

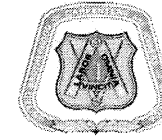
Zone 2 Central IN Carpenter Commercial Wage And Benefits June 1, 2025 To May 31, 2026

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

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*CIPC is EMPLOYER OPTIONAL

Payroll Deduction

			Payroll Deductions			
	Dues Assessment		Market Recovery	**COPE		Working Assessment
Journeyman	3.50%	\$	0.35	\$	0.03	\$ 0.10
Foreman	3.50%	\$	0.35	\$	0.03	\$ 0.10
Foreman 12 or more	3.50%	\$	0.35	\$	0.03	\$ 0.10
General Foreman	3.50%	\$	0.35	\$	0.03	\$ 0.10
APPRENTICE						
Probation	60%	3.50%	\$	0.35	\$	0.03 \$ 0.10
1st Year	60%	3.50%	\$	0.35	\$	0.03 \$ 0.10
2nd Year	70%	3.50%	\$	0.35	\$	0.03 \$ 0.10
3rd Year	80%	3.50%	\$	0.35	\$	0.03 \$ 0.10
4th Year	90%	3.50%	\$	0.35	\$	0.03 \$ 0.10

*COPE is EMPLOYEE OPTIONAL

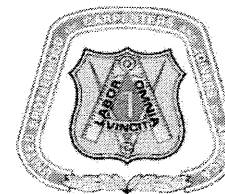
Central Indiana Residential Wage Rates 6/1/2025 - 5/31/2026

CBA: RCIC

Central Midwest 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
Journeyman		\$ 29.85	\$ 9.77	\$ 6.91			\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 17.95	\$ 47.80
APPRENTICE													
Probation	60%	\$ 17.91	\$ 9.77	\$ -	\$ -	\$ -	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 11.04	\$ 28.95
1st Year	60%	\$ 17.91	\$ 9.77	\$ 3.46	\$ -	\$ -	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 14.50	\$ 32.41
2nd Year	70%	\$ 20.90	\$ 9.77	\$ 3.46	\$ -	\$ -	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 14.50	\$ 35.40
3rd Year	80%	\$ 23.88	\$ 9.77	\$ 3.46	\$ -	\$ -	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 14.50	\$ 38.38
4th Year	90%	\$ 26.87	\$ 9.77	\$ 3.46	\$ -	\$ -	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 14.50	\$ 41.37

Dues		Payroll Deductions		Working	
Assessment		Market	Recovery	COPE	Assessment
3.50%	\$ -	\$ 0.25	\$ 0.03	\$ 0.10	
3.50%	\$ -	\$ 0.25	\$ 0.03	\$ 0.10	
3.50%	\$ -	\$ 0.25	\$ 0.03	\$ 0.10	
3.50%	\$ -	\$ 0.25	\$ 0.03	\$ 0.10	
3.50%	\$ -	\$ 0.25	\$ 0.03	\$ 0.10	

Zone 1 Central IN Carpenter Commercial Wage And Benefits June 1, 2025 To May 31, 2026

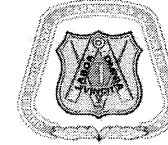
CBA CODE: CCIC

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	\$ 39.34	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 64.52
Foreman	\$ 42.34	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 67.52
Foreman 12 or more	\$ 43.34	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 68.52
General Foreman	\$ 44.34	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 69.52
APPRENTICE													
Probation	60%	\$ 23.60	\$ 9.79	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 11.20	\$ 34.80
1st Year	60%	\$ 23.60	\$ 9.79	\$ 5.79	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.32	\$ 41.92
2nd Year	70%	\$ 27.54	\$ 9.79	\$ 5.79	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.56	\$ 46.10
3rd Year	80%	\$ 31.47	\$ 9.79	\$ 5.79	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.80	\$ 50.27
4th Year	90%	\$ 35.41	\$ 9.79	\$ 5.79	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.04	\$ 54.45

*CIPC is EMPLOYER OPTIONAL

Payroll Deduction

		Dues Assessment	Payroll Deductions Market Recovery	**COPE	Working Assessment
Journeyman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
Foreman 12 or more		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
General Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
APPRENTICE					
Probation	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
1st Year	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
2nd Year	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
3rd Year	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
4th Year	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10

**COPE is EMPLOYEE OPTIONAL

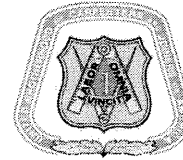
Zone 1B Central IN Carpenter Commercial Wage And Benefits June 1, 2025 To May 31, 2026

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		\$ 36.95	\$ 10.07	\$ 10.39	\$ 4.75	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 26.56	\$ 63.51
Foreman		\$ 39.95	\$ 10.07	\$ 10.39	\$ 4.75	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 26.56	\$ 66.51
Foreman 12 or more		\$ 40.95	\$ 10.07	\$ 10.39	\$ 4.75	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 26.56	\$ 67.51
General Foreman		\$ 41.95	\$ 10.07	\$ 10.39	\$ 4.75	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 26.56	\$ 68.51
APPRENTICE													
Probation	60%	\$ 22.17	\$ 10.07	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 11.42	\$ 33.59
1st Year	60%	\$ 22.17	\$ 10.07	\$ 5.20	\$ 2.61	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 19.23	\$ 41.40
2nd Year	70%	\$ 25.87	\$ 10.07	\$ 5.20	\$ 3.09	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 19.71	\$ 45.58
3rd Year	80%	\$ 29.56	\$ 10.07	\$ 5.20	\$ 3.56	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 20.18	\$ 49.74
4th Year	90%	\$ 33.26	\$ 10.07	\$ 5.20	\$ 4.04	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 20.66	\$ 53.92

Payroll Deduction

		Payroll Deductions			
		Dues Assessment	Market Recovery	**COPE	Working Assessment
Journeyman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
Foreman 12 or more		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
General Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
APPRENTICE					
Probation	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
1st Year	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
2nd Year	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
3rd Year	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
4th Year	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10

**COPE is EMPLOYEE OPTIONAL

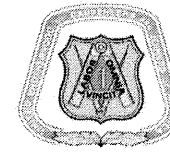
Zone 3 Central IN Carpenter Commercial Wage And Benefits June 1, 2025 To May 31, 2026

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	Benetits Total	Wage & Benetits Total
Journeyman	\$	36.35	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 61.53
Foreman	\$	39.35	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 64.53
Foreman 12 or more	\$	40.35	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 65.53
General Foreman	\$	41.35	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 66.53
APPRENTICE														
Probation	60%	\$ 21.81	\$ 9.79	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 11.20	\$ 33.01
1st Year	60%	\$ 21.81	\$ 9.79	\$ 5.79	\$ 1.33	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.32	\$ 40.13
2nd Year	70%	\$ 25.45	\$ 9.79	\$ 5.79	\$ 1.57	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.56	\$ 44.01
3rd Year	80%	\$ 29.08	\$ 9.79	\$ 5.79	\$ 1.81	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.80	\$ 47.88
4th Year	90%	\$ 32.72	\$ 9.79	\$ 5.79	\$ 2.05	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.04	\$ 51.76

*CIPC is EMPLOYER OPTIONAL

PAYROLL DEDUCTIONS

		Dues Assessment	Payroll Deductions Market Recovery	**COPE	Working Assessment
Journeyman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
Foreman 12 or more		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
General Foreman		3.50%	\$ 0.35	\$ 0.03	\$ 0.10
APPRENTICE					
Probation	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
1st Year	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
2nd Year	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
3rd Year	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
4th Year	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10

**COPE is EMPLOYEE OPTIONAL

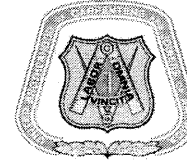
Zone 4 Central IN Carpenter Commercial Wage And Benefits June 1, 2025 To May 31, 2026

CBA: CCIC

Central Midwest Regional Council of Carpenters

Covering the following Counties:

Blackford, Delaware, Fayette, Henry, Jay Madison, Randolph, Union and Wayne



**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		\$ 37.54	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 62.72
Foreman		\$ 40.54	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 65.72
Foreman 12 or more		\$ 41.54	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 66.72
General Foreman		\$ 42.54	\$ 9.79	\$ 11.57	\$ 2.41	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 25.18	\$ 67.72
APPRENTICE														
Probation	60%	\$ 22.52	\$ 9.79	\$ -	\$ -	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 11.20	\$ 33.72
1st Year	60%	\$ 22.52	\$ 9.79	\$ 5.79	\$ 1.33	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.32	\$ 40.84
2nd Year	70%	\$ 26.28	\$ 9.79	\$ 5.79	\$ 1.57	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.56	\$ 44.84
3rd Year	80%	\$ 30.03	\$ 9.79	\$ 5.79	\$ 1.81	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 18.80	\$ 48.83
4th Year	90%	\$ 33.79	\$ 9.79	\$ 5.79	\$ 2.05	\$ 0.08	\$ 0.07	\$ 0.99	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.06	\$ 19.04	\$ 52.83

*CIPC is EMPLOYER OPTIONAL

PAYROLL DEDUCTION

Payroll Deductions					
	Dues Assessment	Market Recovery	**COPE	Working Assessment	
Journeyman	3.50%	\$ 0.35	\$ 0.03	\$ 0.10	
Foreman	3.50%	\$ 0.35	\$ 0.03	\$ 0.10	
Foreman 12 or more	3.50%	\$ 0.35	\$ 0.03	\$ 0.10	
General Foreman	3.50%	\$ 0.35	\$ 0.03	\$ 0.10	
APPRENTICE					
Probation	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
1st Year	60%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
2nd Year	70%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
3rd Year	80%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10
4th Year	90%	3.50%	\$ 0.35	\$ 0.03	\$ 0.10

**COPE is EMPLOYEE OPTIONAL

Central Indiana Millwright Wage And Benefits June 1, 2025 To May 31, 2026

CBA MCIC

Central Midwest Regional Council of Carpenters

Covering the following Counties: Bartholomew, Blackford, Boone,

Brown, Clay, Dearborn, Decatur, Delaware, Fayette, Fountain,

Franklin, Hamilton, Hancock, Hendricks, Henry, Jackson, Jay, Jefferson,

Jennings, Johnson, Madison, Marion, Monroe, Montgomery, Morgan, Ohio,

Owen, Parke, Putnam, Randolph, Ripley, Rush, Scott, Shelby, Switzerland, Union, Vermillion, Vigo, Wayne



																	Payroll Deductions			
	Rate	Pension	Health and Welfare	Annuity Fund	Apprenticeship and Training	Industry Fund	Carpenters International Training Fund	Construction Industry Partnership	Carpenters Training and Promotion	UBC Millwright Promotional Fund	Drug Testing	Benefits Total	Wage & Benefits Total	Dues Assessment	Market Recovery	*COPE	Working Assessment			
Journeyman	\$ 39.10	\$ 10.48	\$ 9.87	\$ 5.16	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 27.02	\$ 66.12	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
Foreman 4+	\$ 43.01	\$ 10.48	\$ 9.87	\$ 5.16	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 27.02	\$ 70.03	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
General Foreman	\$ 44.97	\$ 10.48	\$ 9.87	\$ 5.16	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 27.02	\$ 71.99	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
Pre Apprentice	60%	\$ 23.46	\$ -	\$ 9.87	\$ -	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 11.38	\$ 34.84	3.50%	\$ 0.35	\$ 0.03	\$ 0.10		
APPRENTICE																				
Probationary	65%	\$ 25.42	\$ -	\$ 9.87	\$ -	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 11.38	\$ 36.80	3.50%	\$ 0.35	\$ 0.03	\$ 0.10		
1st Year	65%	\$ 25.42	\$ 5.24	\$ 9.87	\$ 3.35	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 19.97	\$ 45.39	3.50%	\$ 0.35	\$ 0.03	\$ 0.10		
2nd Year	75%	\$ 29.33	\$ 5.24	\$ 9.87	\$ 3.87	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 20.49	\$ 49.82	3.50%	\$ 0.35	\$ 0.03	\$ 0.10		
3rd Year	85%	\$ 33.24	\$ 5.24	\$ 9.87	\$ 4.39	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 21.01	\$ 54.25	3.50%	\$ 0.35	\$ 0.03	\$ 0.10		
4th Year	95%	\$ 37.15	\$ 5.24	\$ 9.87	\$ 4.90	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 21.52	\$ 58.67	3.50%	\$ 0.35	\$ 0.03	\$ 0.10		
CERTIFIED WELDER																				
Journeyman	\$ 41.10	\$ 10.48	\$ 9.87	\$ 5.16	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 27.02	\$ 68.12	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
Foreman 4+	\$ 45.01	\$ 10.48	\$ 9.87	\$ 5.16	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 27.02	\$ 72.03	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
Apprentice Probationary	\$ 27.42	\$ -	\$ 9.87	\$ -	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 11.38	\$ 38.80	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
1st Year	\$ 27.42	\$ 5.24	\$ 9.87	\$ 3.35	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 19.97	\$ 47.39	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
2nd Year	\$ 31.33	\$ 5.24	\$ 9.87	\$ 3.87	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 20.49	\$ 51.82	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
3rd Year	\$ 35.24	\$ 5.24	\$ 9.87	\$ 4.39	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 21.01	\$ 56.25	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
4th Year	\$ 39.13	\$ 5.24	\$ 9.87	\$ 4.90	\$ 0.99	\$ 0.18	\$ 0.14	\$ 0.04	\$ 0.03	\$ 0.05	\$ 0.08	\$ 21.52	\$ 60.67	3.50%	\$ 0.35	\$ 0.03	\$ 0.10			
* Earnings paid on hours worked with the exception of the following:																				

* Fringes paid on hours worked with the exception of the annuity fund

* All annuity fund contributions will be paid on hours paid, instead of hours worked.

* COPE employee optional

* 2nd and 3rd shift will receive 1 (one) extra hour of wages and fringes

INDIANA HEAVY HIGHWAY WAGES & FRINGES EFFECTIVE APRIL 1, 2025 to March 31, 2026

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$35.14</u>	<u>\$10.36</u>	<u>\$10.66</u>	<u>\$3.09</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$60.60</u>

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$34.70</u>	<u>\$9.82</u>	<u>\$12.53</u>	<u>\$2.64</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$61.04</u>

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$34.06</u>	<u>\$9.91</u>	<u>\$12.08</u>	<u>\$2.69</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$60.09</u>

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$33.74</u>	<u>\$9.93</u>	<u>\$12.07</u>	<u>\$2.85</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$59.94</u>

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: HCl3

<u>WAGE</u>	<u>H&W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$35.80</u>	<u>\$9.85</u>	<u>\$12.34</u>	<u>\$2.41</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$61.75</u>

Zone 3B

Counties: Vermillion, Vigo, Fountain, Parke, Clay, Montgomery, Putnam, Owen, Boone, Morgan & Monroe

CBA Code: HCl3

<u>WAGE</u>	<u>H&W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$34.69</u>	<u>\$9.85</u>	<u>\$12.34</u>	<u>\$2.41</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$60.64</u>

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: HCl3

<u>WAGE</u>	<u>H&W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$34.25</u>	<u>\$9.85</u>	<u>\$12.34</u>	<u>\$2.41</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$60.20</u>

Zone 3D

Counties: Blackford, Delaware, Fayette, Henry, Jay, Madison, Randolph, Union & Wayne

CBA Code: HCl3

<u>WAGE</u>	<u>H&W</u>	<u>PEN.</u>	<u>ANNUITY</u>	<u>APPR.</u>	<u>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$34.55</u>	<u>\$9.85</u>	<u>\$12.34</u>	<u>\$2.41</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$60.50</u>

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$30.94</u>	<u>\$10.20</u>	<u>\$13.73</u>	<u>\$4.16</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$60.38</u>

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$30.59</u>	<u>\$10.19</u>	<u>\$14.01</u>	<u>\$3.84</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$59.98</u>

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$31.09</u>	<u>\$10.19</u>	<u>\$13.31</u>	<u>\$4.04</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$59.98</u>

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>UBCTF</u>	<u>ICIAF</u>	<u>SAT</u>	<u>CIP</u>	<u>CTLM</u>	<u>TOTAL</u>
<u>\$30.52</u>	<u>\$10.23</u>	<u>\$13.91</u>	<u>\$3.97</u>	<u>\$0.99</u>	<u>\$0.14</u>	<u>\$0.13</u>	<u>\$0.04</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$59.98</u>

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 \$.10 per hr. worked.**
COMMITTEE ON POLITICAL EDUCATION (COPE) (\$.03) PER HOUR (employee optional)
ALL ZONES MARKET RECOVERY FUND (MRF) \$0.35 PER HOUR WORKED

ALL ZONES APPRENTICE WAGE AND BENEFIT CONTRIBUTIONS

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.