

RATES AS OF 09/01/2008

Initiation – \$75 to be paid 30 days after each advancement. If initiation is not paid, your raise will be held and will not be paid retroactive. Regular monthly dues **must** also be current.

ADVACEMENT	BALANCE
1 ST PERIOD	\$750
2 ND PERIOD	\$675
3 RD PERIOD	\$600
4 TH PERIOD	\$525
5 TH PERIOD	\$450
6 TH PERIOD	\$375
7 TH PERIOD	\$300
8 TH PERIOD	\$225
9 TH PERIOD	\$150
10 TH PERIOD	\$75
BTJ	\$0

Union Dues – Each apprentice/journeyman is required to pay \$26 monthly to the union office. This is called Base Dues. The majority of this money is forwarded to the international (U.A.), and the rest is distributed to the other organizations we are affiliated with, such as the State Pipe Trades, and the different Building Trades organizations.

This money does not go toward the running of the local union.

This “base dues” is due and payable the 1st of each month. Should you fall more than 3 months in arrears, the U.A. will charge you a reinstatement fee of \$50. Should you fall more than 6 months behind, the U.A. will expel you from the union, and you will be removed from the job.

This union will do everything it can to warn you before either of these things happen, but remember two things. First, your dues are **your** obligation. Second, we have almost 900 members and an office staff of two. To avoid aggravation on both of us, please remember your obligation.

APPRENTICE RATES AS OF 09/01/08

PER	%	WAGES	H&W	PENSION	S.I.S.	ITF	AT	IP	PIPE	TOTAL PACKAGE	VACATION DEDUCTION
1	41%	\$15.66	7.11	0	0	\$.10	\$.50	\$.15	.15	\$23.67	\$1.00
2	46%	\$18.55	7.11	0	0	\$.10	\$.50	\$.15	.15	\$26.56	\$1.10
3	51%	\$21.43	7.11	0	0	\$.10	\$.50	\$.15	.15	\$29.44	\$2.00
4	55%	\$23.74	7.11	0	0	\$.10	\$.50	\$.15	.15	\$31.75	\$2.00
5	60%	\$21.94	7.60	\$3.20	\$1.00	\$.10	\$.50	\$.15	.15	\$34.64	\$3.00
6	65%	\$24.82	7.60	\$3.20	\$1.00	\$.10	\$.50	\$.15	.15	\$37.52	\$3.00
7	70%	\$27.46	7.60	\$3.20	\$1.25	\$.10	\$.50	\$.15	.15	\$40.41	\$3.00
8	75%	\$30.35	7.60	\$3.20	\$1.25	\$.10	\$.50	\$.15	.15	\$43.30	\$3.00
9	80%	\$31.98	7.60	\$3.20	\$2.50	\$.10	\$.50	\$.15	.15	\$46.18	\$3.00
10	85%	\$34.87	7.60	\$3.20	\$2.50	\$.10	\$.50	\$.15	.15	\$49.07	\$3.00

Dues Check-Off – The dues check-off is the portion of the dues that we use to pay for the running of the local office. 2½% of your total package wages will be deducted from your vacation pay. See the following Schedule.

CLASS	VAC. DED.	HRLY DUES	CNTNGNCY	PIC/PAC	VACATION
APPR 1	1.00	-.59	0	0	.41
APPR 2	1.10	-.66	0	0	.44
APPR 3	2.00	-.74	0	-.05	1.21
APPR 4	2.00	-.79	0	-.05	1.16
APPR 5	3.00	-.87	-.15	-.05	1.93
APPR 6	3.00	-.94	-.15	-.05	1.86
APPR 7	3.00	-1.01	-.15	-.05	1.79
APPR 8	3.00	-1.08	-.15	-.05	1.72
APPR 9	3.00	-1.15	-.15	-.05	1.65
APPR 10	3.00	-1.23	-.15	-.05	1.57

Vacation Account – A vacation account will be set up in your name and social security number at the Orange County Building Trades Federal Credit Union. The money that you accumulate (after dues check-off) will be available with a phone call.

Metal Trades Health & Welfare – This is the medical plan we use for our 1–4 period apprentices. This plan covers you and all your legal dependants.

The plan goes into effect after 600 hours of employment have been reported to the fund office. Once insurance has been established, your coverage will continue two months past your last month of employment.

Example: For some reason your employment stops in March, your coverage will continue through May.

For a complete schedule of coverage, see pages 13-15 of the Metal Trades booklet. Note that the coverage includes vision, dental, and disability when hurt off the job.

Building Trades Health & Welfare – This is the medical plan we use for apprentices periods 3-10 and journeymen. This plan covers you and all your legal dependants.

The plan goes into effect after 600 hours of employment have been reported to the fund office. Once insurance has been established, your coverage will continue four months past your last month of employment.

Example: For some reason your employment stops in March, your coverage will continue through July.

For a complete schedule of coverage, see pages 19-22 of the Building Trades booklet. Note that the coverage includes vision, dental, and disability when hurt off the job.