

RACINE BUILDING TRADES EFFECTIVE SEPTEMBER 1, 2023

Classification	Base Wage	H&W	NPF	LPF	Total Wage Package	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry fund	Drug Testing	Total Industry Funds	Total Package
Journeyman	\$ 43.24	\$ 11.70	\$ 13.70	\$ 11.05	\$ 79.69	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 80.97
Foreman	\$ 47.56	\$ 11.70	\$ 13.70	\$ 11.05	\$ 84.01	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 85.29
General Foreman	\$ 49.73	\$ 11.70	\$ 13.70	\$ 11.05	\$ 86.18	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 87.46

*Foreman (10% of the base rate per hour added to the Journeyman's base rate. Example: \$43.24x10%=4.32, \$43.24+\$4.32=\$47.56)

*General Foreman (15% of the base rate per hour added to the Journeyman's base rate. Example: \$43.24x15%=6.49, \$43.24+\$6.49=\$49.73)

RACINE PRE-APPRENTICE EFFECTIVE SEPTEMBER 1, 2023

	Base Wage	H&W	Total Wage Package	iTi, SMOHIT, NEMI	Total Industry Funds	Total Package
Pre-Apprentice (40%)	\$ 17.30	\$ 6.05	\$ 23.35	\$ 0.17	\$ 0.17	\$ 23.52

RACINE APPRENTICES EFFECTIVE SEPTEMBER 1, 2023

Classification	Base Wage	H&W	NPF	LPF	Total Wage Package	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry Fund	Drug Testing	Total Industry Funds	Total Package
Apprentice 50%	\$ 21.62	\$ 6.05	\$ 6.85	\$ 5.53	\$ 40.05	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 41.33
Apprentice 55%	\$ 23.78	\$ 6.05	\$ 7.54	\$ 6.08	\$ 43.45	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 44.73
Apprentice 65%	\$ 28.11	\$ 11.70	\$ 8.91	\$ 7.18	\$ 55.90	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 57.18
Apprentice 75%	\$ 32.43	\$ 11.70	\$ 10.28	\$ 8.29	\$ 62.70	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 63.98
Apprentice 85%	\$ 36.75	\$ 11.70	\$ 11.65	\$ 9.39	\$ 69.49	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 70.77

Apprentices H&W contribution increases to \$11.70 two calendar years after their start date, regardless of their pay period or percentage.

APPRENTICE PAY PERIODS

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

RACINE RESIDENTIAL JOURNEYPerson AND TRAINEES EFFECTIVE SEPTEMBER 1, 2023

Classification	Base Wage	H&W	NPF	LPF	Total Wage Package	iTi, SMOHIT, NEMI, SCHOLOR	Local Training Fund	Local Industry Fund	National Industry Fund	Drug Testing	Total Industry Funds	Total Package
Journeyperson	\$ 36.75	\$ 11.70	\$ 13.70	\$ 11.05	\$ 73.20	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 74.48
1st 6 months & 1,000 hours 50%	\$ 18.38	\$ 6.05	\$ 6.85	\$ 5.53	\$ 36.81	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 38.09
2nd 6 months & 1,000 hours 55%	\$ 20.21	\$ 6.05	\$ 7.54	\$ 6.08	\$ 39.88	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 41.16
3rd 6 months & 1,000 hours 65%	\$ 23.89	\$ 6.05	\$ 8.91	\$ 7.18	\$ 46.03	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 47.31
4th 6 months & 1,000 hours 75%	\$ 27.56	\$ 6.05	\$ 10.28	\$ 8.29	\$ 52.18	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 53.46
5th 6 months & 1,000 hours 85%	\$ 31.24	\$ 11.70	\$ 11.65	\$ 9.39	\$ 63.98	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 65.26
6th 6 months & 1,000 hours 95%	\$ 34.91	\$ 11.70	\$ 13.02	\$ 10.50	\$ 70.13	\$ 0.18	\$ 0.76	\$ 0.20	\$ 0.12	\$ 0.02	\$ 1.28	\$ 71.41

*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, 2023

Classification	Base Wage	H&W	NPF	LPF	Total Wage Package	iTi, SMOHIT, NEMI	Local Training Fund	Drug Testing	Total Industry Funds	Total Package
Level 1 65%	\$ 28.11	\$ 11.70	\$ 1.46	\$ 7.18	\$ 48.45	\$ 0.17	\$ 0.13	\$ 0.02	\$ 0.32	\$ 48.77
Level 2 60%	\$ 25.94	\$ 11.70	\$ 1.46	\$ 6.63	\$ 45.73	\$ 0.17	\$ 0.13	\$ 0.02	\$ 0.32	\$ 46.05
Level 3 55%	\$ 23.78	\$ 11.70	\$ 1.46	\$ 6.08	\$ 43.02	\$ 0.17	\$ 0.13	\$ 0.02	\$ 0.32	\$ 43.34
Level 4 50%	\$ 21.62	\$ 6.05	\$ 1.46	\$ 5.53	\$ 34.66	\$ 0.17	\$ 0.13	\$ 0.02	\$ 0.32	\$ 34.98
Probationary 45%	\$ 19.46	\$ 6.05	\$ 1.46	\$ 4.97	\$ 31.94	\$ 0.17	\$ 0.13	\$ 0.02	\$ 0.32	\$ 32.26

LEGEND FOR FUND ACRONYMS RACINE

H&W – Health & Welfare = Local Fund

NPF – National Pension Fund = National Fund

LPF – Local Pension Fund = Local Fund

iTi – International Training Institute = National Fund

SMOHIT – Sheet Metal Occupational Health Institute Trust = National Fund

NEMI – National Energy Management Institute = National Fund

SCHOLOR – Scholarship Fund = National Fund