RACINE BUILDING TRADES EFFECTIVE JUNE 1, 2021

Classification	Base Wage	H&W	NPF	LPF	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry fund	CLMC / Big Step	Drug Testing	Total Pkg.
Journeyman	$ 37.68	$ 9.65	$ 13.17	$ 9.38	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 71.07
Foreman	$ 41.45	$ 9.65	$ 13.17	$ 9.38	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 74.84
General Foreman	$ 43.33	$ 9.65	$ 13.17	$ 9.38	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 76.72

*Foreman (10% of the base rate per hour added to the Journeyman's base rate. Example: $37.68x10%=3.77, $37.68+$3.77=$41.45)
*General Foreman (15% of the base rate per hour added to the Journeyman's base rate. Example: $37.68x15%=5.65, $37.68+$5.65=$43.33)

RACINE PRE-APPRENTICE EFFECTIVE JUNE 1, 2021

	Base Wage	H&W			iTi, SMOHIT, NEMI						Total Pkg.
Pre-Apprentice (First Yr 35%)	$ 13.19	$ 5.65			$ 0.17						$ 19.01
Pre-Apprentice (After 1 Yr 40%)	$ 15.07	$ 5.65			$ 0.17						$ 20.89

RACINE APPRENTICES EFFECTIVE JUNE 1, 2021

Classification	Base Wage	H&W	NPF	LPF	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry Fund	CLMC / Big Step	Drug Testing	Total Pkg.
Apprentice 50%	$ 18.84	$ 5.65	$ 6.59	$ 4.69	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 36.96
Apprentice 55%	$ 20.72	$ 5.65	$ 7.24	$ 5.16	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 39.96
Apprentice 65%	$ 24.49	$ 9.65	$ 8.56	$ 6.10	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 49.99
Apprentice 75%	$ 28.26	$ 9.65	$ 9.88	$ 7.04	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 56.02
Apprentice 85%	$ 32.03	$ 9.65	$ 11.19	$ 7.97	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	$ 62.03

Apprentices H&W contribution increases to $9.65 two calendar years after their start date, regardless of their pay period or percentage.

APPRENTICE PAY PERIODS

1st Period of 2,000 Hours...50%	1 - 2,000 Hours
2nd Period of 2,000 Hours...55%	2,000 - 4,000 Hours
3rd Period of 2,000 Hours...65%	4,001 - 6,000 Hours
4th Period of 2,000 Hours...75%	6,001 - 8,000 Hours
5th Period of 1,000+ Hours...85%	8,001 Hours until completion

RACINE RESIDENTIAL JOURNEYPERSON AND TRAINEES EFFECTIVE JUNE 1, 2021											
Classification	Base Wage	H&W	NPF	LPF	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry Fund	CLMC / Big Step	Drug Testing	Total Pkg
Journeyperson	$ 32.03	$ 9.65	$ 13.17	$ 9.38	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	**$ 65.42**
1st 6 months & 1,000 hours 50%	$ 16.02	$ 5.65	$ 6.59	$ 4.69	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	**$ 34.14**
2nd 6 months & 1,000 hours 55%	$ 17.62	$ 5.65	$ 7.24	$ 5.16	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	**$ 36.86**
3rd 6 months & 1,000 hours 65%	$ 20.82	$ 5.65	$ 8.56	$ 6.10	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	**$ 42.32**
4th 6 months & 1,000 hours 75%	$ 24.02	$ 5.65	$ 9.88	$ 7.04	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	**$ 47.78**
5th 6 months & 1,000 hours 85%	$ 27.23	$ 9.65	$ 11.19	$ 7.97	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	**$ 57.23**
6th 6 months & 1,000 hours 95%	$ 30.43	$ 9.65	$ 12.51	$ 8.91	$ 0.18	$ 0.63	$ 0.16	$ 0.12	$ 0.08	$ 0.02	**$ 62.69**

*Residential Trainees will have Wisconsin Sheet Metal Workers' Health and Benefit Fund contributions made on their behalf and the corresponding benefits received equal to the preapprentice rate for their first two calendar years of employment. After which, they will have Wisconsin Sheet Metal Workers' Health and Benefit Fund contributions made on their behalf and receive the corresponding benefits equal to building trades journeymen

INDUSTRIAL ADDENDUM EFFECTIVE JUNE 1, 2021								
CLASSIFICATION	BASE WAGE	H&W	LOCAL PENSION FUND	NATIONAL PENSION FUND	LOCAL TRAINING FUND	ITI SMOHIT NEMI	DRUG TESTING	TOTAL PACKAGE
LEVEL 1 65%	$24.49	$9.65	$6.10	$1.46	$0.13	$0.17	$0.02	$42.02
LEVEL 2 60%	$22.61	$9.65	$5.63	$1.46	$0.13	$0.17	$0.02	$39.67
LEVEL 3 55%	$20.72	$9.65	$5.16	$1.46	$0.13	$0.17	$0.02	$37.31
LEVEL 4 50%	$18.84	$5.65	$4.69	$1.46	$0.13	$0.17	$0.02	$30.96
PROBATIONARY 45%	$16.96	$5.65	$4.22	$1.46	$0.13	$0.17	$0.02	$28.61