

**U. A. Local Union 190 Wage Rates  
Donald C. Cook Nuclear Power Plant  
July 1, 2021 through May 31, 2022**

<b>BASE RATE</b>	<b>\$42.33*</b>
<b>Dues Check-off</b> (includes Dues check-off \$1.10/ Targeting \$.25/Building Fund \$.15/Anniversary \$.03)	<b>1.53</b>
<b>Organizing Fund</b>	<b>.45</b>
<b>TOTAL TAXABLE WAGES</b>	<b>\$44.31</b>
<b>Insurance Fund</b>	<b>10.18</b>
<b>Individual Health Reimbursement</b>	<b>1.23</b>
<b>Defined Benefit Pension</b>	<b>10.58*</b>
<b>Defined Contribution Pension</b>	<b>.25*</b>
<b>SUB Fund</b>	<b>.30</b>
<b>Training Fund Contribution</b>	<b>1.05</b>
<b>Scholarship Fund</b>	<b>.03</b>
<b>Labor-Management Fund</b>	<b>.06</b>
<b>Work Safe Fund</b>	<b>.04</b>
<b>TOTAL WAGE PACKAGE</b>	<b>\$68.03</b>

**\*Base Rate Includes \$2.00 Vacation Fund Contribution**

**Fringe Benefits are paid only on hours actually worked with the exception of  
\*Defined Benefit Pension and \*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.**

**Supervision Rates: FOREMAN - \$3.50 minimum additional per hour.  
GENERAL FOREMAN - \$5.00 minimum additional per hour.**