



# CONSTRUCTION ADVANCEMENT PROGRAM



P.O. Box 488 • Vienna, Ohio 44473  
330-539-6050 • 1-800-686-4697 • Fax: 330-539-0130  
www.TheBuildersOnline.com

## LABORERS LOCAL #964 APPRENTICE WAGE SCALES

Effective JANUARY 1, 2019 for all work performed in Lawrence and Mercer Counties until MAY 31, 2019.

<u>APPRENTICESHIP HOURS:</u>	Step 1 1 to 1000	Step 2 1001 to 2000	Step 3 2001 to 3000	Step 4 3001 to 4000
<u>WAGES:</u>	\$15.00	\$16.00	\$18.00	\$20.00
<u>FRINGE BENEFITS:</u>				
Health & Welfare	\$7.77	\$7.77	\$7.77	\$7.77
Pension	\$2.78	\$2.78	\$2.78	\$2.78
C.A.P.	\$0.06	\$0.06	\$0.06	\$0.06
W. PA Laborers Training and Ed. Fund	\$0.15	\$0.15	\$0.15	\$0.15
LIUNA National Funds	\$0.03	\$0.03	\$0.03	\$0.03
<u>TOTAL FRINGES:</u>	\$10.79	\$10.79	\$10.79	\$10.79
<u>TOTAL PACKAGE:</u>	\$25.79	\$26.79	\$28.79	\$30.79
<u>DEDUCTIONS:</u>				
Union Dues	\$0.00	6% of GW	6% of GW	6% of GW

All Fringe Benefits shall be paid on an HOURS WORKED basis.

- A. Classification differentials shall not apply to Apprentices.
- B. At no time shall the Apprentice rate exceed the Journeypersons rate on any project.
- C. Overtime and Shift Differentials for Apprentices shall be paid in accordance with the agreement under wh Apprentice is working.
- D. Apprentices are not permitted to work outside of the jurisdiction of the 33 counties of Western Pennsylvania
- E. Journey Worker to Apprentice ratio is 4:1 on prevailing wage rate work.



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TO: All Employers of Laborers Local 964 in Lawrence and Mercer Counties, PA  
SUBJECT: **NEW WAGE - FRINGE SCHEDULE**

**EFFECTIVE JANUARY 1, 2019 THROUGH MAY 31, 2019**  
**WAGE CLASSIFICATIONS and RATES**

<u>CLASSIFICATIONS:</u>	<u>WAGE RATES:</u>
Common Laborer:	\$21.70
Skilled Laborer:	\$21.85
Asbestos Removal Laborer:	\$21.98
Toxic/Hazardous Waste Removal Laborer:	\$22.45

### FRINGE BENEFITS

Laborers District Council of Western PA Welfare Fund:	\$9.72	/hr worked
Laborers District Council of Western PA Pension Fund:	\$7.00	/hr worked
Western PA Laborers Training and Education Fund:	\$0.28	/hr worked
LIUNA National Funds:	\$0.07	/hr worked
C.A.P. of Eastern OH and Western PA:	\$0.18	/hr worked
Total Fringes:	\$17.25	/hr worked
<b>COMMON LABORER TOTAL PACKAGE:</b>	<b>\$38.95</b>	

### DEDUCTIONS

\*Laborers District Council of Western PA Dues Deduction  
(includes Building & Defense Fund) 6.00% of G.W.

\*Deduct from Employee's Wages



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## MARKET SHARE CAPITALIZATION ADENDUM

EFFECTIVE JANUARY 1, 2019 THROUGH MAY 31, 2019

### WAGE CLASSIFICATIONS and RATES

<u>CLASSIFICATIONS:</u>	<u>COMMON/SKILLED WAGE RATES:</u>	<u>APPRENTICE WAGE RATES:</u>
Common Laborer	\$16.28	
Skilled Laborer	\$16.39	
1st Year Apprentice		\$13.02
2nd Year Apprentice		\$13.84
3rd Year Apprentice		\$14.65
4th Year Apprentice		\$15.47
	<u>COMMON/SKILLED FRINGE BENEFITS</u>	<u>APPRENTICE FRINGE BENEFITS</u>
Laborers D.C. of W. PA Welfare Fund:	\$8.26 / hr worked	\$7.77 / hr worked
Laborers D.C. of W. PA Pension Fund:	\$3.68 / hr worked	\$2.78 / hr worked
Laborers D.C. of W. PA Train. & Ed. Fund:	\$0.28 / hr worked	\$0.15 / hr worked
LUINA National Funds	\$0.07 / hr worked	\$0.03 / hr worked
C.A.P. of Eastern OH and Western PA:	\$0.18 / hr worked	\$0.06 / hr worked
Total Fringes:	\$12.47 / hr worked	\$10.79 / hr worked

### DEDUCTIONS

\*Laborers District Council of Western PA Dues Deduction 6.00% of G.W.  
(includes Building & Defense Fund)  
*\*Deduct from Employee's Wages*

***This Addendum is applicable to projects, which shall include Light Commercial, Residential, etc., that meet the following criteria:***

- A. Project not subject to prevailing wages.***
- B. Project not covered by National Maintenance Agreement, Project Stabilization Agreement OR Union-Only Agreement.***
- C. Project in which the contractor's total labor cost does not exceed \$2,000,000, exclusive of engineering/soft costs, equipment costs, mechanical, electrical and plumbing costs.***