

**WAGE RATES AND FRINGE BENEFITS - EFFECTIVE JUNE 1, 2018
ZONE 2 KANKAKEE & IROQUOIS COUNTIES**

The following hourly wage, fringe benefit contributions and payroll deduction rates shall be in effect as of June 1, 2018 through May 31, 2019

	WAGES	Contributions						Dues Check-off	Payroll Deductions		
		Welfare	Retiree Welfare	Pension	Pension DC	JAC ²	Industry Fund		Target	*NEW* Building ⁵	PAC
Journeyman	\$ 47.36	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.66	\$ 0.55	\$ 0.25	\$ 0.10
Sub-Foremen	\$ 48.80	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.66	\$ 0.55	\$ 0.25	\$ 0.10
3% over BT Journeyman Rate											
Foremen & Inspectors	\$ 50.20	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.66	\$ 0.55	\$ 0.25	\$ 0.10
6% over BT Journeyman Rate (Supervising 4 or more men)											
Superintendents or District Foremen	\$ 51.15	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.66	\$ 0.55	\$ 0.25	\$ 0.10
8% over BT Journeyman Rate (Supervising 19 or more men)											
District Superintendents	\$ 54.20	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.66	\$ 0.55	\$ 0.25	\$ 0.10
at least 6% above Superintendent's Rate											
Apprentices											
1st Six Months ¹	\$ 16.10	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.56	\$ 0.55	\$ 0.25	\$ 0.10
2nd Six Months ¹	\$ 17.50	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.61	\$ 0.55	\$ 0.25	\$ 0.10
2nd Year ¹	\$ 20.85	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.73	\$ 0.55	\$ 0.25	\$ 0.10
3rd Year ¹	\$ 23.70	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.83	\$ 0.55	\$ 0.25	\$ 0.10
4th Year	\$ 31.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.09	\$ 0.55	\$ 0.25	\$ 0.10
5th Year	\$ 35.50	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.24	\$ 0.55	\$ 0.25	\$ 0.10
Metal Trades Journeyman											
MO 1st 3 Months	\$ 16.10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	\$ 17.50	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 0.61	\$ 0.55	\$ 0.25	\$ 0.10
M2 2nd Year	\$ 20.85	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 0.73	\$ 0.55	\$ 0.25	\$ 0.10
M3 3rd Year	\$ 23.70	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 0.83	\$ 0.55	\$ 0.25	\$ 0.10
M4 4th Year	\$ 31.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.09	\$ 0.55	\$ 0.25	\$ 0.10
M6 5th Year	\$ 35.50	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.24	\$ 0.55	\$ 0.25	\$ 0.10
M7 5th Year +	\$ 40.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.60	\$ 1.41	\$ 0.55	\$ 0.25	\$ 0.10
Metal Trades (Mc, Md, Me)											
Mc (0-3 months)	\$ 12.30	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 12.30	\$ 7.09	n/a	n/a	\$ 2.25	n/a	\$ 0.60	⁴	\$ 0.55	\$ 0.25	\$ 0.10
Me (year 2)	\$ 13.25	\$ 7.09	n/a	n/a	\$ 2.25	n/a	\$ 0.60	⁴	\$ 0.55	\$ 0.25	\$ 0.10
Note: Md & Me Classifications Pay UA Per Capita Only⁴											

¹ No employer contributions required on apprentices while attending assigned school day. **All payroll deductions are required.**

² Includes \$0.10 per hour Direct Contribution to the U.A. International Training Fund; Includes \$0.38 per hour Direct Contribution to the JAC Building Fund.

³ Expenses for the Drug Free Alliance are provided for in the Industry Fund.

⁴ U.A. Per Capita Dues (\$32.00 per month, paid by the member).

⁵ **NEW - Local 130 Building Fund Deduction of \$0.25 per hour effective June 1, 2018.**

Note: The Savings Fund is voluntary and requires a signed authorization which is provided by the Union. The Employee may elect the Voluntary Savings Plan deduction after taxes of a minimum of \$1.50 per hour or increased in increments of \$0.50 per hour.

Economic package increases of \$1.50 per hour effective June 1, 2017, \$1.50 per hour effective June 1, 2018 and \$1.50 per hour effective June 1, 2019 have been negotiated under the terms of the three year Agreement, June 1, 2017 to May 31, 2020.