

- MEMORANDUM -

FROM: THE INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS LOCAL 401

TO: All Ironworker Employers working under the jurisdiction of Ironworkers' Local 401

RE: New Wage and Benefits Rates. Please be advised that effective July 1, 2018 through June 30, 2019, the following schedule has been mutually agreed upon by our Local Union and the Steel Erectors' Association of Philadelphia and Vicinity, Employer Bargaining Agent for the Ironworking Industry within the jurisdiction of Local 401, Philadelphia, Pennsylvania:

Hourly Wage Rates:

Journeyman	\$48.80
Foreman	\$51.80
General Foreman	\$52.80

** Hourly Deductions: (Employee Contributions)		(Calculated On Hours Paid)
** Vacation Fund	\$7.00	
** Work Assessment	<u>\$4.00</u>	
(To be deducted from hourly wages after taxes)	\$11.00	

Hourly Fringe Benefit Rates: (Employer Contributions)		(Calculated On Hours Paid)
*Annuity Fund	\$9.00	
*Apprentice Fund	\$1.00	
*Industry Adv Fund	\$.06	
*Supplemental Welfare Fund	<u>\$1.75</u>	
	\$11.81	

Combination Voucher

		(Calculated On Hours Paid)
* Employer Contribution	\$ 11.81	
** Employee Contribution (Deducted from hourly wage after Taxes)	<u>\$11.00</u>	

TOTAL OF ONE (1) HOUR VOUCHER \$22.81

***Combination Funds Contribution Voucher System:** When making up payroll, payments are made by the Employer into each of these funds, based on hours paid, through the purchase of "Employee Benefit Vouchers" from the Local Union Office.

** Since the employee is responsible for payments into the Vacation Fund and Work Assessment Check-Off, the Employer is reimbursed for paying into said funds by deducting same amount from wages after taxes.

Hourly Health, Pension and Impact Contribution Rates

Health Fund	\$ 9.45	When calculating Health, Pension and
Pension Fund	\$12.55	Impact contributions, overtime hours are
Total Health & Pension Fund	<u>\$22.00</u>	paid at the straight time contribution rate
*Impact Fund	\$.35	Calculate hours then add to Combination Voucher payment

Total Package \$82.96

APPRENTICE WAGE RATES:

(Based on a percentage of the Journeyman's rate)
 1st Year Apprentice 60% (\$29.28) 2nd Year Apprentice 70%
 (\$34.16) 3rd Year Apprentice 80% (\$39.04) 4th Year Apprentice 90%
 (\$43.92)

NOTE: All Fringe Benefit Rates and Deductions for Apprentices are the same as for Journeymen