

Duluth, Iron Range, and Wisconsin Areas
ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOCHICHING, AND ITASCA COUNTIES
AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES

EFFECTIVE MAY 1, 2016 - APRIL 30, 2017

Applies to Residential HVAC Employees Hired on and After May 1, 2007

Duluth, Iron Range, and Wisconsin Areas			TAXABLE BASE*	Health Fund	NATL PENSION	SUPP. PENSION	LOCAL 10 PENSION	LOCAL T.F.	SMOHI NEMI & ITI	LOCAL I.F. & DRUG TESTING	TOTAL PACKAGE
Residential HVAC Journeymen			Family Plan A								
HVAC Journeyman			20.35	9.27	1.84	2.19	0.00	0.38	0.17	0.23	34.43
Residential HVAC Journeymen			Single Plan A								
HVAC Journeyman			21.87	7.77	1.84	2.19	0.00	0.36	0.17	0.23	34.43
Residential HVAC Journeymen			Family Plan B								
HVAC Journeyman			22.50	7.14	1.84	2.19	0.00	0.36	0.17	0.23	34.43
Residential HVAC Journeymen			Single Plan B								
HVAC Journeyman			26.55	3.09	1.84	2.19	0.00	0.36	0.17	0.23	34.43
Residential HVAC Apprentices			Family Plan A								
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.								
1	0000-1000	55	9.62	9.27	1.01	0.00	0.00	0.38	0.17	0.23	20.68
2	1001-2000	65	11.08	9.27	1.20	1.42	0.00	0.38	0.17	0.23	23.75
3	2001-3000	75	13.73	9.27	1.38	1.64	0.00	0.38	0.17	0.23	26.80
4	3001-4000	85	16.39	9.27	1.56	1.86	0.00	0.38	0.17	0.23	29.86
Residential HVAC Apprentices			Single Plan A								
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.								
1	0000-1000	55	11.12	7.77	1.01	0.00	0.00	0.38	0.17	0.23	20.68
2	1001-2000	65	12.58	7.77	1.20	1.42	0.00	0.38	0.17	0.23	23.75
3	2001-3000	75	15.23	7.77	1.38	1.64	0.00	0.38	0.17	0.23	26.80
4	3001-4000	85	17.89	7.77	1.56	1.86	0.00	0.38	0.17	0.23	29.86
Residential HVAC Apprentices			Family Plan B								
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.								
1	0000-1000	55	11.75	7.14	1.01	0.00	0.00	0.38	0.17	0.23	20.68
2	1001-2000	65	13.21	7.14	1.20	1.42	0.00	0.38	0.17	0.23	23.75
3	2001-3000	75	15.86	7.14	1.38	1.64	0.00	0.38	0.17	0.23	26.80
4	3001-4000	85	18.52	7.14	1.56	1.86	0.00	0.38	0.17	0.23	29.86
Residential HVAC Apprentices			Single Plan B								
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.								
1	0000-1000	55	15.80	3.09	1.01	0.00	0.00	0.38	0.17	0.23	20.68
2	1001-2000	65	17.26	3.09	1.20	1.42	0.00	0.38	0.17	0.23	23.75
3	2001-3000	75	19.91	3.09	1.38	1.64	0.00	0.38	0.17	0.23	26.80
4	3001-4000	85	22.57	3.09	1.56	1.86	0.00	0.38	0.17	0.23	29.86

April 27, 2016

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Res. HVAC Journeyman									
Working on Light Commercial Service Work									
Family Plan A									
Journeyman	33.25	9.27	1.84	2.19	0.23	0.38	0.17	0.23	47.56
Res. HVAC Journeyman									
Working on Light Commercial Service Work									
Single Plan A									
Journeyman	34.75	7.77	1.84	2.19	0.23	0.38	0.17	0.23	47.56
Res. HVAC Journeyman									
Working on Light Commercial Service Work									
Family Plan B									
Journeyman	35.38	7.14	1.84	2.19	0.23	0.38	0.17	0.23	47.56
Res. HVAC Journeyman									
Working on Light Commercial Service Work									
Single Plan B									
Journeyman	39.43	3.09	1.84	2.19	0.23	0.38	0.17	0.23	47.56
Res. Light Commercial Service Work									
Family Plan A									
HVAC Apprentices	%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.							
0000-1000	55	16.71	9.27	1.01	0.00	0.00	0.38	0.17	0.23 27.77
1001-2000	65	19.45	9.27	1.20	1.42	0.00	0.38	0.17	0.23 32.12
2001-3000	75	23.39	9.27	1.38	1.64	0.00	0.38	0.17	0.23 36.46
3001-4000	85	27.34	9.27	1.56	1.86	0.00	0.38	0.17	0.23 40.81
Res. Light Commercial Service Work									
Single Plan A									
HVAC Apprentices	%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.							
0000-1000	55	18.21	7.77	1.01	0.00	0.00	0.38	0.17	0.23 27.77
1001-2000	65	20.95	7.77	1.20	1.42	0.00	0.38	0.17	0.23 32.12
2001-3000	75	24.89	7.77	1.38	1.64	0.00	0.38	0.17	0.23 36.46
3001-4000	85	28.84	7.77	1.56	1.86	0.00	0.38	0.17	0.23 40.81
Res. Light Commercial Service Work									
Family Plan B									
HVAC Apprentices	%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.							
0000-1000	55	18.84	7.14	1.01	0.00	0.00	0.38	0.17	0.23 27.77
1001-2000	65	21.58	7.14	1.20	1.42	0.00	0.38	0.17	0.23 32.12
2001-3000	75	25.52	7.14	1.38	1.64	0.00	0.38	0.17	0.23 36.46
3001-4000	85	29.47	7.14	1.56	1.86	0.00	0.38	0.17	0.23 40.81
Res. Light Commercial Service Work									
Single Plan B									
HVAC Apprentices	%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.							
0000-1000	55	22.89	3.09	1.01	0.00	0.00	0.38	0.17	0.23 27.77
1001-2000	65	25.63	3.09	1.20	1.42	0.00	0.38	0.17	0.23 32.12
2001-3000	75	29.57	3.09	1.38	1.64	0.00	0.38	0.17	0.23 36.46
3001-4000	85	33.52	3.09	1.56	1.86	0.00	0.38	0.17	0.23 40.81

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	TAXABLE BASE*							NEMI & ITI	& DRUG TESTING	
Residential HVAC Applicant										
0-500	50	13.28	0.00	0.00	0.00	0.00	0.38	0.00	0.23	13.89
501+	50	13.28	3.09	0.00	0.00	0.00	0.38	0.00	0.23	16.98

* The Taxable Base Pay Rate includes \$1.05 per hour Vacation and Organizing deduction (\$.35 for Organizing and \$.70 for Vacation) for both Residential Journeymen and Residential Apprentices.

The IRS mileage rate on May 1, 2016 is \$.54 per mile

Contract expires April 30, 2017

April 27, 2016