

**WAGE RATES AND FRINGE BENEFITS - EFFECTIVE JUNE 1, 2020
ZONE 2 KANKAKEE & IROQUOIS COUNTIES**

The following hourly wage, fringe benefit contributions and payroll deductions rates shall be in effect as of
June 1, 2021 through May 31, 2022

	WAGES	Contributions						Payroll Deductions			
		Welfare	Retiree Welfare	Pension	Pension DC	JAC ²	Industry Fund	Dues Check-off	Target	Building	PAC
Journeyman	\$ 48.80	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.71	\$ 1.00	\$ 0.35	\$ 0.10
Sub-Foremen	\$ 50.25	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.71	\$ 1.00	\$ 0.35	\$ 0.10
3% over BT Journeyman Rate											
Foremen & Inspectors	\$ 51.75	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.71	\$ 1.00	\$ 0.35	\$ 0.10
6% over BT Journeyman Rate (Supervising 4 or more men)											
Superintendents or District Foremen	\$ 52.70	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.71	\$ 1.00	\$ 0.35	\$ 0.10
8% over BT Journeyman Rate (Supervising 19 or more men)											
District Superintendents	\$ 55.85	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.71	\$ 1.00	\$ 0.35	\$ 0.10
at least 6% above Superintendent's Rate											
Apprentices											
1st Six Months ¹	\$ 16.60	\$ 9.10	\$ -	\$ -	\$ -	\$ 1.47	n/a	\$ 0.58	\$ 1.00	\$ 0.35	\$ 0.10
2nd Six Months ¹	\$ 18.05	\$ 9.10	\$ -	\$ -	\$ -	\$ 1.47	n/a	\$ 0.63	\$ 1.00	\$ 0.35	\$ 0.10
2nd Year ¹	\$ 21.45	\$ 9.10	\$ -	\$ 7.75	\$ 3.25	\$ 1.47	n/a	\$ 0.75	\$ 1.00	\$ 0.35	\$ 0.10
3rd Year ¹	\$ 24.40	\$ 9.10	\$ -	\$ 7.75	\$ 3.25	\$ 1.47	n/a	\$ 0.85	\$ 1.00	\$ 0.35	\$ 0.10
4th Year	\$ 32.20	\$ 14.10	\$ -	\$ 12.75	\$ 3.25	\$ 1.47	\$ 0.60	\$ 1.13	\$ 1.00	\$ 0.35	\$ 0.10
5th Year	\$ 36.60	\$ 14.10	\$ -	\$ 12.75	\$ 3.25	\$ 1.47	\$ 0.60	\$ 1.28	\$ 1.00	\$ 0.35	\$ 0.10
Metal Trades Journeyman											
MO 1st 3 Months	\$ 16.60	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	\$ 18.05	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 0.63	\$ 1.00	\$ 0.35	\$ 0.10
M2 2nd Year	\$ 21.45	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 0.75	\$ 1.00	\$ 0.35	\$ 0.10
M3 3rd Year	\$ 24.40	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 0.85	\$ 1.00	\$ 0.35	\$ 0.10
M4 4th Year	\$ 32.20	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.13	\$ 1.00	\$ 0.35	\$ 0.10
M6 5th Year	\$ 36.60	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.28	\$ 1.00	\$ 0.35	\$ 0.10
M7 5th Year +	\$ 41.50	\$ 14.10	\$ 2.35	\$ 12.75	\$ 4.00	\$ 1.47	\$ 0.60	\$ 1.45	\$ 1.00	\$ 0.35	\$ 0.10
Metal Trades (Mc, Md, Me)											
Mc (0-3 months)	\$ 12.70	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 12.70	\$ 9.10	n/a	n/a	\$ 4.00	n/a	\$ 0.60	⁴	\$ 1.00	\$ 0.35	\$ 0.10
Me (year 2)	\$ 14.65	\$ 9.10	n/a	n/a	\$ 4.00	n/a	\$ 0.60	⁴	\$ 1.00	\$ 0.35	\$ 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 \$0.54 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).

This is the second year of the four-year 2020-2024 Collective Bargaining Agreement

2020-2024 Economic Increases		
Wage Effective 6/1/2020		\$0.54
Benefit Effective 7/1/2020		\$1.75
Total 6/1/2020-5/31/2021	\$2.29	
6/1/2021-5/31/2022	\$2.25	
6/1/2022-5/31/2023	\$2.25	
6/1/2023-5/31/2024	\$2.25	
Total 4 Year Increases	\$9.04	