

Wages/Benefits Roofers Local Union 96 - Duluth Area

Effective July 1, 2018

Through June 30, 2019

Classification	Basic Hourly Wage	Vac. After Taxes	Assess. After Taxes	Taxable Wage Rate	National Pension Rate	Educ Fund Rate	Annuity Fund Rate	Health/Welfare Rate	H&W HRA Rate	Appr. Training Rate	Roofing Industry Rate	Total Cost to Employer
Journeyman	30.50	2.50	0.50	33.50	3.55	0.03	3.64	8.90	0.75	0.35	0.29	51.01
Foreman	32.50	2.50	0.50	35.50	3.80	0.03	3.64	8.90	0.75	0.35	0.29	53.26

Apprentice Percentages Based on Hours Worked for Advancement:

55%	A 0-250	18.03		0.40	18.43	0.25	0.03				0.35	0.29	19.35
55%	B 251-1500	18.03		0.40	18.43	0.25	0.03		7.30		0.35	0.29	26.65
60%	1501-2500	19.60		0.50	20.10	0.25	0.03	0.25	8.30		0.35	0.29	29.57

Freeze Unless 144 Hours (Phase 1) of Related Training is Completed

65%	2501-3000	21.28		0.50	21.78	0.50	0.03	0.50	8.90	0.75	0.35	0.29	33.1
70%	3001-3500	22.95		0.50	23.45	0.50	0.03	0.50	8.90	0.75	0.35	0.29	34.77
75%	3501-4000	24.63		0.50	25.13	0.50	0.03	0.50	8.90	0.75	0.35	0.29	36.45
80%	4001-4500	23.80	2.50	0.50	26.80	0.75	0.03	0.75	8.90	0.75	0.35	0.29	38.62

Freeze Unless 288 Hours (Phase 2) of Related Training is Completed

85%	4501-5000	25.48	2.50	0.50	28.48	0.75	0.03	0.75	8.90	0.75	0.35	0.29	40.30
90%	5001-5500	27.15	2.50	0.50	30.15	1.00	0.03	0.75	8.90	0.75	0.35	0.29	42.22
95%	5501-6000	28.83	2.50	0.50	31.83	1.00	0.03	0.75	8.90	0.75	0.35	0.29	43.90

Advancement to Journeyman if All Related Training (Phase 3) is Completed and **6000** Hours Worked

Due: July 1, 2019: \$1.40

July 1, 2020: \$1.40

Expiration date: June 30, 2021