

NEW

INDUSTRIAL APPRENTICE RATES FOR LOCAL 192 RATE BEGINNING 1/1/2017 through 12/31/2017
 International Training, Apprenticeship Training, & Market Recovery apply to all periods
 4.5% dues check off applies to all periods
 Nat'l Pension and Local Pension added 5th Period
 ** THIS RATE WILL BE APPLICABLE TO THE APPRENTICES THAT BEGAN THE PROGRAM ON OR AFTER JANUARY 1, 2015

1ST 6 MONTHS (1ST PERIOD)		PERCENT	BENEFITS:	Journeyman Rates 1/1/17 - 12/31/17		TOTALS:
PERCENTAGE	60%		\$4.45 Market Recovery added, taxed then deducted	Hourly Base (taxed)		\$ 29.86
TAXABLE WAGE ON CHECK	\$17.92		\$7.71 Health & Welfare,	Vacation Pay (taxed, deduct)		\$ 2.50
BENEFITS ADDED	\$9.66		\$0.10 ITF, \$1.40 Apprent. Train	Market Recovery (taxed, deduct)		\$ 0.45
TOTAL	\$27.68			National Pension		\$ 6.21
				ITF		\$ 0.10
				Co. Pipe Industry Health & Welfare		\$ 6.68
				Plumbers & Pipefitters Health & Welfare		\$ 1.13
				Apprenticeship Training		\$ 1.40
				Local Pension		\$ 1.00
				Total Journeyman Package		\$ 48.23
2ND 6 MONTHS (2ND PERIOD)		PERCENT	BENEFITS:	Apprentice Benefits (2016)		
PERCENTAGE	65%		\$4.45 Market Recovery added, taxed then deducted	1st = \$ 9.66		
TAXABLE WAGE ON CHECK	\$19.41		\$2.60 Vacation added, taxed then deducted	2nd - 4th = \$ 12.16		
BENEFITS ADDED	\$12.16		\$7.71 Health & Welfare,	5th - 10th = \$ 18.37		
TOTAL	\$31.67		\$0.10 ITF, \$1.40 Apprent. Train	PER THE CONTRACT:		
				FOREMAN:	10% Above Scale	\$ 32.85
				GENERAL FRMN:	16% Above Scale	\$ 34.34
				AREA GEN FRMN:	20% Above Scale	\$ 35.83
3RD 6 MONTHS (3RD PERIOD)		PERCENT	BENEFITS:	2017		
PERCENTAGE	70%		\$4.45 Market Recovery added, taxed then deducted	January	February	March
TAXABLE WAGE ON CHECK	\$20.90		\$2.60 Vacation added, taxed then deducted	\$u M Tu V Th F Sa	\$u M Tu V Th F Sa	\$u M Tu V Th F Sa
BENEFITS ADDED	\$12.16		\$7.71 Health & Welfare,	1 2 3 4 5 6 7	1 2 3 4	1 2 3 4
TOTAL	\$33.06		\$0.10 ITF, \$1.40 Apprent. Train	8 9 10 11 12 13 14	5 6 7 8 9 10 11	5 6 7 8 9 10 11
				15 16 17 18 19 20 21	12 13 14 15 16 17 18	12 13 14 15 16 17 18
				22 23 24 25 26 27 28	19 20 21 22 23 24 25	19 20 21 22 23 24 25
				29 30 31	26 27 28	26 27 28 29 30 31
4TH 6 MONTHS (4TH PERIOD)		PERCENT	BENEFITS:	April	May	June
PERCENTAGE	70%		\$4.45 Market Recovery added, taxed then deducted	\$ M T V Th F Sa	\$ M T V Th F Sa	\$u M Tu V Th F Sa
TAXABLE WAGE ON CHECK	\$20.90		\$2.60 Vacation added, taxed then deducted	1	1 2 3 4 5 6	1 2 3
BENEFITS ADDED	\$12.16		\$7.71 Health & Welfare,	2 3 4 5 6 7 8	7 8 9 10 11 12 13	4 5 6 7 8 9 10
TOTAL	\$33.06		\$0.10 ITF, \$1.40 Apprent. Train	9 10 11 12 13 14 15	11 12 13 14 15 16 17 18	11 12 13 14 15 16 17
				16 17 18 19 20 21 22	21 22 23 24 25 26 27	18 19 20 21 22 23 24
				23 24 25 26 27 28 29	28 29 30 31	25 26 27 28 29 30
				30		
5TH 6 MONTHS (5TH PERIOD)		PERCENT	BENEFITS:	July	August	September
PERCENTAGE	75%		\$4.45 Market Recovery added, taxed then deducted	\$u M Tu V Th F Sa	\$u M Tu V Th F Sa	\$u M Tu V Th F Sa
TAXABLE WAGE ON CHECK	\$22.40		\$2.60 Vacation added, taxed then deducted	1	1 2 3 4 5	1 2
BENEFITS ADDED	\$12.16		\$7.71 Health & Welfare,	2 3 4 5 6 7 8	6 7 8 9 10 11 12	3 4 5 6 7 8 9
TOTAL	\$34.66		\$0.10 ITF, \$1.40 Apprent. Train	9 10 11 12 13 14 15	13 14 15 16 17 18 19	10 11 12 13 14 15 16
				16 17 18 19 20 21 22	20 21 22 23 24 25 26	17 18 19 20 21 22 23
				23 24 25 26 27 28 29	27 28 29 30 31	24 25 26 27 28 29 30
				30 31		31
6TH 6 MONTHS (6TH PERIOD)		PERCENT	BENEFITS:	October	November	December
PERCENTAGE	76%		All Journeyworker benefits	\$u M Tu V Th F Sa	\$u M Tu V Th F Sa	\$u M Tu V Th F Sa
TAXABLE WAGE ON CHECK	\$22.40			1 2 3 4 5 6 7	1 2 3 4	1 2
BENEFITS ADDED	\$18.37			8 9 10 11 12 13 14	5 6 7 8 9 10 11	3 4 5 6 7 8 9
TOTAL	\$40.77			15 16 17 18 19 20 21	12 13 14 15 16 17 18	10 11 12 13 14 15 16
				22 23 24 25 26 27 28	19 20 21 22 23 24 25	17 18 19 20 21 22 23
				29 30 31	26 27 28 29 30	24 25 26 27 28 29 30
						31
7TH 6 MONTHS (7TH PERIOD)		PERCENT	BENEFITS:	Per the Contract:		
PERCENTAGE	80%		All Journeyworker benefits	The following days will be recognized as Holidays:		
TAXABLE WAGE ON CHECK	\$23.89			1 New Year's Day		
BENEFITS ADDED	\$18.37			2 Memorial Day		
TOTAL	\$42.26			3 Fourth of July		
				4 Labor Day		
				5 Thanksgiving Day		
				6 Friday following Thanksgiving Day		
				7 Christmas Day		
8TH 6 MONTHS (8TH PERIOD)		PERCENT	BENEFITS:			
PERCENTAGE	80%		All Journeyworker benefits			
TAXABLE WAGE ON CHECK	\$23.89					
BENEFITS ADDED	\$18.37					
TOTAL	\$42.26					
9TH 6 MONTHS (9TH PERIOD)		PERCENT	BENEFITS:			
PERCENTAGE	85%		All Journeyworker benefits			
TAXABLE WAGE ON CHECK	\$26.38					
BENEFITS ADDED	\$18.37					
TOTAL	\$43.75					
10TH 6 MONTHS (10TH PERIOD)		PERCENT	BENEFITS:			
PERCENTAGE	85%		All Journeyworker benefits			
TAXABLE WAGE ON CHECK	\$26.38					
BENEFITS ADDED	\$18.37					
TOTAL	\$43.75					

INDUSTRIAL APPRENTICE RATES FOR LOCAL 192 RATE BEGINNING 1/1/2017 through 12/31/2017			OLD		
International Training, Apprenticeship Training, & Market Recovery apply to all periods					
4.5% dues check off applies to all periods					
Nat'l Pension added 4th Period, Local Pension added 6th Period					
** THIS RATE WILL BE APPLICABLE TO THE APPRENTICES THAT BEGAN THE PROGRAM BEFORE JANUARY 1, 2015					
1ST 6 MONTHS (1ST PERIOD)	PERCENT	BENEFITS:	Journeyman Rates 1/1/17 - 12/31/17	TOTALS:	
PERCENTAGE	70%	\$45 Market Recovery added, taxed then deducted	Hourly Base (taxed)	\$ 29.86	
TAXABLE WAGE ON CHECK	\$20.90	\$7.71 Health & Welfare,	Vacation Pay (taxed, deduct)	\$ 2.50	
BENEFITS ADDED	\$9.06	\$0.10 ITF, \$1.40 Apprent. Train	Market Recovery (taxed, deduct)	\$ 0.45	
TOTAL	\$30.56		National Pension	\$ 5.21	
			ITF	\$ 0.10	
			Co. Pipe Industry Health & Welfare	\$ 6.58	
2ND 6 MONTHS (2ND PERIOD)	PERCENT	BENEFITS:	Plumbers & Pipefitters Health & Welfare	\$ 1.13	
PERCENTAGE	70%	\$45 Market Recovery added, taxed then deducted	Apprenticeship Training	\$ 1.40	
TAXABLE WAGE ON CHECK	\$20.90	\$2.50 Vacation added, taxed then deducted	Local Pension	\$ 1.00	
BENEFITS ADDED	\$12.16	\$7.71 Health & Welfare,	Total Journeyman Package	\$ 48.23	
TOTAL	\$33.06	\$0.10 ITF, \$1.40 Apprent. Train			
			Apprentice Benefits (2016)		
			1st = \$ 9.66		
			2nd/3rd = \$ 12.16		
			4th/5th = \$ 14.56		
			6th - 10th = \$ 18.37		
3RD 6 MONTHS (3RD PERIOD)	PERCENT	BENEFITS:	PER THE CONTRACT:		
PERCENTAGE	75%	\$45 Market Recovery added, taxed then deducted	FOREMAN:	10% Above Base \$ 32.85	
TAXABLE WAGE ON CHECK	\$22.40	\$2.50 Vacation added, taxed then deducted	GENERAL FRMN:	15% Above Base \$ 34.34	
BENEFITS ADDED	\$12.16	\$7.71 Health & Welfare,	AREA GEN FRMN:	20% Above Base \$ 36.83	
TOTAL	\$34.56	\$0.10 ITF, \$1.40 Apprent. Train			
			2017		
4TH 6 MONTHS (4TH PERIOD)	PERCENT	BENEFITS:	January	February	March
PERCENTAGE	76%	\$45 Market Recovery added, taxed then deducted	Su M Tu W Th F Sa	Su M Tu W Th F Sa	Su M Tu W Th F Sa
TAXABLE WAGE ON CHECK	\$22.40	\$2.50 Vacation added, taxed then deducted	1 2 3 4 5 6 7	1 2 3 4	1 2 3 4
BENEFITS ADDED	\$14.56	\$7.71 Health & Welfare, \$0.10 ITF, \$1.40 Apprent. Train	8 9 10 11 12 13 14	5 6 7 8 9 10 11	5 6 7 8 9 10 11
TOTAL	\$36.96	National Pension is added, rate is \$2.40 per hour	15 16 17 18 19 20 21	12 13 14 15 16 17 18	12 13 14 15 16 17 18
			22 23 24 25 26 27 28	19 20 21 22 23 24 25	19 20 21 22 23 24 25
5TH 6 MONTHS (5TH PERIOD)	PERCENT	BENEFITS:	29 30 31	26 27 28	26 27 28 29 30 31
PERCENTAGE	80%	\$45 Market Recovery added, taxed then deducted	April		
TAXABLE WAGE ON CHECK	\$23.89	\$2.50 Vacation added, taxed then deducted	Su M T W Th F Sa	Su M T W Th F Sa	Su M Tu W Th F Sa
BENEFITS ADDED	\$14.56	\$7.71 Health & Welfare, \$0.10 ITF, \$1.40 Apprent. Train	1	1 2 3 4 5 6	1 2 3
TOTAL	\$38.45	National Pension is added, rate is \$2.40 per hour	2 3 4 5 6 7 8	7 8 9 10 11 12 13	4 5 6 7 8 9 10
			9 10 11 12 13 14 15	14 15 16 17 18 19 20	11 12 13 14 15 16 17
6TH 6 MONTHS (6TH PERIOD)	PERCENT	BENEFITS:	16 17 18 19 20 21 22	21 22 23 24 25 26 27	18 19 20 21 22 23 24
PERCENTAGE	80%	All Journeyworker benefits	23 24 25 26 27 28 29	28 29 30 31	25 26 27 28 29 30
TAXABLE WAGE ON CHECK	\$23.89		30		
BENEFITS ADDED	\$18.37		May		
TOTAL	\$42.26		Su M T W Th F Sa	Su M T W Th F Sa	Su M Tu W Th F Sa
			1	1 2 3 4 5 6	1 2 3
7TH 6 MONTHS (7TH PERIOD)	PERCENT	BENEFITS:	2 3 4 5 6 7 8	7 8 9 10 11 12 13	4 5 6 7 8 9 10
PERCENTAGE	84%	All Journeyworker benefits	9 10 11 12 13 14 15	14 15 16 17 18 19 20	11 12 13 14 15 16 17
TAXABLE WAGE ON CHECK	\$25.08		16 17 18 19 20 21 22	20 21 22 23 24 25 26	17 18 19 20 21 22 23
BENEFITS ADDED	\$18.37		23 24 25 26 27 28 29	27 28 29 30 31	24 25 26 27 28 29 30
TOTAL	\$43.45		30 31		
8TH 6 MONTHS (8TH PERIOD)	PERCENT	BENEFITS:	July		
PERCENTAGE	86%	All Journeyworker benefits	Su M Tu W Th F Sa	Su M Tu W Th F Sa	Su M Tu W Th F Sa
TAXABLE WAGE ON CHECK	\$25.68		1	1 2 3 4 5	1 2
BENEFITS ADDED	\$18.37		2 3 4 5 6 7 8	6 7 8 9 10 11 12	3 4 5 6 7 8 9
TOTAL	\$44.05		9 10 11 12 13 14 15	13 14 15 16 17 18 19	10 11 12 13 14 15 16
			16 17 18 19 20 21 22	20 21 22 23 24 25 26	17 18 19 20 21 22 23
9TH 6 MONTHS (9TH PERIOD)	PERCENT	BENEFITS:	23 24 25 26 27 28 29	27 28 29 30 31	24 25 26 27 28 29 30
PERCENTAGE	90%	All Journeyworker benefits	October		
TAXABLE WAGE ON CHECK	\$26.87		Su M Tu W Th F Sa	Su M Tu W Th F Sa	Su M Tu W Th F Sa
BENEFITS ADDED	\$18.37		1 2 3 4 5 6 7	1 2 3 4	1 2
TOTAL	\$45.24		8 9 10 11 12 13 14	5 6 7 8 9 10 11	3 4 5 6 7 8 9
			15 16 17 18 19 20 21	12 13 14 15 16 17 18	10 11 12 13 14 15 16
10TH 6 MONTHS (10TH PERIOD)	PERCENT	BENEFITS:	22 23 24 25 26 27 28	19 20 21 22 23 24 25	17 18 19 20 21 22 23
PERCENTAGE	95%	All Journeyworker benefits	29 30 31	26 27 28 29 30	24 25 26 27 28 29 30
TAXABLE WAGE ON CHECK	\$28.37		November		
BENEFITS ADDED	\$18.37		Su M Tu W Th F Sa	Su M Tu W Th F Sa	Su M Tu W Th F Sa
TOTAL	\$46.74		1 2 3 4 5 6 7	1 2 3 4	1 2
			8 9 10 11 12 13 14	5 6 7 8 9 10 11	3 4 5 6 7 8 9
			15 16 17 18 19 20 21	12 13 14 15 16 17 18	10 11 12 13 14 15 16
			22 23 24 25 26 27 28	19 20 21 22 23 24 25	17 18 19 20 21 22 23
			29 30 31	26 27 28 29 30	24 25 26 27 28 29 30
					31
			December		
			Su M Tu W Th F Sa	Su M Tu W Th F Sa	Su M Tu W Th F Sa
			1 2 3 4 5 6 7	1 2 3 4	1 2
			8 9 10 11 12 13 14	5 6 7 8 9 10 11	3 4 5 6 7 8 9
			15 16 17 18 19 20 21	12 13 14 15 16 17 18	10 11 12 13 14 15 16
			22 23 24 25 26 27 28	19 20 21 22 23 24 25	17 18 19 20 21 22 23
			29 30 31	26 27 28 29 30	24 25 26 27 28 29 30
					31
			Per the Contract:		
			The following days will be recognized as Holidays:		
			1 New Year's Day		
			2 Memorial Day		
			3 Fourth of July		
			4 Labor Day		
			5 Thanksgiving Day		
			6 Friday following Thanksgiving Day		
			7 Christmas Day		