

RE: NIBCA Building Agreement District 4 Annual Wage-Benefit Allocation

Effective June 1, 2018, all journeyman wage classifications shall increase by \$1.00. Please note, apprentice increases are a percentage of the journeyman wage as shown in the chart on the following page. As shown below, the fringe benefit package for third and fourth year apprentices is the same as that for journeymen. Also note, the Administrative Dues deduction for all wage classifications shall remain 3% of gross wages.

<b>FRINGE BENEFITS FOR JOURNEYMEN AND 3<sup>RD</sup> &amp; 4<sup>TH</sup> YEAR APPRENTICES</b>	<b>CURRENT</b>	<b>INCREASE</b>	<b>6/1/18</b>
HEALTH & WELFARE	\$15.05	\$ .60	\$15.65
RMSP	\$ 3.75	\$ .25	\$ 4.00
PENSION	\$11.30	\$ .50	\$11.80
RETIREMENT ENHANCEMENT FUND	\$ 2.15	\$ .20	\$ 2.35
VACATION SAVINGS FUND	\$ 2.35	---	\$ 2.35
APPRENTICESHIP	\$ 1.30	---	\$ 1.30
INDUSTRY ADVANCEMENT FUND & CONSTRUCTION INDUSTRY RESEARCH AND SERVICE TRUST FUND	\$ 1.19	\$ .15	\$ 1.34
<b>TOTAL FRINGE INCREASE</b>		<b>\$ 1.70</b>	

<b>JOURNEYMAN WAGE</b>		<b>\$ 1.00</b>	
<b>TOTAL PACKAGE INCREASE</b>		<b>\$ 2.70</b>	

<b>FRINGE BENEFITS FOR 1<sup>ST</sup> &amp; 2<sup>ND</sup> YEAR APPRENTICES</b>	<b>CURRENT</b>	<b>INCREASE</b>	<b>6/1/18</b>
HEALTH & WELFARE	\$15.05	\$ .60	\$15.65
RMSP	\$ 3.75	\$ .25	\$ 4.00
PENSION	\$ 8.55	\$ .50	\$ 9.05
RETIREMENT ENHANCEMENT FUND	\$ 2.15	\$ .20	\$ 2.35
VACATION SAVINGS FUND	\$ 1.50	---	\$ 1.50
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<b>TOTAL FRINGE INCREASE</b>		<b>\$ 1.70</b>	

<b>WAGES FOR APPRENTICES</b>	<b>CURRENT</b>	<b>6/1/18</b>
FIRST YEAR	\$23.85	\$24.35
SECOND YEAR	\$29.80	\$30.45
FIRST HALF OF THIRD YEAR	\$34.35	\$35.10
SECOND HALF OF THIRD YEAR	\$36.65	\$37.45
FIRST HALF OF FOURTH YEAR	\$38.95	\$39.80
SECOND HALF OF FOURTH YEAR	\$41.25	\$42.10

RE: NICA Heavy & Highway Agreement District 4 Annual Wage-Benefit Allocation

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<b>JOURNEYMAN WAGE</b>		<b>\$ 1.00</b>	
<b>TOTAL PACKAGE INCREASE</b>		<b>\$ 2.70</b>	

<b>FRINGE BENEFITS FOR 1<sup>ST</sup> &amp; 2<sup>ND</sup> YEAR APPRENTICES</b>	<b>CURRENT</b>	<b>INCREASE</b>	<b>6/1/18</b>
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