

SHEBOYGAN BUILDING TRADES EFFECTIVE JUNE 1, 2016												
Classification	Base Wage	Vac. Fund	H&W	NPF	LPF	Total Wage Package	ITI	JATTF	Local Industry Fund	Drug Testing	SMO HIT	Total Industry Funds
Journey person	\$31.81	\$ 2.25	\$7.62	\$7.43	\$5.57	\$ 54.68	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
45% Apprentice	\$ 14.31	\$ 1.01	\$ 7.62	\$ 3.34	\$ -	\$ 26.28	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
50% Apprentice	\$ 15.91	\$ 1.13	\$ 7.62	\$ 3.72	\$ -	\$ 28.38	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
60% Apprentice	\$ 19.09	\$ 1.35	\$ 7.62	\$ 4.46	\$ 0.60	\$ 33.12	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
75% Apprentice	\$ 23.86	\$ 1.69	\$ 7.62	\$ 5.57	\$ 0.75	\$ 39.49	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
85% Apprentice	\$ 27.04	\$ 1.91	\$ 7.62	\$ 6.32	\$ 0.85	\$ 43.74	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
Preapprentice	\$9.37		\$ 5.25			\$ 14.62	\$0.12				\$0.02	\$ 0.17
Shift Rate - Total hourly taxable rate \$34.06 x 15% = \$5.11. Total hourly rate of \$31.81 + \$5.11 = \$36.92												
Foreman Premium - (3-7 men on jobsite \$1.75) (8 or more men on jobsite \$2.25)												

PREAPPRENTICE - 30% of Journey person base rate (minus ITI-NEMI and SMO HIT) plus Health and Welfare rate of \$5.25 per hour.

**NOTE: Apprentices in year one (1) and two (2) will have no Local Pension Fund contributions made on their behalf for all hours worked effective 8/22/2011. Appropriate percentage for apprentice Local Pension Fund based on \$1.00 per hour.

SHEBOYGAN RESIDENTIAL JOURNEYPERSON AND TRAINEES EFFECTIVE JUNE 1, 2016												
Classification	Base Wage	Vac. Fund	H&W	NPF	LPF	Total Wage Package	ITI	JATTF	Local Industry Fund	Drug Testing	SMO HIT	Total Industry Funds
Journey person	\$18.76	\$ 1.80	\$ 7.62	\$7.15		\$35.33	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
1st Level Trainee	\$ 10.32	\$ 0.34	\$ 5.25	\$0.05		\$ 15.96	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ -	\$ 0.59
2nd Level Trainee	\$ 10.32	\$ 0.60	\$ 5.25	\$3.93		\$ 20.10	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ -	\$ 0.59
3rd Level Trainee	\$ 10.32	\$ 0.86	\$ 5.25	\$3.93		\$ 20.36	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ -	\$ 0.59
Light Commercial	\$22.27	\$ 1.80	\$ 7.62	\$7.15		\$ 38.84	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ 0.02	\$ 0.61
1st Level Trainee	\$ 15.59	\$ 0.34	\$ 5.25	\$ 0.05		\$ 21.23	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ -	\$ 0.59
2nd Level Trainee	\$ 15.59	\$ 0.60	\$ 5.25	\$ 3.93		\$ 25.37	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ -	\$ 0.59
3rd Level Trainee	\$ 15.59	\$ 0.86	\$ 5.25	\$ 3.93		\$ 25.63	\$ 0.12	\$ 0.18	\$ 0.24	\$ 0.02	\$ -	\$ 0.59

**NOTE: Residential Journey person hired prior to 6/1/86 shall in addition, receive full Local Pension Fund contribution in the amount of \$5.57 per hour

*Residential Trainees: The first 90 days of employment there would be no NPF contributions due on the trainee's behalf. The 91st to 364th day of employment the trainee would receive a pension contribution for all hours worked of \$0.05 cents per hour.

After the first year of employment the residential trainee would receive a NPF contribution equal to 55% of the current residential journeypersons contribution rate. That amount would be in place for the remainder of the training period as spelled out in the current Collective Bargaining Agreement between the Association and Union.

Residential trainees working light commercial would have their benefits paid to them at the same rate as shown in the residential wage data sheets that would be agreed to by the association and the union when working on residential work. The trainee would receive the base wage as listed in the wage data sheets when working on light commercial work as defined in the current agreement.