style="text-align: right;">9.26</td> </tr> <tr> <td style="padding-left: 20px;">Defined Contribution Pension</td> <td style="text-align: right;">1.23</td> </tr> <tr> <td style="padding-left: 20px;">Individual Health Reimbursement</td> <td style="text-align: right;">1.50</td> </tr> <tr> <td style="padding-left: 20px;">S.U.B. Fund</td> <td style="text-align: right;">.30</td> </tr> <tr> <td style="padding-left: 20px;">Industry Fund</td> <td style="text-align: right;">.78</td> </tr> <tr> <td style="padding-left: 20px;">International Training Fund</td> <td style="text-align: right;">.10</td> </tr> <tr> <td style="padding-left: 20px;">Training Fund</td> <td style="text-align: right;">1.40</td> </tr> <tr> <td style="padding-left: 20px;">Scholarship Fund</td> <td style="text-align: right;">.03</td> </tr> <tr> <td style="padding-left: 20px;">Labor-Management Fund</td> <td style="text-align: right;">.06</td> </tr> <tr> <td style="padding-left: 20px;">Work Safe Fund</td> <td style="text-align: right;">.02</td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td style="text-align: right;">Total Package</td> <td style="text-align: right;">\$ 25.17</td> </tr> </table>	Dues Check – Off (Dues check off \$1.17/Targ. \$.30/		Bldg. \$.15	\$1.62	Organizing Fund	.45	Taxable	\$2.07			Insurance Fund (75% of BTJ)	8.42	Defined Benefit Pension	9.26	Defined Contribution Pension	1.23	Individual Health Reimbursement	1.50	S.U.B. Fund	.30	Industry Fund	.78	International Training Fund	.10	Training Fund	1.40	Scholarship Fund	.03	Labor-Management Fund	.06	Work Safe Fund	.02			Total Package	\$ 25.17
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All Fringe Benefit Payments are due at the Bank by the 19th of each month.