

EFFECTIVE RATE	BASE RATE	SH & V	H&W	WC	PENS	PITT	TRAIN	GROSS WAGE
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INDUSTRIAL INSULATOR

Increase factor = JP GR \$56.15 x .775% = \$0.44 -\$0.01 (WFDT) = \$0.43

Foreman (\$5.50 over the Journeyman rate)

17-May-15	48.18	4.82	2.10	0.10	6.25	0.50	0.25	62.20
04-Nov-18	48.18	4.82	2.21	0.10	6.57	0.50	0.25	62.63

Journeyman

17-May-15	42.68	4.27	2.10	0.10	6.25	0.50	0.25	56.15
04-Nov-18	42.68	4.27	2.21	0.10	6.57	0.50	0.25	56.58
		4.31						

Third Year Apprentice – Based on 80% of the Journeyman Rate

17-May-15	34.14	3.41	2.10	0.10	5.00	0.50	0.25	45.50
04-Nov-18	34.14	3.41	2.21	0.10	5.26	0.50	0.25	45.87

Second Year Apprentice – Based on 65% of the Journeyman Rate

17-May-15	27.74	2.77	2.10	0.10	4.06	0.50	0.25	37.52
04-Nov-18	27.74	2.77	2.21	0.10	4.27	0.50	0.25	37.84

First Year Apprentice – Based on 50% of the Journeyman Rate

17-May-15	21.34	2.13	2.10	0.10	3.13	0.50	0.25	29.55
04-Nov-18	21.34	2.13	2.21	0.10	3.29	0.50	0.25	29.82

Helper – Based on 50% of the Journeyman Rate

17-May-15	21.34	2.13	2.10	0.10	6.25	0.50	0.25	32.67
04-Nov-18	21.34	2.13	2.21	0.10	6.57	0.50	0.25	33.10

INDUSTRIAL - PENSIONER/TFW

Increase factor = \$0.38 -\$0.01 (WFDT) = \$0.37 (distribution \$0.11 HW and \$0.26 in lieu of pension increase)

Foreman (\$5.50 over the Journeyman rate)

17-May-15	52.73	5.27	2.10	0.10	0.00	0.50	0.25	60.95
04-Nov-18	52.96	5.30	2.21	0.10	0.00	0.50	0.25	61.32

Journeyman

17-May-15	47.23	4.72	2.10	0.10	0.00	0.50	0.25	54.90
04-Nov-18	47.46	4.75	2.21	0.10	0.00	0.50	0.25	55.27
		4.75						

Third Year Apprentice – Based on 80% of the Journeyman Rate

17-May-15	37.77	3.78	2.10	0.10	0.00	0.50	0.25	44.50
04-Nov-18	37.97	3.80	2.21	0.10	0.00	0.50	0.25	44.83

Second Year Apprentice – Based on 65% of the Journeyman Rate

17-May-15	30.69	3.07	2.10	0.10	0.00	0.50	0.25	36.71
04-Nov-18	30.85	3.09	2.21	0.10	0.00	0.50	0.25	37.00

First Year Apprentice – Based on 50% of the Journeyman Rate

17-May-15	23.62	2.36	2.10	0.10	0.00	0.50	0.25	28.92
04-Nov-18	23.73	2.37	2.21	0.10	0.00	0.50	0.25	29.16

Helper – Based on 50% of the Journeyman Rate

17-May-15	25.89	2.59	2.10	0.10	0.00	0.50	0.25	31.43
04-Nov-18	26.13	2.61	2.21	0.10	0.00	0.50	0.25	31.80

EFFECTIVE RATE	BASE RATE	SH & V	H&W	WC	PENS	PITT	TRAIN	GROSS WAGE
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COMMERCIAL INSULATOR

Increase factor = JP GR = \$0.44 -\$0.01 (WFDT) = \$0.43 matching Industrial Insulator

Foreman (\$4.00 over the Journeyman rate)

17-May-15	35.93	3.59	2.10	0.10	6.25	0.50	0.25	48.72
04-Nov-18	36.32	3.63	2.10	0.10	6.25	0.50	0.25	49.15

Journeyman

17-May-15	31.93	3.19	2.10	0.10	6.25	0.50	0.25	44.32
04-Nov-18	32.32	3.23	2.10	0.10	6.25	0.50	0.25	44.75

Third Year Apprentice – Based on 80% of the Journeyman Rate

17-May-15	25.54	2.55	2.10	0.10	5.00	0.50	0.25	36.04
04-Nov-18	25.86	2.59	2.10	0.10	5.00	0.50	0.25	36.40

Second Year Apprentice – Based on 65% of the Journeyman Rate

17-May-15	20.75	2.08	2.10	0.10	4.06	0.50	0.25	29.84
04-Nov-18	21.01	2.10	2.10	0.10	4.06	0.50	0.25	30.12

First Year Apprentice – Based on 50% of the Journeyman Rate

17-May-15	15.97	1.60	2.10	0.10	3.13	0.50	0.25	23.65
04-Nov-18	16.16	1.62	2.10	0.10	3.13	0.50	0.25	23.86

Helper – Based on 50% of the Journeyman Rate

17-May-15	15.97	1.60	2.10	0.10	6.25	0.50	0.25	26.77
04-Nov-18	16.16	1.62	2.10	0.10	6.25	0.50	0.25	26.98

COMMERCIAL - PENSIONER/TFW

Increase factor = \$0.44-\$0.01 (WFDT) = \$0.43 matching Industrial Pensioner/FTW

Foreman (\$4.00 over the Journeyman rate)

17-May-15	40.47	4.05	2.10	0.10	0.00	0.50	0.25	47.47
04-Nov-18	40.86	4.09	2.10	0.10	0.00	0.50	0.25	47.90

Journeyman

17-May-15	36.47	3.65	2.10	0.10	0.00	0.50	0.25	43.07
04-Nov-18	36.86	3.69	2.10	0.10	0.00	0.50	0.25	43.50

Third Year Apprentice – Based on 80% of the Journeyman Rate

17-May-15	29.18	2.92	2.10	0.10	0.00	0.50	0.25	35.05
04-Nov-18	29.49	2.95	2.10	0.10	0.00	0.50	0.25	35.39

Second Year Apprentice – Based on 65% of the Journeyman Rate

17-May-15	23.70	2.37	2.10	0.10	0.00	0.50	0.25	29.02
04-Nov-18	23.96	2.40	2.10	0.10	0.00	0.50	0.25	29.31

First Year Apprentice – Based on 50% of the Journeyman Rate

17-May-15	18.24	1.82	2.10	0.10	0.00	0.50	0.25	23.01
04-Nov-18	18.43	1.84	2.10	0.10	0.00	0.50	0.25	23.22

Helper – Based on 55% of the Journeyman Rate

17-May-15	20.52	2.05	2.10	0.10	0.00	0.50	0.25	25.52
04-Nov-18	20.72	2.07	2.10	0.10	0.00	0.50	0.25	25.74