

**Commercial Metal Trades**  
**June 1, 2025 thru May 31, 2026**

Base Rate	\$12.50 minimum
Dues check-off	1.55
(includes dues check-off \$1.10/Job targeting \$ .30, Building Fund \$ .15)	
Organizing Fund	.45
<b>Total Taxable</b>	<b>\$14.50</b>
Insurance Fund	10.73
Individual Health Reimbursement	1.25
Defined Contribution Pension (401k)	2.58*
Industry Fund Contribution	.78
SUB Fund	.30
Scholarship Fund	.03
Labor-Management Fund	.06
Work Safe Fund	.02
Quality Fund	.10
<b>Total Package</b>	<b>\$30.35</b>

**\*Defined Benefit Pension contribution ONLY FOR employees who have worked in this classification for one year or more.**

**Base Rate includes \$1.00 Vacation Contribution which is only for Metal Trades working in commercial/industrial areas.(not for residential). DO NOT DEDUCT!**

**Fringe Benefits are paid only on actual hours worked with the exception of the \*Defined Contribution Pension which will be paid at the applicable overtime rates.**

**The Elected 401(k) is deducted and deposited at the straight time rate.**

**PARKING PREMIUM – the employer may choose to pay \$2.75 per hour worked to employees that provide their own transportation.**

**\*\*This rate is not to be used on Davis Bacon or Prevailing wage work\*\***