

SHEBOYGAN BUILDING TRADES EFFECTIVE JUNE 1, 2023

Classification	Base Wage	Vac. Fund	H&W	NPF	LPF	Total Wage Package		ITI	Local Industry Fund				Total Industry Funds	Total Pkg.		
						H&W	NPF		JATTF	Drug Testing	Scholarship Fund	SMOHT			NEMI	
Journeyman	\$ 39.01	\$ 2.25	\$ 11.70	\$ 8.27	\$ 7.94	\$ 69.17	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 70.42
45% Apprentice	\$ 17.55	\$ 1.01	\$ 11.70	\$ 3.72		\$ 33.98	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 35.23
50% Apprentice	\$ 19.51	\$ 1.13	\$ 11.70	\$ 4.14		\$ 36.48	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 37.73
60% Apprentice	\$ 23.41	\$ 1.35	\$ 11.70	\$ 4.96	\$ 0.60	\$ 42.02	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 43.27
75% Apprentice	\$ 29.26	\$ 1.69	\$ 11.70	\$ 6.20	\$ 0.75	\$ 49.60	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 50.85
85% Apprentice	\$ 33.16	\$ 1.91	\$ 11.70	\$ 7.03	\$ 0.85	\$ 54.65	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 55.90
Pre-Apprentice	\$ 15.60		\$ 6.05			\$ 21.65	\$ 0.12						\$ 0.02	\$ 0.03	\$ 0.17	\$ 21.82

Shift Rate - Total hourly taxable rate \$41.26 x 15% = \$6.19. Total hourly rate of \$41.26 + \$6.19 = \$47.45
 Foreman Premium - (3-7 men on jobsite \$2.35) (8 or more men on jobsite \$2.85)

PRE-APPRENTICE - 40% of Journeyman base rate (plus ITI-NEMI and SMOHT) plus Health and Welfare rate of \$6.05 per hour.
 All Pre-apprentices having attained two (2) years of employment shall be entitled to contributions made to The Retirement Plan for Employees Represented by Sheet Metal Workers Local Union 18 of \$1.00 per hour of each hour worked. The starting date will be used to calculate time of employment.

**NOTE: Apprentices in year one (1) and two (2) will have no Local Pension Fund contributions made on their behalf for all hours worked effective 8/22/2011.
 Appropriate percentage for apprentice Local Pension Fund based on \$1.00 per hour.

SHEBOYGAN RESIDENTIAL JOURNEYPerson AND TRAINEES EFFECTIVE JUNE 1, 2023

Classification	Base Wage	Vac. Fund	H&W	NPF	Total Wage Package		ITI	Local Industry Fund				Total Industry Funds	Total Pkg.		
					H&W	NPF		JATTF	Drug Testing	Scholarship Fund	SMOHT			NEMI	
Journeyman	\$ 23.06	\$ 1.80	\$ 11.70	\$ 7.96	\$ 44.52	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 45.77
1st Level Trainee	\$ 12.68	\$ 0.43	\$ 6.05	\$ 0.05	\$ 19.21	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 20.46
2nd Level Trainee	\$ 12.68	\$ 0.76	\$ 6.05	\$ 4.38	\$ 23.87	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 25.12
3rd Level Trainee	\$ 12.68	\$ 1.08	\$ 6.05	\$ 4.38	\$ 24.19	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 25.44
Light Commercial	\$ 27.31	\$ 1.80	\$ 11.70	\$ 7.96	\$ 48.77	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 50.02
1st Level Trainee	\$ 19.12	\$ 0.43	\$ 6.05	\$ 0.05	\$ 25.65	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 26.90
2nd Level Trainee	\$ 19.12	\$ 0.76	\$ 6.05	\$ 4.38	\$ 30.31	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 31.56
3rd Level Trainee	\$ 19.12	\$ 1.08	\$ 6.05	\$ 4.38	\$ 30.63	\$ 0.12	\$ 0.12	\$ 0.78	\$ 0.27	\$ 0.02	\$ 0.01	\$ 0.02	\$ 0.03	\$ 1.25	\$ 31.88

**NOTE: Residential Journeyman hired prior to 6/1/86 shall in addition, receive full Local Pension Contribution in the amount of \$5.70 per hour

*Residential Trainees: The first 90 days of employment there would be no NPF contributions due on the trainee's behalf. The 91st to 364th day of employment the trainee would receive a pension contribution for all hours worked of \$0.05 cents per hour.

After the first year of employment the residential trainee would receive a NPF contribution equal to 55% of the current residential journeypersons contribution rate. That amount would be in place for the remainder of the training period as spelled out in the current Collective Bargaining Agreement between the Association and Union.

Residential trainees working light commercial would have their benefits paid to them at the same rate as shown in the residential wage data sheets that would be agreed to by the association and the union when working on residential work. The trainee would receive the base wage as listed in the wage data sheets when working on light commercial work as defined in the current agreement.

LEGEND FOR FUND ACRONYMS SHEBOYGAN

Vac. Fund – **V**acation **F**und = Local Fund

H&W – **H**ealth & **W**elfare = Local Fund

NPF – **N**ational **P**ension **F**und = National Fund

LPF – **L**ocal **P**ension **F**und = Local Fund

ITI – **I**nternational **T**raining **I**nstitute = National Fund

JATTF – **J**oint **A**pprenticeship **T**raining **T**rust **F**und = Local Fund

SMOHIT – **S**heet **M**etal **O**ccupational **H**ealth **I**nstitute **T**rust = National Fund

NEMI – **N**ational **E**nergy **M**anagement **I**nstitute = National Fund