

**SCHEDULE  
APPRENTICES HOURLY  
WAGE RATES  
AND  
JOURNEYMEN IRON WORKERS  
TOTAL HOURLY WAGE &  
FRINGE BENEFIT PACKAGE**

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL												
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total	
<b>Journeyman</b>												
07/01/14	\$33.50	\$3.92	\$1.82	\$8.87	\$12.32	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$61.695	
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total	
**Apprentice rates listed are for Apprentices indentured on or after 7/1/04**												
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total	
<b>1st Period Apprentice 50%</b>												
07/01/14	\$16.75	\$3.92	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.20	\$0.035	\$27.125	
<b>2nd Period Apprentice 55%</b>												
07/01/14	\$18.43	\$3.92	n/a	\$8.87	n/a	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$32.485	
<b>3rd Period Apprentice 60%</b>												
07/01/14	\$20.10	\$3.92	n/a	\$8.87	\$3.08	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$37.235	
<b>4th Period Apprentice 65%</b>												
07/01/14	\$21.78	\$3.92	\$0.98	\$8.87	\$3.08	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$39.895	
<b>5th Period Apprentice 75%</b>												
07/01/14	\$25.13	\$3.92	\$0.98	\$8.87	\$6.16	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$46.325	
<b>6th Period Apprentice 80%</b>												
07/01/14	\$26.80	\$3.92	\$0.98	\$8.87	\$6.16	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$47.995	
<b>7th Period Apprentice 90%</b>												
07/01/14	\$30.15	\$3.92	\$1.82	\$8.87	\$9.24	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$55.265	
<b>8th Period Apprentice 95%</b>												
07/01/14	\$31.83	\$3.92	\$1.82	\$8.87	\$9.24	\$0.72	\$0.03	\$0.28	\$0.20	\$0.035	\$56.945	
Effective -	7/1/14 through 1/1/15											
Key -	Apprent = Apprenticeship Fund											
	Admin = Administrative Trust											
	IMPACT = Ironworker Management Progressive Action Cooperative Trust											
	LMCT = Labor Management Cooperative Trust											
	WCTF = Workers Compensation Trust Fund											
The Emergency Relief Fund was eliminated eff. 2006.												
The contribution was reallocated at that time as follows:												
					\$0.07 to Welfare Fund and \$0.13 to Annuity (\$0.065 added to 4th-6th period Apprentices)							

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL												
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total	
<b>Journeymen</b>												
01/01/15	\$33.50	\$3.92	\$1.82	\$9.42	\$12.32	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$62.295	
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total	
**Apprentice rates listed are for Apprentices indentured on or after 7/1/04**												
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total	
<b>1st Period Apprentice 50%</b>												
01/01/15	\$16.75	\$3.92	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.25	\$0.035	\$27.175	
<b>2nd Period Apprentice 55%</b>												
01/01/15	\$18.43	\$3.92	n/a	\$9.42	n/a	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$33.085	
<b>3rd Period Apprentice 60%</b>												
01/01/15	\$20.10	\$3.92	n/a	\$9.42	\$3.08	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$37.835	
<b>4th Period Apprentice 65%</b>												
01/01/15	\$21.78	\$3.92	\$0.98	\$9.42	\$3.08	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$40.495	
<b>5th Period Apprentice 75%</b>												
01/01/15	\$25.13	\$3.92	\$0.98	\$9.42	\$6.16	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$46.925	
<b>6th Period Apprentice 80%</b>												
01/01/15	\$26.80	\$3.92	\$0.98	\$9.42	\$6.16	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$48.595	
<b>7th Period Apprentice 90%</b>												
01/01/15	\$30.15	\$3.92	\$1.82	\$9.42	\$9.24	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$55.865	
<b>8th Period Apprentice 95%</b>												
01/01/15	\$31.83	\$3.92	\$1.82	\$9.42	\$9.24	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$57.545	
Effective -	1/1/15 through 6/30/15											
Key -	Apprent = Apprenticeship Fund											
	IMPACT = Ironworker Management Progressive Action Cooperative Trust											
	LMCT = Labor Management Cooperative Trust											
	WCTF = Workers Compensation Trust Fund											
The Emergency Relief Fund was eliminated eff. 2006.												
The contribution was reallocated at that time as follows:												
	\$0.07 to Welfare Fund and \$0.13 to Annuity (\$0.065 added to 4th-6th period Apprentices)											

**HOURLY WAGE RATES - APPRENTICE IRON WORKERS  
REINFORCING, STRUCTURAL & ORNAMENTAL APPRENTICES — FOUR YEARS**

Effective	1st Period 50%	2nd Period 55%	3rd Period 60%	4th Period 65%	5th Period 75%	6th Period 80%	7th Period 90%	8th Period 95%	Journeyman
7-1-14.....	\$16.75	\$18.43	\$20.10	\$21.78	\$25.13	\$26.80	\$30.15	\$31.83	\$33.50
1-1-15.....	\$16.75	\$18.43	\$20.10	\$21.78	\$25.13	\$26.80	\$30.15	\$31.83	\$33.50
7-1-15.....	\$16.75	\$18.43	\$20.10	\$21.78	\$25.13	\$26.80	\$30.15	\$31.83	\$33.50

1-1-16..... Increase will be allocated prior to 1-1-16  
7-1-16..... Increase will be allocated prior to 7-1-16  
1-1-17..... Increase will be allocated prior to 1-1-17

### FENCE ERECTOR APPRENTICES

Effective	1st Period 50%	2nd Period 55%	3rd Period 60%	4th Period 65%	5th Period 75%	6th Period 80%	7th Period 90%	8th Period 95%	Journeyman
7-1-14. . . . .	\$13.54	\$14.89	\$16.25	\$17.60	\$20.31	\$21.66	\$24.37	\$25.73	\$27.08
1-1-15. . . . .	\$13.54	\$14.89	\$16.25	\$17.60	\$20.31	\$21.66	\$24.37	\$25.73	\$27.08
7-1-15. . . . .	\$13.54	\$14.89	\$16.25	\$17.60	\$20.31	\$21.66	\$24.37	\$25.73	\$27.08

1-1-16. . . . . Increase will be allocated prior to 1-1-16

7-1-16. . . . . Increase will be allocated prior to 7-1-16

1-1-17. . . . . Increase will be allocated prior to 1-1-17

**TOTAL HOURLY WAGE & FRINGE BENEFIT PACKAGE  
FOR JOURNEYMEN IRON WORKERS  
REINFORCING, STRUCTURAL & ORNAMENTAL**

Effective	Wage Rate	Vacation Plan	Sub-Total Tax Purposes	Apprenticeship Training	Welfare Plan	Pension Plan	Administrative Fund	Lab Mgt. Cooperative Trust	ANNUITY FUND	IMPACT	Workers' Comp Trust Fund	Total Package
7-1-14.....	\$33.50	\$3.92	\$37.42	\$ .72	\$8.87	\$12.32	\$ .03	\$ .28	\$1.82	\$ .20	\$ .035	\$61.69 ½
1-1-15.....	\$33.50	\$3.92	\$37.42	\$ .72	\$9.42	\$12.32	\$ .03	\$ .28	\$1.82	\$ .25	\$ .035	\$62.29 ½
7-1-15.....	\$33.50	\$3.92	\$37.42	\$ .72	\$9.42	\$12.97	\$ .03	\$ .29	\$1.82	\$ .25	\$ .035	\$62.95 ½
1-1-16.....	Total monetary increase of \$0.85 to be allocated prior to 1-1-16											
7-1-16.....	Total monetary increase of \$0.75 to be allocated prior to 7-1-16											
1-1-17.....	Total monetary increase of \$1.90 to be allocated prior to 1-1-17											

### FENCE ERECTOR

Effective	Wage Rate	Vacation Plan	Sub-Total Tax Purposes	Apprenticeship Training	Welfare Plan	Pension Plan	Administrative Fund	Lab Mgt. Cooperative Trust	Annuity Fund	IMPACT	Workers' Comp Trust Fund	Total Package
7-1-14.....	\$27.08	\$2.62	\$29.70	\$ .51	\$6.70	\$7.99	\$ .03	\$ .02	\$1.27	\$ .12	\$ .035	\$46.37 ½
1-1-15.....	\$27.08	\$2.62	\$29.70	\$ .51	\$7.25	\$7.99	\$ .03	\$ .02	\$1.27	\$ .17	\$ .035	\$46.97 ½
7-1-15.....	\$27.08	\$2.62	\$29.70	\$ .51	\$7.25	\$8.64	\$ .03	\$ .02	\$1.27	\$ .17	\$ .035	\$47.62 ½
1-1-16.....	Total monetary increase of \$0.85 to be allocated prior to 1-1-16											
7-1-16.....	Total monetary increase of \$0.75 to be allocated prior to 7-1-16											
1-1-17.....	Total monetary increase of \$1.90 to be allocated prior to 1-1-17											