

RACINE BUILDING TRADES EFFECTIVE SEPTEMBER 1, 2022

Classification	Base Wage	H&W	NPF	LPF	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry fund	CLMC / Big Step	Drug Testing	Total Package
Journeyman	\$ 41.00	\$ 10.90	\$ 13.70	\$ 9.75	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 76.67
Foreman	\$ 45.10	\$ 10.90	\$ 13.70	\$ 9.75	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 80.77
General Foreman	\$ 47.15	\$ 10.90	\$ 13.70	\$ 9.75	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 82.82

*Foreman (10% of the base rate per hour added to the Journeyman's base rate. Example: $\$41.00 \times 10\% = 4.10$, $\$41.00 + \$4.10 = \$45.10$)

*General Foreman (15% of the base rate per hour added to the Journeyman's base rate. Example: $\$41.00 \times 15\% = 6.15$, $\$41.00 + \$6.15 = \$47.15$)

RACINE PRE-APPRENTICE EFFECTIVE SEPTEMBER 1, 2022

	Base Wage	H&W			iTi, SMOHIT, NEMI						Total Package
Preapprentice (First Yr 35%)	\$ 14.35	\$ 5.90			\$ 0.17						\$ 20.42
Preapprentice (After 1 Yr 40%)	\$ 16.40	\$ 5.90			\$ 0.17						\$ 22.47

RACINE APPRENTICES EFFECTIVE SEPTEMBER 1, 2022

Classification	Base Wage	H&W	NPF	LPF	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry Fund	CLMC / Big Step	Drug Testing	Total Package
Apprentice 50%	\$ 20.50	\$ 5.90	\$ 6.85	\$ 4.88	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 39.45
Apprentice 55%	\$ 22.55	\$ 5.90	\$ 7.54	\$ 5.36	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 42.67
Apprentice 65%	\$ 26.65	\$ 10.90	\$ 8.91	\$ 6.34	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 54.12
Apprentice 75%	\$ 30.75	\$ 10.90	\$ 10.28	\$ 7.31	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 60.56
Apprentice 85%	\$ 34.85	\$ 10.90	\$ 11.65	\$ 8.29	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 67.01

Apprentices H&W contribution increases to \$10.90 two calendar years after their start date, regardless of their pay period or percentage.

APPRENTICE PAY PERIODS

- | | |
|----------------------------------|------------------------------|
| 1st Period of 2,000 Hours...50% | 1 - 2,000 Hours |
| 2nd Period of 2,000 Hours..55% | 2,001 - 4,000 Hours |
| 3rd Period of 2,000 Hours...65% | 4,001 - 6,000 Hours |
| 4th Period of 2,000 Hours...75% | 6,001 - 8,000 Hours |
| 5th Period of 1,000+ Hours...85% | 8,001 Hours until completion |

RACINE RESIDENTIAL JOURNEYPerson AND TRAINEES EFFECTIVE SEPTEMBER 1, 2022

Classification	Base Wage	H&W	NPF	LPF	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry Fund	CLMC / Big Step	Drug Testing	Total Package
Journeyman	\$ 34.85	\$ 10.90	\$ 13.70	\$ 9.75	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 70.52
1st 6 months & 1,000 hours 50%	\$ 17.43	\$ 5.90	\$ 6.85	\$ 4.88	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 36.38
2nd 6 months & 1,000 hours 55%	\$ 19.17	\$ 5.90	\$ 7.54	\$ 5.36	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 39.29
3rd 6 months & 1,000 hours 65%	\$ 22.65	\$ 5.90	\$ 8.91	\$ 6.34	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 45.12
4th 6 months & 1,000 hours 75%	\$ 26.14	\$ 5.90	\$ 10.28	\$ 7.31	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 50.95
5th 6 months & 1,000 hours 85%	\$ 29.62	\$ 10.90	\$ 11.65	\$ 8.29	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 61.78
6th 6 months & 1,000 hours 95%	\$ 33.11	\$ 10.90	\$ 13.02	\$ 9.26	\$ 0.18	\$ 0.76	\$ 0.16	\$ 0.12	\$ 0.08	\$ 0.02	\$ 67.61

*Residential Trainees will have Wisconsin Sheet Metal Workers' Health and Benefit Fund contributions made on their behalf and the corresponding benefits received equal to the preapprentice rate for their first two calendar years of employment. After which, they will have Wisconsin Sheet Metal Workers' Health and Benefit Fund contributions made on their behalf and receive the corresponding benefits equal to building trades journeymen

INDUSTRIAL ADDENDUM EFFECTIVE SEPTEMBER 1, 2022

Classification	Base Wage	H&W	NPF	LPF	iTi, SMOHIT, NEMI	Local Training Fund	Drug Testing	Total Package
Level 1 65%	\$ 26.65	\$ 10.90	\$ 1.46	\$ 6.34	\$ 0.17	\$ 0.13	\$ 0.02	\$ 45.67
Level 2 60%	\$ 24.60	\$ 10.90	\$ 1.46	\$ 5.85	\$ 0.17	\$ 0.13	\$ 0.02	\$ 43.13
Level 3 55%	\$ 22.55	\$ 10.90	\$ 1.46	\$ 5.36	\$ 0.17	\$ 0.13	\$ 0.02	\$ 40.59
Level 4 50%	\$ 20.50	\$ 5.90	\$ 1.46	\$ 4.88	\$ 0.17	\$ 0.13	\$ 0.02	\$ 33.06
Probationary 45%	\$ 18.45	\$ 5.90	\$ 1.46	\$ 4.39	\$ 0.17	\$ 0.13	\$ 0.02	\$ 30.52