

**WAGES AND BENEFITS  
EFFECTIVE JUNE 1, 2020**

| Classification                           | Base Rate | Vac. Pay (10%) | Hol. Pay (3%) | Health & Welfare | Pension | Appren. Train. | Trade Improvement | Welding Testing | Impact Fund | Trade Promotion Fund | NLB CTC | CLRA | Gross Hourly Rate 2020 |
|--|-----------|----------------|---------------|------------------|---------|----------------|-------------------|-----------------|-------------|----------------------|---------|------|------------------------|
| Ironworker Structural                    |           |                |               |                  |         |                |                   |                 |             |                      |         |      |                        |
| Journey person                           | 40.37     | 4.04           | 1.21          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 55.74                  |
| Connectors                               | 41.32     | 4.13           | 1.24          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 56.81                  |
| Working Foreman (10%)                    | 44.35     | 4.44           | 1.33          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 60.24                  |
| Foreman (15%)                            | 46.35     | 4.63           | 1.39          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 62.49                  |
| General Foreman (20%)                    | 48.34     | 4.83           | 1.45          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 64.74                  |
| Apprentices                              |           |                |               |                  |         |                |                   |                 |             |                      |         |      |                        |
| 1 <sup>st</sup> 1000 hrs. 70% of JP rate | 28.41     | 2.84           | 0.85          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 42.23                  |
| 2 <sup>nd</sup> 1000 hrs. 80% of JP rate | 32.40     | 3.24           | 0.97          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 46.73                  |
| 3 <sup>rd</sup> 1000 hrs. 90% of JP rate | 36.38     | 3.64           | 1.09          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 51.23                  |
| 4 <sup>th</sup> 1000 hrs. 95% of JP rate | 38.38     | 3.84           | 1.15          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 53.48                  |

| Classification                           | Base Rate | Vac. Pay (10%) | Hol. Pay (3%) | Health & Welfare | Pension | Appren. Train. | Trade Improvement | Welding Testing | Impact Fund | Trade Promotion Fund | NLB CTC | CLRA | Gross Hourly Rate 2020 |
|--|-----------|----------------|---------------|------------------|---------|----------------|-------------------|-----------------|-------------|----------------------|---------|------|------------------------|
| Ironworker Rodman Rebar                  |           |                |               |                  |         |                |                   |                 |             |                      |         |      |                        |
| Journey person                           | 39.16     | 3.92           | 1.17          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 54.37                  |
| Working Foreman (10%)                    | 43.03     | 4.30           | 1.29          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 58.74                  |
| Foreman (15%)                            | 44.96     | 4.50           | 1.35          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 60.92                  |
| General Foreman (20%)                    | 46.89     | 4.69           | 1.41          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 63.11                  |
| Apprentices                              |           |                |               |                  |         |                |                   |                 |             |                      |         |      |                        |
| 1 <sup>st</sup> 1000 hrs. 70% of JP rate | 27.57     | 2.76           | 0.83          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 41.27                  |
| 2 <sup>nd</sup> 1000 hrs. 80% of JP rate | 31.43     | 3.14           | 0.94          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 45.64                  |
| 3 <sup>rd</sup> 1000 hrs. 90% of JP rate | 35.30     | 3.53           | 1.06          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 50.01                  |
| 4 <sup>th</sup> 1000 hrs. 95% of JP rate | 37.23     | 3.72           | 1.12          | 1.50             | 6.00    | 0.12           | 0.30              | 0.30            | 0.30        | 1.00                 | 0.30    | 0.30 | 52.19                  |

