

Effective ***January 1, 2012***, the wage and fringe benefit breakdown:

JOURNEYMAN RATES

Wages-	<b>\$40.56</b>	<b>(\$.42 Decrease)</b>
Pension-	<b>\$5.35</b>	<b>(\$.15 Increase)</b>
Health & Welfare-	<b>\$8.67</b>	<b>(\$.32 Increase)</b>
S.I.S.-	\$8.25	
Apprenticeship Training-	\$1.25	
Industry Promotion-	<b>\$ .30</b>	<b>(\$.05 Decrease)</b>
International Training Fund	\$ .10	
P.I.P.E. (So Cal Pipe Trades Admin Corp)	<u>\$ .20</u>	
Total Package-	\$64.68	
Foreman's Rate-	\$4.75	
General Foreman-	\$7.00	
Journeyman's Vacation-	\$5.45 (from wages)	
Foreman & General Foreman's Vacation	\$5.50 (from wages)	

SHIFT PAY @ 15%	<b>\$46.64 (WAGES)</b>	MILEAGE REIMB. RATE:
1 ½ TIMES HOURLY RATE	<b>\$60.84 (WAGES)</b>	(Per Current Federal Rate)
DOUBLE TIME HOURLY RATE	<b>\$81.12 (WAGES)</b>	

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RESIDENTIAL RATES

RESIDENTIAL TRADESMAN	%	WAGES	H&W *below	S.I.S.	P.I.P.E. (SCPTAC)	TOTAL PACKAGE	VACATION DEDUCTION
R-1	36%	<b>\$14.60</b>	\$3.50	\$ .60	\$ .20	<b>\$18.90</b>	\$1.00
R-2	43%	<b>\$17.44</b>	\$3.50	\$1.15	\$ .20	<b>\$22.29</b>	\$1.25
R-3	55%	<b>\$22.31</b>	\$3.50	\$2.00	\$ .20	<b>\$28.01</b>	<b>\$1.45</b>
R-4	62%	<b>\$25.15</b>	\$3.50	\$2.85	\$ .20	<b>\$31.70</b>	<b>\$1.65</b>
R-5	70%	<b>\$28.39</b>	<b>\$7.82</b>	\$3.05	\$ .20	<b>\$39.46</b>	<b>\$2.65</b>

RESIDENTIAL FOREMAN'S RATE- \$2.00

***PLEASE NOTE THAT ALL BOLD ARE CHANGES***

Check-off Dues & Vacation as of January 1, 2012

**JOURNEYMAN**

CLASS	VACATION DEDUCTION	HRLY DUES	CNTNGNCY	BLDG FUND	4¢ PIC 10¢PAC	VACATION
BTJ	5.45	1.62	.15	.10	.14	3.44
BTJ Foreman & General Foreman	5.50	1.74	.15	.10	.14	3.37
BTJ CONT	5.45	1.62	.15	.10	.14	3.44
WELDER	5.45	1.62	.15	.10	.14	3.44
TC	5.45	1.62	.15	.10	.14	3.44

**RESIDENTIAL**

CLASS	VACATION DEDUCTION	HRLY DUES	CNTNGNCY	BLDG FUND	4¢ PIC 10¢PAC	VACATION
R1	1.00	<b>.47</b>	0	0	.04	<b>.49</b>
R2	1.25	.56	0	0	.04	.65
R3	<b>1.45</b>	<b>.70</b>	0	0	.04	<b>.71</b>
R4	<b>1.65</b>	<b>.79</b>	0	0	.04	<b>.82</b>
R5	<b>2.65</b>	.99	0	0	.04	1.62

***PLEASE NOTE THAT ALL BOLD ITEMS ARE CHANGES***

Fraternally,



Michael P. Huerta