

WEST VIRGINIA SHEET METAL CONTRACTORS ASSOCIATION, INC.
NORTH CENTRAL APPRENTICE WAGE SHEET

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

	TAKE HOME	SMM33 IAF	IA WORK ASSESS/ WK DUES/ REC/COPE/ PAL/ORIEN- TATION	PERCENTAGE	NON TAXABLE CONTRIBUTIONS				TOTAL WAGE PACKAGE	APPREN FUND SMOHI/ENMI IT/SMWISF LMCC	TOTAL COST	
					H & W \$6.97 Suppl \$0.35	SASMI	ANNUITY	NATIONAL PENSION				
1ST FULL YEAR	\$14.76	\$0.13	\$0.43	APPROX 50%	\$15.32	*** 7.32	0.86	0.00	5.88	\$29.38	*	\$29.38
2ND FULL YEAR	\$17.82	\$0.13	\$0.43	APPROX 60%	\$18.38	7.32	0.98	0.00	7.05	\$33.73	0.85	\$34.58
3RD FULL YEAR	\$20.64	\$0.13	\$0.68	APPROX 70%	\$21.45	7.32	1.11	0.00	8.23	\$38.11	0.85	\$38.96
4TH FULL YEAR	\$23.70	\$0.13	\$0.68	APPROX 80%	\$24.51	7.32	1.24	0.00	9.40	\$42.47	0.85	\$43.32
5TH FULL YEAR	\$26.77	\$0.13	\$0.68	APPROX 90%	\$27.58	7.32	1.36	0.00	10.58	\$46.84	0.85	\$47.69

NOTE: \$.56 PER HOUR IS DEDUCTED FROM ALL APPRENTICES AND AN ADDITIONAL\$.25 WORKING DUES IS DEDUCTED FROM ALL
3RD THRU 5TH YEAR APPRENTICES

BASE OF \$30.64

*** THE EMPLOYER AGREES TO PAY THE COST OF TRI-COUNTY HEALTH INSURANCE STANDARD PLAN PLUS OPTION ONE (1) FOR ALL
FIRST (1ST) YEAR APPRENTICES WHILE THE APPRENTICES ARE ATTENDING CLASSES MANDATED BY THE J.A.T.C.