

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL UNION NO 33 OF NORTHERN OHIO
CHARLESTON DISTRICT APPRENTICES IN PROGRAM PRIOR TO DECEMBER, 2012**

EFFECTIVE: FIRST FULL PAY IN DECEMBER, 2014 - EXPIRES: NOVEMBER 30, 2015

APPRENTICE WAGE RATE AND FRINGE BENEFITS PACKAGE

EFFECTIVE DATE	TAKE HOME PAY	IA WORK ASSESS		NON-TAXABLE CONTRIBUTIONS						CONTRACTOR COST					TOTAL HOURLY COST
		WORK DUES	BASIC TAXABLE	H & W \$6.96 SUPPL \$.38	NATIONAL PENSION	ANNUITY FUND	SASMI	LMCC	TOTAL WAGE PACKAGE	APPRENTICE TRAINING	TT/INEMI SMWSF SMOHIT	CONSTRUCT ADVANCE PROGRAM	LEAD TRAINING	LMCC	
1ST YR	\$15.50	0.49	\$15.99	7.34	6.36	*	0.89	0.05	\$30.63	*	*	*	0.12	0.05	\$30.80
2ND YR	\$16.96	0.49	\$17.45	7.34	11.56	0.50	1.11	0.05	\$38.01	0.35	0.18	0.10	0.12	0.05	\$38.81
3RD YR	\$19.62	0.74	\$20.36	7.34	11.56	0.50	1.19	0.05	\$41.00	0.35	0.18	0.10	0.12	0.05	\$41.80
4TH YR	\$22.52	0.74	\$23.26	7.34	11.56	0.50	1.28	0.05	\$43.99	0.35	0.18	0.10	0.12	0.05	\$44.79
5TH YR	\$25.43	0.74	\$26.17	7.34	11.56	0.50	1.37	0.05	\$46.99	0.35	0.18	0.10	0.12	0.05	\$47.79

2nd thru 5th year fringes include: Health & Welfare/Supplement/Pension/Annuity/SASMI/TTI/Apprentice Training and Construction Advancement Program/LMCC

See mailing instructions on remittance reports

NOTE: *Working dues change for 3rd thru 5th year apprentices

Contract expires: November 30, 2016