

SHEET METAL WORKERS LOCAL NO. 12

JURISDICTION: Counties of Allegheny, Armstrong, Beaver, Butler, Cambria, Cameron, Clarion, Clearfield, Crawford, Elk, Erie, Fayette, Forest, Greene, Indiana, Jefferson, Lawrence, McKean, Somerset, Venango, Warren, Washington and Westmoreland.

BUSINESS MANAGER: Kenneth Greiner
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WAGE RATE & FRINGE BENEFITS

Eff. Date	Exp. Date	Wage Rate	H & W	Pension	Ind. Adv.	Appr. Trng.	Misc.	Total Pkg.	
7/1/07	9/30/07	\$29.39	7.45	6.31 Annuity 1.75	0.33	JATF: 0.70 ITI: 0.12	NEMI: 0.03 SMOHIT: 0.02 *SASMI: 1.35 L/M: 0.02	\$47.47	
10/1/07	6/30/08	\$29.24	7.55	6.31 Annuity 1.75	0.33	JATF: 0.75 ITI: 0.12	NEMI: 0.03 SMOHIT: 0.02 *SASMI: 1.35 L/M: 0.02	\$47.47	
7/1/08	6/30/09	\$30.20	7.80	6.94 Annuity 1.75	0.33	JATF: 0.75 ITI:0.12	NEMI: 0.03 SMOHIT: 0.02 *SASMI: 1.40 L/M:0.02	\$49.36	
7/1/09	6/30/10	\$1.70+ SASMI to be allocated							\$51.06
INDUSTRIAL JOURNEYMEN: (100%)									
7/1/07	9/30/07	\$32.33	7.45	6.31 Annuity 1.75	0.33	JATF: 0.70 NTF: 0.12	NEMI: 0.03 SMOHIT: 0.02 *SASMI: 1.44 L/M: 0.02	\$50.50	
10/1/07	6/30/08	\$32.18	7.55	6.31 Annuity 1.75	0.33	JATF: 0.75 NTF: 0.12	NEMI: 0.03 SMOHIT: 0.02 *SASMI: 1.44 L/M: 0.02	\$50.50	
7/1/08	6/30/09	\$33.32	7.80	6.94 Annuity 1.75	0.33	JATF: 0.75 ITI: 0.12	NEMI:0.03 SMOHIT: 0.02 *SASMI:1.50 L/M:0.02	\$52.58	
7/1/09	6/30/10	\$1.87+SASMI to be allocated							\$54.45

Fringes based on hours paid.

*SASMI is based on 3% of the gross wages of the basic wage, National Pension, Welfare and Annuity.

FOREMAN'S RATE:	3-7 men:	\$1.35/hour
	8-11 men:	\$1.65/hour
	12-17 men:	\$1.90/hour
	18-23 men:	\$2.40/hour
		With 1 Sub at \$1.25/hour
	24 Men & Over:	\$2.90/hour
		With 2 Subs at \$1.25/hour
	Shop Foreman:	\$2.00/hour
	Sub Foreman:	\$1.25/hour

OVERTIME RATE 1 ½ for all hours worked in excess of 8 consecutive hours, but not to exceed 12 hours, Monday thru Friday. Double time for all hours worked in excess of 12 hours, Monday thru Saturday. 1½ shall be paid for the first 12 hours worked on Saturday. Sundays and Holidays will be paid double time for all hours worked.

SHIFT DIFFERENTIAL: For detailed information concerning shifts, contact the local union.

TRAVEL: On Projects bid on or after 7/1/07:

Miles:	0 - 42	Free
	42 - 57	Area 1 - \$15.00/workday
	57 - 72	Area 2 - \$25.00/workday
	72 - 87	Area 3 - \$35.00/workday
	Over 87 miles	Area 4 - \$45.00/workday
	Mileage:	\$0.485/mile

If the employee chooses to stay overnight in Areas 3 or 4, even if the employer provides conveyance, the employer will reimburse expenses to cover room and board. Expenses shall be reimbursed weekly and at the amount equal to receipts provided by the employee to the employer.

APPRENTICESHIP RATES: Effective 10/1/07 - Percentage of Journeyman Rate.

1 st Year	2 nd Year	3 rd Year	4 th Year
<u>45%</u>	<u>50%</u>	<u>55%</u>	<u>70%</u>

(\$0.21 additional assessment is added to 3rd & 4th Yr. Apprentices)
 Vacation savings of 12% is deduced from gross wages.

LIMITED APPRENTICE RATES (No vacation withholding)

Effective 7/1/08:

	<u>1st 6 months</u>	<u>2nd 6 months</u>	<u>2nd Year</u>	<u>3rd Year</u>
	\$11.00	\$11.00	\$12.00	\$13.00
Welfare	\$4.21	\$4.21	\$4.21	\$4.21
Pension: -----		\$1.46	\$1.46	\$1.46

EMPLOYEE PAID DEDUCTIONS

VACATION: 12%

WORK ASSESSMENT: **Journeyman:** 2% of total negotiated wage and fringe package = \$0.98+ \$0.67 (\$1.65) X all hours paid.
Industrial Journeyman: Work Assessment One: 2% of total wage and fringe package for all hours paid.
 Work Assessment Two is \$0.67/hour for all hours paid.

Work Assessment Two applies to both Commercial and Industrial Journeymen.