

Commercial Metal Trades
June 1, 2024 thru May 31, 2025

Base Rate	\$12.50 minimum
Dues check-off	1.58
<small>(includes dues check-off \$1.10/Job targeting \$.30, Building Fund \$.15/Anniversary fund \$.03)</small>	
Organizing Fund	.45
Total Taxable	\$14.53
Insurance Fund	10.53
Individual Health Reimbursement	1.25
Defined Contribution Pension (401k)	1.95*
Industry Fund Contribution	.78
SUB Fund	.30
Scholarship Fund	.03
Labor-Management Fund	.06
Work Safe Fund	.02
Quality Fund	.10
Total Package	\$29.55

***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 \$2.50 per hour worked to employees that provide their own transportation.

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