

## ARTICLE 8 - WAGE RATES AND OTHER MONETARY CONDITIONS

8.01 Wage rates and fringe benefits shall be in accordance with the following scales:

<u>EFFECTIVE DATE</u>	<u>BASE WAGE</u>	<u>V.P. &amp; STAT. HOL</u>	<u>H. &amp; W.</u>	<u>PENS.</u>	<u>EDUC.</u>	<u>SUPP. BEN.</u>	<u>PROMO FUND</u>	<u>TOTAL WAGE</u>
<b><u>Foreman – 110%</u></b>								
02-NOV-14	\$51.27	\$5.13	\$1.85	\$5.60	\$0.35	\$0.10	\$0.10	\$64.40
<b>03-MAY-15</b>	<b>\$52.13</b>	<b>\$5.21</b>	<b>\$2.05</b>	\$5.60	\$0.35	\$0.10	\$0.10	<b>\$65.54</b>
<b>01-NOV-15</b>	<b>\$53.20</b>	<b>\$5.32</b>	\$2.05	\$5.60	\$0.35	\$0.10	\$0.10	<b>\$66.72</b>
<b><u>Journeyman – 100%</u></b>								
02-NOV-14	\$46.61	\$4.66	\$1.85	\$5.60	\$0.35	\$0.10	\$0.10	\$59.27
<b>03-MAY-15</b>	<b>\$47.39</b>	<b>\$4.74</b>	<b>\$2.05</b>	\$5.60	\$0.35	\$0.10	\$0.10	<b>\$60.33</b>
<b>01-NOV-15</b>	<b>\$48.36</b>	<b>\$4.84</b>	\$2.05	\$5.60	\$0.35	\$0.10	\$0.10	<b>\$61.40</b>
<b><u>4<sup>TH</sup> Year – 85%</u></b>								
02-NOV-14	\$39.62	\$3.96	\$1.85	\$4.76	\$0.35	\$0.10	\$0.10	\$50.74
<b>03-MAY-15</b>	<b>\$40.28</b>	<b>\$4.03</b>	<b>\$2.05</b>	\$4.76	\$0.35	\$0.10	\$0.10	<b>\$51.67</b>
<b>01-NOV-15</b>	<b>\$41.11</b>	<b>\$4.11</b>	\$2.05	\$4.76	\$0.35	\$0.10	\$0.10	<b>\$52.58</b>
<b><u>3<sup>RD</sup> Year – 75%</u></b>								
02-NOV-14	\$34.96	\$3.50	\$1.85	\$4.20	\$0.35	\$0.10	\$0.10	\$45.06
<b>03-MAY-15</b>	<b>\$35.54</b>	<b>\$3.55</b>	<b>\$2.05</b>	\$4.20	\$0.35	\$0.10	\$0.10	<b>\$45.89</b>
<b>01-NOV-15</b>	<b>\$36.27</b>	<b>\$3.63</b>	\$2.05	\$4.20	\$0.35	\$0.10	\$0.10	<b>\$46.70</b>
<b><u>2<sup>ND</sup> Year – 60%</u></b>								
02-NOV-14	\$27.97	\$2.80	\$1.85	\$3.36	\$0.35	\$0.10	\$0.10	\$36.53
<b>03-MAY-15</b>	<b>\$28.43</b>	<b>\$2.84</b>	<b>\$2.05</b>	\$3.36	\$0.35	\$0.10	\$0.10	<b>\$37.23</b>
<b>01-NOV-15</b>	<b>\$29.02</b>	<b>\$2.90</b>	\$2.05	\$3.36	\$0.35	\$0.10	\$0.10	<b>\$37.88</b>
<b><u>1<sup>ST</sup> Year – 50%</u></b>								
02-NOV-14	\$23.31	\$2.33	\$1.85	\$2.80	\$0.35	\$0.10	\$0.10	\$30.84
<b>03-MAY-15</b>	<b>\$23.70</b>	<b>\$2.37</b>	<b>\$2.05</b>	\$2.80	\$0.35	\$0.10	\$0.10	\$31.47
<b>01-NOV-15</b>	<b>\$24.18</b>	<b>\$2.42</b>	\$2.05	\$2.80	\$0.35	\$0.10	\$0.10	\$32.00

Compulsory Government Pension Plan shall be in addition to the scales shown above.

Fraternal & Building Fund Dues of .12 cents per hour earned to be deducted from wages and remitted at the same time and in the same manner as Union Dues.

Wage adjustments will be made in May and November for each year.