## Apprenticeship Wages

**June 1, 2020 – May 31, 2021**  
**Effective June 1, 2020**

Apprentice Wages are determined as a percentage (%) of the Base Rate before Vacation. Then the $1.00 is added for Apprentice Vacation.

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
<th>Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>45%</td>
<td>$17.23 + $1.00 = $18.23</td>
</tr>
<tr>
<td>2nd Year</td>
<td>55%</td>
<td>$21.05 + $1.00 = $22.05</td>
</tr>
<tr>
<td>3rd Year</td>
<td>65%</td>
<td>$24.88 + $1.00 = $25.88</td>
</tr>
<tr>
<td>4th Year</td>
<td>75%</td>
<td>$28.71 + $1.00 = $29.71</td>
</tr>
<tr>
<td>5th Year</td>
<td>80%</td>
<td>$30.62 + $1.00 = $31.62</td>
</tr>
<tr>
<td>1st 6 Months</td>
<td></td>
<td>$1.53</td>
</tr>
<tr>
<td>2nd 6 Months</td>
<td></td>
<td>$1.98</td>
</tr>
</tbody>
</table>

### Fringe Benefits Package

- **Dues Check – Off**: (Dues check off $1.08/Targ. $.25/Bldg. $.15/Anniversary $.03/Sports $.02) $1.53
- **Organizing Fund**: $.45
- **Taxable**: $1.98
- **Insurance Fund**: $10.18
- **Defined Benefit Pension**: $10.58
- **Defined Contribution Pension**: $.25
- **Individual Health Reimbursement**: $1.23
- **S.U.B. Fund**: $.30
- **Industry Fund**: $.78
- **International Training Fund**: $.10
- **Training Fund**: $1.07
- **Scholarship Fund**: $.03
- **Labor-Management Fund**: $.06
- **Work Safe Fund**: $.04
- **Quality Fund**: $.10

**Total Package**: $26.70

All Fringe Benefit Payments are due at the Bank by the 19th of each month.