



Richard C. Northrup
Executive Vice President

Date: April 27, 2015
To: All Signatory Contractors - Local #7, Zone 2 - Western Michigan
From: Richard C. Northrup, Executive Vice President

The union membership recently voted to disburse their \$0.50 increase in the following manner effective May 1, 2015. **NOTE: Effective July 1, 2015 Per Capita will increase \$0.03 for a total of \$0.14 per hour)**

	<u>5/1/14</u>	<u>Change</u>	<u>5/1/15</u>	<u>7/1/15</u>
Base Wage	\$28.25	\$0.26	\$28.51	\$28.51
Vacation/Misc (deduct)	-2.14		-\$2.14	-\$2.14
*Y to Y & MSBT (deduct)	-0.71		-\$0.71	-\$0.71
**WA/Per Capita (deduct)	-0.94	-0.01	-\$0.95	-\$0.98
Health Care Plan	6.17	0.15	\$6.32	\$6.32
Local Pension	5.92	0.05	\$5.97	\$5.97
National Pension	0.51	0.04	\$0.55	\$0.55
***ITI, SMOHIT, NEMI	0.17		\$0.17	\$0.17
Education Fund	0.40		\$0.40	\$0.40
Industry Fund	0.35		\$0.35	\$0.35
Total Package	\$41.77		\$42.27	\$42.27

*Y to Y/MSBT breaks down as follows: \$0.67 Youth to Youth and \$0.04 to MSBT. (Maximum 40 hours, after 40 hours, money goes on check.)

Work Assessment is based on 2% of the total package, minus Industry Fund. Per Capita is paid at \$0.11 per hour. **(7/1/15 Per Capita increases to \$0.14 per hour) Both are paid on all hours worked.

***The \$0.17 distributed as follows - \$0.12 to ITI; \$0.02 to SMOHIT; \$0.03 to NEMI

C: Jake Denman
Dave Rutz
National Benefit Funds

TIC International Corp.
National SMACNA



Apprentice Wages	1st Yr	1st Yr	2nd Yr	2nd Yr	3rd Yr	3rd Yr	4th Yr	4th Yr
	1st Half	2nd Half	1st Half	2nd Half	1st Half	2nd Half	1st half	2nd half
	45%	50%	55%	60%	65%	70%	75%	80%
Base Wage	12.83	14.26	15.68	17.11	18.53	19.96	21.38	22.81
*Miscellaneous (deduct)	-0.22	-0.22	-0.22	-0.22	-0.22	-0.22	-0.22	-0.22
**Per Capita (deduct)	-0.11	-0.11	-0.11	-0.11	-0.11	-0.11	-0.11	-0.11
Health Care Plan	4.74	4.74	4.74	4.74	6.32	6.32	6.32	6.32
Local Pension	1.49	1.49	1.49	1.49	5.97	5.97	5.97	5.97
National Pension	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
Education Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
***ITI, SMOHIT, NEMI	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Industry Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
Total Package	20.53	21.96	23.38	24.81	32.29	33.72	35.14	36.57

*Miscellaneous deduct breaks down as follows: \$0.18 Youth to Youth; \$0.04 MSBT. (Paid on first 40 hours only, after 40 hours, the money goes on check)

Per Capita is \$0.11 and is paid on all hours worked. **(7/1/15 Per Capita increases to \$0.14 per hour.)

***The \$0.17 is distributed as follows: \$0.12 to ITI; \$0.02 to SMOHIT; \$0.03 to NEMI

NOTE: School pay reduced to 4 hours with no fringes.

Preapprentice Wage - 35% of Journeyman rate

Base Wage 9.98

Fringes: Health Care - 75%; Industry Fund - 100%; Education Fund - 100%; **Per Capita is \$0.11 and is paid on all hours worked. **(7/1/15 Per Capita increases to \$0.14 per hour.)**

Classified Worker Wage - 50% of Journeyman rate

Base Wage 14.26

Fringes: Health Care Plan - 100%; National Pension \$1.77; Industry Fund - 100%; Education Fund - 100%; ITI, SMOHIT & NEMI - 100%; Youth to Youth - \$0.18; Work Assessment - \$0.20; MSBT - \$0.04 (Youth to Youth, MSBT and W/A are deductions from base to be capped at 40 hours per week. After 40 hours the money goes on the check. Per Capita is \$0.11 and is paid on all hours worked **(7/1/15 Per Capita increases to \$0.14 per hour)**

Co-op Classification

Base Wage 5.50

Fringes: None

RESIDENTIAL LIGHT COMMERCIAL WAGE

	<u>5/1/14</u>	<u>Change</u>	<u>5/1/15</u>	<u>7/1/15</u>
Base Wage	\$19.78	0.18	\$19.96	\$19.96
Miscellaneous (deduct)*	-0.22		-0.22	-0.22
WA / Per Capita (deduct)**	-0.41		-0.41	-0.44
Health Care Plan (100% BT)	6.17	0.15	6.32	6.32
National Pension Fund (100% BT)	0.51	0.04	0.55	0.55
Local Pension Fund (50% BT)	2.96	0.03	2.99	2.99
Education Fund (100% BT)	0.40		0.40	0.40
ITI, SMOHIT, NEMI***(100% BT)	0.17		0.17	0.17
Industry Fund (100% BT)	0.35		0.35	0.35
Total Package	\$30.34		\$30.74	\$30.74

*Miscellaneous deduct distributed as follows: \$0.18 for Youth to Youth and \$0.04 for MSBT (deducted from base and capped at 40 hours, after 40 hours the money goes on check.)

Work Assessment (W/A) is based on 1% of the total package, minus Industry Fund and is paid on all hours worked. Per Capita is paid at \$0.11 per hour on all hours worked. **(7/1/15 Per Capita increases to \$0.14 per hour)

***Distibuted as follows: \$0.12 ITI; \$0.02 SMOHIT; \$0.03 NEMI