

# Zone 2 Central IN Carpenter Commercial Wage And Benefits June 1, 2026 To May 31, 2027

CBA: CCIC

Central Midwest Regional Council of Carpenters

Covering the following Counties:

Fountain, Parke, Vermillion, Vigo, Clay, Boone, Montgomery, Putnam, Owen, Morgan and Monroe



\*\*AWS Certified Welders with current papers will receive a \$2.00 premium when welding.

\*\*Annuity fund contributions will be made on hours paid, instead of hours worked.

## WAGE AND BENEFITS

	Rate	Health and Welfare	Pension	Annuity	IUCSAT	CAPCI	Apprenticeship	Intl Training Fund	CIP	CTLM	*CIPC	Benefits Total	Wage & Benefits Total	
<b>Journeyman</b>	\$ 40.13	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 66.26	
<b>Foreman</b>	\$ 43.13	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 69.26	
<b>Foreman 12 or more</b>	\$ 44.13	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 70.26	
<b>General Foreman</b>	\$ 45.13	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 71.26	
<b>APPRENTICE</b>														
<b>Probation</b>	60%	\$ 24.08	\$ 10.13	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 11.55	\$ 35.63
<b>1st Year</b>	60%	\$ 24.08	\$ 10.13	\$ 5.96	\$ 1.47	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.98	\$ 43.06
<b>2nd Year</b>	70%	\$ 28.09	\$ 10.13	\$ 5.96	\$ 1.74	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.25	\$ 47.34
<b>3rd Year</b>	80%	\$ 32.10	\$ 10.13	\$ 5.96	\$ 2.00	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.51	\$ 51.61
<b>4th Year</b>	90%	\$ 36.12	\$ 10.13	\$ 5.96	\$ 2.27	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.78	\$ 55.90

\*CIPC is EMPLOYER OPTIONAL

## Payroll Deduction

	Payroll Deductions				
	Dues Assessment	Market Recovery	**COPE	Working Assessment	
<b>Journeyman</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>Foreman</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>Foreman 12 or more</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>General Foreman</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>APPRENTICE</b>					
<b>Probation</b>	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>1st Year</b>	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>2nd Year</b>	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>3rd Year</b>	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>4th Year</b>	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11

\*COPE is EMPLOYEE OPTIONAL

# Central Indiana Residential Wage Rates 6/1/2026 - 5/31/2027

CBA: RCIC



Indiana/Kentucky/Ohio Regional Council of Carpenters

Covering the following Counties:

Bartholomew, Blackford, Boone, Brown, Clay, Decatur, Delaware, Fayette, Fountain, Franklin, Hamilton, Hancock, Hendricks, Henry, Jay, Johnson, Madison, Marion, Monroe, Montgomery Morgan, Owen, Parke, Putnam, Randolph, Rush, Shelby, Union, Vermillion, Vigo and Wayne Counties.

	Rate	Health and Welfare	Pension	Annuity	IUCSAT	CAPCI	Apprenticeship	Intl Training Fund	CIP	CTLM	Benefits Total	Wage & Benefits Total
<b>Journeyman</b>	\$ 30.79	\$ 10.13	\$ 6.91			\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 18.32	\$ 49.11
<b>APPRENTICE</b>												
<b>Probation</b>	60%	\$ 18.47	\$ 10.13	\$ -	\$ -	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 11.41	\$ 29.88
<b>1st Year</b>	60%	\$ 18.47	\$ 10.13	\$ 3.46	\$ -	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 14.87	\$ 33.34
<b>2nd Year</b>	70%	\$ 21.55	\$ 10.13	\$ 3.46	\$ -	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 14.87	\$ 36.42
<b>3rd Year</b>	80%	\$ 24.63	\$ 10.13	\$ 3.46	\$ -	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 14.87	\$ 39.50
<b>4th Year</b>	90%	\$ 27.71	\$ 10.13	\$ 3.46	\$ -	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 14.87	\$ 42.58

Dues Assessment	Payroll Deductions Market		Working Assessment
	Recovery	COPE	
3.50%	\$ 0.35	\$ 0.03	\$ 0.11
3.50%	\$ 0.35	\$ 0.03	\$ 0.11
3.50%	\$ 0.35	\$ 0.03	\$ 0.11
3.50%	\$ 0.35	\$ 0.03	\$ 0.11
3.50%	\$ 0.35	\$ 0.03	\$ 0.11

# Zone 1 Central IN Carpenter Commercial Wage And Benefits June 1, 2026 To May 31, 2027

CBA CODE: CCIC

Central Midwest Regional Council of Carpenters

Covering the following Counties:

Marion, Hamilton, Hendricks, Hancock and the following townships

in Johnson County: White River, Pleasant, Clark and Camp Atterbury North of Hospital Road



\*\*AWS Certified Welders with current papers will receive a \$2.00 premium when welding.

\*\*Annuity fund contributions will be made on hours paid, instead of hours worked.

## Wage and Benefits

	Rate	Health and Welfare	Pension	Annuity	IUCSAT	CAPCI	Apprenticeship	Intl Training Fund	CIP	CTLM	*CIPC	Benefits Total	Wage & Benefits Total	
Journeyman	\$ 41.64	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 67.77	
Foreman	\$ 44.64	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 70.77	
Foreman 12 or more	\$ 45.64	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 71.77	
General Foreman	\$ 46.64	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 72.77	
<b>APPRENTICE</b>														
Probation	60%	\$ 24.98	\$ 10.13	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 11.55	\$ 36.53
1st Year	60%	\$ 24.98	\$ 10.13	\$ 5.96	\$ 1.47	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.98	\$ 43.96
2nd Year	70%	\$ 29.15	\$ 10.13	\$ 5.96	\$ 1.74	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.25	\$ 48.40
3rd Year	80%	\$ 33.31	\$ 10.13	\$ 5.96	\$ 2.00	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.51	\$ 52.82
4th Year	90%	\$ 37.48	\$ 10.13	\$ 5.96	\$ 2.27	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.78	\$ 57.26

\*CIPC is EMPLOYER OPTIONAL

## Payroll Deduction

	Payroll Deductions				
	Dues Assessment	Market Recovery	**COPE	Working Assessment	
Journeyman	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
Foreman	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
Foreman 12 or more	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
General Foreman	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>APPRENTICE</b>					
Probation	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
1st Year	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
2nd Year	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
3rd Year	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
4th Year	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11

\*\*COPE is EMPLOYEE OPTIONAL

# Zone 1B Central IN Carpenter Commercial Wage And Benefits June 1, 2026 To May 31, 2027

CBA: CNW1B

Central Midwest Regional Council of Carpenters

Covering the following Counties:

Benton, Carroll, Clinton, Tippecanoe, Warren, White



\*\*AWS Certified Welders with current papers will receive a \$2.00 premium when welding.

\*\*Annuity fund contributions will be made on hours paid, instead of hours worked.

## Wage and Benefits

	Rate	Health and Welfare	Pension	Annuity	IUCSAT	CAPCI	Apprenticeship	Intl Training Fund	CIP	CTLM	Benefits Total	Wage & Benefits Total	
<b>Journeyman</b>	\$ 38.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 66.76	
<b>Foreman</b>	\$ 41.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 69.76	
<b>Foreman 12 or more</b>	\$ 42.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 70.76	
<b>General Foreman</b>	\$ 43.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 71.76	
<b>APPRENTICE</b>													
<b>Probation</b>	60%	\$ 23.35	\$ 10.32	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 11.68	\$ 35.03
<b>1st Year</b>	60%	\$ 23.35	\$ 10.32	\$ 5.50	\$ 2.85	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 20.03	\$ 43.38
<b>2nd Year</b>	70%	\$ 27.24	\$ 10.32	\$ 5.50	\$ 3.37	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 20.55	\$ 47.79
<b>3rd Year</b>	80%	\$ 31.13	\$ 10.32	\$ 5.50	\$ 3.89	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 21.07	\$ 52.20
<b>4th Year</b>	90%	\$ 35.02	\$ 10.32	\$ 5.50	\$ 4.40	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 21.58	\$ 56.60

## Payroll Deduction

	Payroll Deductions				
	Dues Assessment	Market Recovery	**COPE	Working Assessment	
<b>Journeyman</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>Foreman</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>Foreman 12 or more</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>General Foreman</b>	3.50%	\$ 0.35	\$ 0.03	\$ 0.11	
<b>APPRENTICE</b>					
<b>Probation</b>	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>1st Year</b>	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>2nd Year</b>	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>3rd Year</b>	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>4th Year</b>	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11

\*\*COPE is EMPLOYEE OPTIONAL

# Zone 3 Central IN Carpenter Commercial Wage And Benefits June 1, 2026 To May 31, 2027

CBA: CCIC

Central Midwest Regional Council of Carpenters

Covering the following Counties:

Brown, Bartholomew (Camp Atterbury South of Hospital Road), Shelby, Rush, Franklin, Decatur and the following townships in Johnson County: Union, Hensly, Franklin, Nineveh, Needham and Blue River



\*\*AWS Certified Welders with current papers will receive a \$2.00 premium when welding.

\*\*Annuity fund contributions will be made on hours paid, instead of hours worked.

## WAGE AND BENEFITS

	Rate	Health and Welfare	Pension	Annuity	IUCSAT	CAPCI	Apprenticeship	Intl Training Fund	CIP	CTLM	*CIPC	Benefits Total	Wage & Benefits Total	
Journeyman	\$ 38.65	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 64.78	
Foreman	\$ 41.65	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 67.78	
Foreman 12 or more	\$ 42.65	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 68.78	
General Foreman	\$ 43.65	\$ 10.13	\$ 11.91	\$ 2.67	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 26.13	\$ 69.78	
<b>APPRENTICE</b>														
Probation	60%	\$ 23.19	\$ 10.13	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 11.55	\$ 34.74
1st Year	60%	\$ 23.19	\$ 10.13	\$ 5.96	\$ 1.47	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.98	\$ 42.17
2nd Year	70%	\$ 27.06	\$ 10.13	\$ 5.96	\$ 1.74	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.25	\$ 46.31
3rd Year	80%	\$ 30.92	\$ 10.13	\$ 5.96	\$ 2.00	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.51	\$ 50.43
4th Year	90%	\$ 34.79	\$ 10.13	\$ 5.96	\$ 2.27	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.78	\$ 54.57

\*CIPC is EMPLOYER OPTIONAL

## PAYROLL DEDUCTIONS

		Payroll Deductions			
		Dues Assessment	Market Recovery	Working Assessment	
Journeyman		3.50%	\$ 0.35	\$ 0.03	\$ 0.11
Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.11
Foreman 12 or more		3.50%	\$ 0.35	\$ 0.03	\$ 0.11
General Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.11
<b>APPRENTICE</b>					
Probation	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
1st Year	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
2nd Year	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
3rd Year	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11
4th Year	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.11

\*\*COPE is EMPLOYEE OPTIONAL

**INDIANA HEAVY HIGHWAY WAGES & FRINGES EFFECTIVE APRIL 1, 2026 to March 31, 2027**

Zone 1A Counties: Lake, Porter, LaPorte, Newton, Jasper, Starke.  
See Addendum in contract

Zone 1B Counties: Benton, White Pulaski, Warren, Tippecanoe, Carroll & Clinton.  
CBA Code: HNW1B

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$36.87</b>	<b>\$10.47</b>	<b>\$11.01</b>	<b>\$3.29</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$63.00</b>

Zone 2A Counties: St. Joseph  
CBA Code: HNE2A

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$36.37</b>	<b>\$10.11</b>	<b>\$12.74</b>	<b>\$2.86</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$63.44</b>

Zone 2B Counties: Adams, Cass, Elkhart, Fulton, Grant, Howard, Huntington, Kosciusko, Marshall, Miami, Tipton, Wabash, Wells Counties.  
CBA Code: HNE2B

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$35.73</b>	<b>\$10.20</b>	<b>\$12.29</b>	<b>\$2.91</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$62.49</b>

Zone 2C Counties: LaGrange, Steuben, Noble, Dekalb, Whitley & Allen.  
CBA Code: HNE2C

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$35.41</b>	<b>\$10.22</b>	<b>\$12.28</b>	<b>\$3.07</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$62.34</b>

Zone 3A Counties: Marion, Hamilton, Hendricks, Hancock, & the following townships in Johnson; White River, Pleasant, Clark and Camp Atterbury north of Hospital Rd.  
CBA Code: HCI3

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$37.64</b>	<b>\$10.12</b>	<b>\$12.50</b>	<b>\$2.53</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$64.15</b>

Zone 3B Counties: Vermillion, Vigo, Fountain, Parke, Clay, Montgomery, Putnam, Owen, Boone, Morgan & Monroe  
CBA Code: HCI3

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$36.53</b>	<b>\$10.12</b>	<b>\$12.50</b>	<b>\$2.53</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$63.04</b>

Zone 3C Counties: Brown, Bartholomew, (Camp Atterbury south of Hospital Road), Shelby, Rush, Franklin, Decatur, and the following Townships in Johnson County; Union, Hensley, Franklin, Nineveh, Needham, and Blue River  
CBA Code: HCI3

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$36.09</b>	<b>\$10.12</b>	<b>\$12.50</b>	<b>\$2.53</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$62.60</b>

Zone 3D Counties: Blackford, Delaware, Fayette, Henry, Jay, Madison, Randolph, Union & Wayne  
CBA Code: HCI3

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<b>\$36.39</b>	<b>\$10.12</b>	<b>\$12.50</b>	<b>\$2.53</b>	<b>\$0.99</b>	<b>\$0.15</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.02</b>	<b>\$0.03</b>	<b>\$62.90</b>

Zone 4A Counties: Sullivan, Greene, Knox, Daviess, Martin, Lawrence, Orange and Gibson  
CBA Code: HSI4A

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
\$32.78	\$10.32	\$13.96	\$4.36	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.78

Zone 4B Counties: Posey, Vanderburgh, Pike, Warrick, Spencer, Dubois, Crawford, and Perry  
CBA Code: HSI4B

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
\$32.43	\$10.31	\$14.24	\$4.04	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.38

Zone 4C Counties: Ripley, Dearborn, Jackson, Jennings, Ohio and Switzerland  
CBA Code: HSI4C

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
\$32.93	\$10.31	\$13.54	\$4.24	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.38

Zone 4D Counties: Harrison, Washington, Scott, Clark, Floyd, and Jefferson  
CBA Code: HSI4D

<u>WAGE</u>	<u>H&amp;W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBC TF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
\$32.36	\$10.35	\$14.14	\$4.17	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.38

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FOREMAN + \$2.00 FOR ALL FOUR ZONES  
**AWS certified welder +\$2.00**

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**DUES CHECK OFF DEDUCTIONS**

The dues check off deduction for all zones is **3.5%** of Gross Wages **plus \$0.11 per hr. worked.**  
COMMITTEE ON POLITICAL EDUCATION (COPE) (\$.03) PER HOUR (employee optional)  
**ALL ZONES MARKET RECOVERY FUND (MRF) \$0.35 PER HOUR WORKED**

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**APPRENTICE WAGE AND BENEFIT CONTRIBUTIONS**

**ALL ZONES**

180 day probationary period:	60% of the Journeyman rate, \$0 Annuity, \$0 Pension
1 <sup>st</sup> Year: (1 <sup>st</sup> 6 months)	60% of Journeyman rate, 60% of Annuity, 50% of Pension
1 <sup>st</sup> Year: (2 <sup>nd</sup> 6 months)	65% of Journeyman rate, 65% of Annuity, 50% of Pension
2 <sup>nd</sup> Year: (3 <sup>rd</sup> 6 months)	70% of Journeyman rate, 70% of Annuity, 50% of Pension
2 <sup>nd</sup> Year: (4 <sup>th</sup> 6 months)	75% of Journeyman rate, 75% of Annuity, 50% of Pension
3 <sup>rd</sup> Year: (5 <sup>th</sup> 6 months)	80% of Journeyman rate, 80% of Annuity, 50% of Pension
3 <sup>rd</sup> Year: (6 <sup>th</sup> 6 months)	85% of Journeyman rate, 85% of Annuity, 50% of Pension
4 <sup>th</sup> Year: (7 <sup>th</sup> 6 months)	90% of Journeyman rate, 90% of Annuity, 50% of Pension
4 <sup>th</sup> Year: (8 <sup>th</sup> 6 months)	95% of Journeyman rate, 95% of Annuity, 50% of Pension

**All other contributions remain the same as Journeyman.**

**NOTE: Annuity fund contributions will be made on hours paid, instead of hours worked.**

**Effective April 1, 2024, Vacation funds will NO LONGER be deducted by the Employer.**