

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	
Journeyman	\$ 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	
Foreman	\$ 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	
Foreman 12 or more	\$ 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	
General Foreman	\$ 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	
APPRENTICE														
Probation	60%	\$ 24.08	\$ 10.13	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 0.06	\$ 11.55	\$ 35.63
1st Year	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
2nd Year	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
3rd Year	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
4th Year	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	
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	
APPRENTICE					
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 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	
APPRENTICE														
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	
APPRENTICE					
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	
Journeyman	\$ 38.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 66.76	
Foreman	\$ 41.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 69.76	
Foreman 12 or more	\$ 42.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 70.76	
General Foreman	\$ 43.91	\$ 10.32	\$ 10.99	\$ 5.18	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 27.85	\$ 71.76	
APPRENTICE													
Probation	60%	\$ 23.35	\$ 10.32	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.15	\$ 0.04	\$ 0.03	\$ 11.68	\$ 35.03
1st Year	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
2nd Year	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
3rd Year	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
4th Year	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	
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	
APPRENTICE					
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 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	
APPRENTICE														
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
APPRENTICE					
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&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>
\$36.87	\$10.47	\$11.01	\$3.29	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$63.00

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

<u>WAGE</u>	<u>H&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>
\$36.37	\$10.11	\$12.74	\$2.86	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$63.44

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&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>
\$35.73	\$10.20	\$12.29	\$2.91	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.49

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

<u>WAGE</u>	<u>H&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>
\$35.41	\$10.22	\$12.28	\$3.07	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.34

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&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>
\$37.64	\$10.12	\$12.50	\$2.53	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$64.15

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

<u>WAGE</u>	<u>H&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>
\$36.53	\$10.12	\$12.50	\$2.53	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$63.04

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&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>
\$36.09	\$10.12	\$12.50	\$2.53	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.60

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

<u>WAGE</u>	<u>H&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>
\$36.39	\$10.12	\$12.50	\$2.53	\$0.99	\$0.15	\$0.13	\$0.04	\$0.02	\$0.03	\$62.90

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

<u>WAGE</u>	<u>H&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&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&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&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

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

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

APPRENTICE WAGE AND BENEFIT CONTRIBUTIONS

ALL ZONES

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