

RATES AS OF MAY 3 2020**Sheet Metal ICI Rates**

	JOURNEYMAN	1ST YR	2ND YR	3RD YR	4TH YR	5TH YR
Hourly Rate	42.70	18.17	19.30	22.10	27.30	32.40
Vac Pay	4.27	1.82	1.93	2.21	2.73	3.24
H & W	4.05	4.05	4.05	4.05	4.05	4.05
Pension	5.07	1.13	2.53	5.07	5.07	5.07
Prov Training	0.12	0.12	0.12	0.12	0.12	0.12
Stab	<u>3.02</u>	<u>1.36</u>	<u>1.51</u>	<u>1.81</u>	<u>2.11</u>	<u>2.42</u>
Total Package	59.23	26.65	29.44	35.36	41.38	47.30
Ind. Fund	0.35	0.35	0.35	0.35	0.35	0.35
Prov Training	0.12	0.12	0.12	0.12	0.12	0.12
Total Package	59.70	27.12	29.91	35.83	41.85	47.77

Note; Stabilization Fund payable on hours earned

RATES AS OF MAY 3 2020**Sheeter / Assistant / Material Handler**

	Sheeter	Sheeter Assistant	Material Handler #3	Material Handler#2	Material Handler#1	Probationary Employee
		#REF!	#REF!	#REF!	\$0.70	#REF!
Hourly Wage	\$42.70	\$32.65	\$30.75	\$27.37	\$19.96	\$15.39
VP	\$4.27	\$3.27	\$3.08	\$2.74	\$2.00	\$1.54
H&W	\$4.05	\$4.05	\$4.05	\$4.05	\$4.05	\$4.05
Pension	\$5.07	\$5.07	\$5.07	\$5.07	\$2.53	\$1.13
Stab	<u>\$3.02</u>	<u>\$2.42</u>	<u>\$2.30</u>	<u>\$2.11</u>	<u>\$1.51</u>	<u>\$1.21</u>
Prov Training Fund	<u>\$0.12</u>	<u>\$0.12</u>	<u>\$0.12</u>	<u>\$0.12</u>	<u>\$0.12</u>	<u>\$0.12</u>
Total Package	\$59.23	\$47.58	\$45.37	\$41.46	\$30.17	\$23.44
Ind. Fund	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35
Prov Training	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
Total Package	\$59.70	\$48.05	\$45.84	\$41.93	\$30.64	\$23.91

RATES AS OF MAY 1, 2020

ROOFERS

	Foreman	Journey	Material Handler	RF Asstn	3rd yr	2nd yr	1st yr	Pre-App
				85%	80%	70%	60%	50%
Basic Rate	38.99	38.84	37.64	31.65	29.48	27.56	24.16	19.50
Foreman Premium	6.20							
Vacation Pay	4.52	3.88	3.76	3.16	2.94	2.75	2.41	1.95
OSM UDPF	0.26	0.26	0.26	0.26	0.26	0.26	0.26	0.26
H&W	4.05	4.05	4.05	4.05	4.05	4.05	4.05	4.05
UDPF	1.39	1.39	1.39	1.39	1.39	1.39	1.39	1.39
Pension	4.45	4.45	4.45	4.45	4.45	1.44	0.00	0.00
Training	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Sub Total	59.96	52.97	51.65	45.06	42.67	37.55	32.37	27.25
OIRCA	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07
Total	60.03	53.04	51.72	45.13	42.74	37.62	32.44	27.32
Foreman's Premium		\$6.20						
Pitch Premium		\$4.10						