

**Commercial Metal Trades**  
**June 1, 2023 thru May 31, 2024**

Base Rate	\$12.50 minimum
Dues check-off	1.53
<small>(includes dues check-off \$1.10/Job targeting \$ .25, Building Fund \$ .15/Anniversary fund \$.03)</small>	
Organizing Fund	.45
<b>Total Taxable</b>	<b>\$14.48</b>
Insurance Fund	10.43
Individual Health Reimbursement	1.25
Defined Benefit Pension	1.95*
Industry Fund Contribution	.78
SUB Fund	.30
Scholarship Fund	.03
Labor-Management Fund	.06
Work Safe Fund	.02
Quality Fund	.05
<b>Total Package</b>	<b>\$29.35</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).**

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

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

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