



CONSTRUCTION ADVANCEMENT PROGRAM



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

TO: All Employers of Marble Tile and Terrazzo Workers and Finishers
 Local #8 in Mahoning, Trumbull and Columbiana Counties

SUBJECT: NEW WAGE - FRINGE SCHEDULE - **COMMERCIAL - ZONE 1**

The following schedule will be in effect June 1, 2019 - May 31, 2020

MARBLE, TILE & TERRAZZO WORKERS LOCAL #8 - ZONE 1

Journeyman: \$28.45

FRINGE BENEFIT RATES:

Health & Welfare: \$6.35 /hr paid
 Pension: \$7.23 /hr paid
 Security Plan: \$1.25 /hr paid
 International Union Pension: \$0.50 /hr paid
 I.P.F.P.P.A.: \$0.30 /hr paid
 Apprenticeship: \$0.20 /hr paid
 I.M.I.: \$0.45 /hr paid
 C.A.P.: \$0.18 /hr worked
 Total: \$16.46

DEDUCTIONS:

Union Dues: \$1.57 /hr paid*
 (\$0.45 I.U., \$1.12 D.C.)
 Promotional Fund: \$0.10 /hr paid
 Total Deductions: \$1.67 /hr paid
 Union Working Dues are \$.95 per hour
 paid (\$0.45 I.U., \$.50 D.C.) for all
 Apprentices

JOURNEYMAN TOTAL PACKAGE: \$44.91

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #8 - ZONE 1

Journeyman: \$25.61

FRINGE BENEFIT RATES:

Health & Welfare: \$6.35 /hr paid
 Pension: \$7.23 /hr paid
 Security Plan: \$1.25 /hr paid
 International Union Pension: \$0.50 /hr paid
 I.P.F.P.P.A.: \$0.30 /hr paid
 Apprenticeship: \$0.20 /hr paid
 I.M.I.: \$0.42 /hr paid
 C.A.P.: \$0.18 /hr worked
 Total: \$16.43

DEDUCTIONS:

Union Dues: \$1.47 /hr paid*
 (\$0.42 I.U., \$1.05 D.C.)
 Promotional Fund: \$0.10 /hr paid
 Total Deductions: \$1.57 /hr paid
 *Union Working Dues are \$0.92 per hour
 paid (\$.42 I.U., \$.50 D.C.) for all
 Apprentices

JOURNEYMAN TOTAL PACKAGE: \$42.04



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COMMERCIAL APPRENTICE RATES - WORKERS

<u>1st Year Apprentice:</u>		<u>Worker</u>
1st 6 months:	60% of Journeyman Rate	\$17.07
2nd 6 months:	70% of Journeyman Rate	\$19.92
<u>2nd Year Apprentice:</u>		
1st 6 months:	75% of Journeyman Rate	\$21.34
2nd 6 months:	80% of Journeyman Rate	\$22.76
<u>3rd Year Apprentice:</u>		
1st 6 months:	85% of Journeyman Rate	\$24.18
2nd 6 months:	90% of Journeyman Rate	\$25.61
<u>4th Year Apprentice:</u>		
1st 6 months:	95% of Journeyman Rate	\$27.03
2nd 6 months:	95% of Journeyman Rate	\$27.03

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.35 per mile will be paid when traveling between 26 and 100 miles from the company shop.

In place of the mileage rate, a stipend of \$48 per day will be paid when traveling between 101 and 225 miles from the company shop.

In place of the mileage rate, a stipend of \$56 per day will be paid when traveling over 225 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.



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TO: All Employers of **Marble Tile and Terrazzo Workers and Finishers**
Local #8 in *Stark, Carroll, Tuscarawas, Jefferson, Harrison, Belmont & Monroe Counties*

SUBJECT: **NEW WAGE - FRINGE SCHEDULE - COMMERCIAL - ZONE 2**

The following schedule will be in effect **June 1, 2019 - May 31, 2020**

MARBLE, TILE & TERRAZZO WORKERS LOCAL #8 - ZONE 2

Journeyman: \$25.27

FRINGE BENEFIT RATES:

Health & Welfare:	\$7.55	/hr paid
Pension:	\$4.65	/hr paid
International Union Pension:	\$0.75	/hr paid
I.P.F.P.P.A.:	\$0.45	/hr paid
Apprenticeship:	\$0.20	/hr paid
I.M.I.:	\$0.39	/hr paid
C.A.P.:	\$0.18	/hr worked
Total:	\$14.17	

DEDUCTIONS:

Union Dues:	\$1.38	/hr paid*
(\$0.39 I.U., \$0.99 D.C.)		
Home Fund	\$0.10	/hr paid
Vacation/Savings	\$1.00	/hr paid
Total Deductions:	\$2.48	/hr paid

*Union Working Dues are \$0.89 per hour paid (\$0.39 I.U., \$0.50 D.C.) for all Apprentices

JOURNEYMAN TOTAL PACKAGE: \$39.44

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #8 - ZONE 2

Journeyman: \$22.68

FRINGE BENEFIT RATES:

Health & Welfare:	\$7.55	/hr paid
Pension:	\$4.65	/hr paid
International Union Pension:	\$0.75	/hr paid
I.P.F.P.P.A.:	\$0.45	/hr paid
Apprenticeship:	\$0.20	/hr paid
I.M.I.:	\$0.37	/hr paid
C.A.P.:	\$0.18	/hr worked
Total:	\$14.15	

DEDUCTIONS:

Union Dues:	\$1.29	/hr paid*
(\$0.37 I.U., 0.92 D.C.)		
Home Fund	\$0.10	/hr paid
Vacation/Savings	\$1.00	/hr paid
Total Deductions:	\$2.39	/hr paid

*Union Working Dues are \$0.87 per hour paid (\$0.37 I.U., \$0.50 D.C.) for all Apprentices

JOURNEYMAN TOTAL PACKAGE: \$36.83



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COMMERCIAL APPRENTICE RATES - WORKERS

<u>1st Year Apprentice:</u>		<u>Worker</u>
1st 6 months:	60% of Journeyman Rate	\$15.16
2nd 6 months:	70% of Journeyman Rate	\$17.69
<u>2nd Year Apprentice:</u>		
1st 6 months:	75% of Journeyman Rate	\$18.95
2nd 6 months:	80% of Journeyman Rate	\$20.22
<u>3rd Year Apprentice:</u>		
1st 6 months:	85% of Journeyman Rate	\$21.48
2nd 6 months:	90% of Journeyman Rate	\$22.74
<u>4th Year Apprentice:</u>		
1st 6 months:	95% of Journeyman Rate	\$24.01
2nd 6 months:	95% of Journeyman Rate	\$24.01

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.35 per mile will be paid when traveling between 26 and 100 miles from the company shop.

In place of the mileage rate, a stipend of \$48 per day will be paid when traveling between 101 and 225 miles from the company shop.

In place of the mileage rate, a stipend of \$56 per day will be paid when traveling over 225 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.



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TO: All Employers of **Marble Tile and Terrazzo Workers and and Finishers Local #8** in Mahoning, Trumbull, Columbiana, Stark, Carroll, Tuscarawas, Jefferson, Harrison, Belmont and Monroe Counties

SUBJECT: NEW WAGE - FRINGE SCHEDULE - RESIDENTIAL (T&C)

The following schedule will be in effect June 1, 2019 - May 31, 2020

MARBLE, TILE & TERRAZZO WORKERS LOCAL #8

Journeyman: \$21.75

FRINGE BENEFIT RATES:

Health & Welfare:	\$6.35	/hr paid
Pension:	\$2.85	/hr paid
I.M.I.:	\$0.31	/hr paid
C.A.P.:	\$0.18	/hr worked
Total:	\$9.69	

DEDUCTIONS:

Union Dues:	\$1.10	/hr paid
Promotional Fund:	\$0.10	/hr paid

JOURNEYMAN TOTAL PACKAGE: \$31.44

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #8

Journeyman: \$19.76

FRINGE BENEFIT RATES:

Health & Welfare:	\$6.35	/hr paid
Pension:	\$2.85	/hr paid
I.M.I.:	\$0.29	/hr paid
C.A.P.:	\$0.18	/hr worked
Total:	\$9.67	

DEDUCTIONS:

Union Dues:	\$1.03	/hr paid
Promotional Fund:	\$0.10	/hr paid

JOURNEYMAN TOTAL PACKAGE: \$29.43



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RESIDENTIAL (T&C) APPRENTICE RATES - WORKERS

<u>1st Year Apprentice:</u>		<u>Worker</u>
1st 6 months:	60% of Journeyman Rate	\$13.05
2nd 6 months:	70% of Journeyman Rate	\$15.23
<u>2nd Year Apprentice:</u>		
1st 6 months:	75% of Journeyman Rate	\$16.31
2nd 6 months:	80% of Journeyman Rate	\$17.40
<u>3rd Year Apprentice:</u>		
1st 6 months:	85% of Journeyman Rate	\$18.49
2nd 6 months:	90% of Journeyman Rate	\$19.58
<u>4th Year Apprentice:</u>		
1st 6 months:	95% of Journeyman Rate	\$20.66
2nd 6 months:	95% of Journeyman Rate	\$20.66

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, and Local Pension shall be paid.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.35 per mile will be paid when traveling between 26 and 100 miles from the company shop.

In place of the mileage rate, a stipend of \$48 per day will be paid when traveling between 101 and 225 miles from the company shop.

In place of the mileage rate, a stipend of \$56 per day will be paid when traveling over 225 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.



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MARBLE, TILE & TERRAZZO LOCAL #8 *FINISHER* APPRENTICE WAGE SCALES

Effective June 1, 2019, the following wages and fringes will be in effect for work in Zone 1 -in Mahoning, Trumbull and Columbiana County until May 31, 2020.

	30 Days	First Year		Second Year		Third Year	
		2-6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths
APPRENTICESHIP HOURS:		0 to 750	751 to 1500	1501 to 2250	2251 to 3000	3000 to 3750	3751 to 4500
	60%	60%	70%	75%	80%	85%	90%
WAGES:	\$15.37	\$15.37	\$17.93	\$19.21	\$20.49	\$21.77	\$23.05
FRINGE BENEFITS:							
Health & Welfare	\$0.00	\$6.35	\$6.35	\$6.35	\$6.35	\$6.35	\$6.35
Pension	\$0.00	\$0.00	\$7.23	\$7.23	\$7.23	\$7.23	\$7.23
Security Plan	\$0.00	\$0.00	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
International Union Pension	\$0.00	\$0.00	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.P.F.P.P.A.	\$0.00	\$0.00	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
International Masonry Inst.	\$0.00	\$0.00	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42
Apprenticeship	\$0.00	\$0.00	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
C.A.P.	\$0.00	\$0.00	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
TOTAL FRINGES:	\$0.00	\$6.35	\$16.43	\$16.43	\$16.43	\$16.43	\$16.43
TOTAL PACKAGE:	\$15.37	\$21.72	\$34.36	\$35.64	\$36.92	\$38.20	\$39.48
DEDUCTIONS:							
I.U. Dues	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42
O.A.D.C. Dues	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Promotional Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.



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MARBLE, TILE & TERRAZZO LOCAL #8 WORKER APPRENTICE WAGE SCALES

Effective June 1, 2019, the following wages and fringes will be in effect for work in Zone 1 - Mahoning, Trumbull Counties and Columbiana County until May 31, 2020.

	First Year		Second Year		Third Year		Fourth Year		
	30 Days	2-6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths
<u>APPRENTICESHIP HOURS:</u>		0 to 750	751 to 1500	1501 to 2250	2251 to 3000	3000 to 3750	3751 to 4500	4501 to 5250	5251 to 6000
	60%	60%	70%	75%	80%	85%	90%	95%	95%
<u>WAGES:</u>	\$17.07	\$17.07	\$19.92	\$21.34	\$22.76	\$24.18	\$25.61	\$27.03	\$27.03
<u>FRINGE BENEFITS:</u>									
Health & Welfare	\$0.00	\$6.35	\$6.35	\$6.35	\$6.35	\$6.35	\$6.35	\$6.35	\$6.35
Pension	\$0.00	\$0.00	\$7.23	\$7.23	\$7.23	\$7.23	\$7.23	\$7.23	\$7.23
Security Plan	\$0.00	\$0.00	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
International Union Pension	\$0.00	\$0.00	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.P.F.P.P.A.	\$0.00	\$0.00	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
International Masonry Inst.	\$0.00	\$0.00	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
Apprenticeship	\$0.00	\$0.00	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
C.A.P.	\$0.00	\$0.00	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
<u>TOTAL FRINGES:</u>	\$0.00	\$6.35	\$16.46	\$16.46	\$16.46	\$16.46	\$16.46	\$16.46	\$16.46
<u>TOTAL PACKAGE:</u>	\$17.07	\$23.42	\$36.38	\$37.80	\$39.22	\$40.64	\$42.07	\$43.49	\$43.49
<u>DEDUCTIONS:</u>									
I.U. Dues	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
O.A.D.C. Dues	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Promotional Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.



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MARBLE, TILE & TERRAZZO LOCAL #8 FINISHER APPRENTICE WAGE SCALES

Effective **June 1, 2019**, the following wages and fringes will be in effect for work in: Zone 2- Stark, Tuscarawas, Carroll Jefferson, Harrison, Belmont and Monroe Counties until **May 31, 2020**.

	First Year			Second Year		Third Year	
	30 Days	2-6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths
<u>APPRENTICESHIP HOURS:</u>		0 to 750	751 to 1500	1501 to 2250	2251 to 3000	3000 to 3750	3751 to 4500
	60%	60%	70%	75%	80%	85%	90%
<u>WAGES:</u>	\$13.61	\$13.61	\$15.88	\$17.01	\$18.14	\$19.28	\$20.41
<u>FRINGE BENEFITS:</u>							
Health & Welfare	\$0.00	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55
Pension	\$0.00	\$0.00	\$4.65	\$4.65	\$4.65	\$4.65	\$4.65
International Union Pension	\$0.00	\$0.00	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
I.P.F.P.A.	\$0.00	\$0.00	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
International Masonry Institut	\$0.00	\$0.00	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
Apprenticeship	\$0.00	\$0.00	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
C.A.P.	\$0.00	\$0.00	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
<u>TOTAL FRINGES:</u>	\$0.00	\$7.55	\$14.15	\$14.15	\$14.15	\$14.15	\$14.15
<u>TOTAL PACKAGE:</u>	\$13.61	\$21.16	\$30.03	\$31.16	\$32.29	\$33.43	\$34.56
<u>DEDUCTIONS:</u>							
I.U. Dues	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
O.A.D.C. Dues	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Home Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10

All Fringe Benefits shall be paid on an **HOURS PAID** basis except for C.A.P., which shall be **HOURS WORKED**.



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MARBLE, TILE & TERRAZZO LOCAL #8 WORKER APPRENTICE WAGE SCALES

Effective June 1, 2019, the following wages and fringes will be in effect for work in:
 Zone 2 - Stark, Tuscarawas, Carroll, Jefferson, Harrison, Belmont and Monroe Counties
 until May 31, 2020.

		First Year		Second Year		Third Year		Fourth Year	
	30 Days	2-6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths	1st 6 mths	2nd 6 mths
		0 to 750	751 to 1500	1501 to 2250	2251 to 3000	3000 to 3750	3751 to 4500	4501 to 5250	5251 to 6000
<u>APPRENTICESHIP HOURS:</u>	60%	60%	70%	75%	80%	85%	90%	95%	95%
<u>WAGES:</u>	\$15.16	\$15.16	\$17.69	\$18.95	\$20.22	\$21.48	\$22.74	\$24.01	\$24.01
<u>FRINGE BENEFITS:</u>									
Health & Welfare	\$0.00	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55	\$7.55
Pension	\$0.00	\$0.00	\$4.65	\$4.65	\$4.65	\$4.65	\$4.65	\$4.65	\$4.65
International Union Pension	\$0.00	\$0.00	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
I.P.F.P.A.	\$0.00	\$0.00	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
International Masonry Ins.	\$0.00	\$0.00	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39
Apprenticeship	\$0.00	\$0.00	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
C.A.P.	\$0.00	\$0.00	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
<u>TOTAL FRINGES:</u>	\$0.00	\$7.55	\$14.17	\$14.17	\$14.17	\$14.17	\$14.17	\$14.17	\$14.17
<u>TOTAL PACKAGE:</u>	\$15.16	\$22.71	\$31.86	\$33.12	\$34.39	\$35.65	\$36.91	\$38.18	\$38.18
<u>DEDUCTIONS:</u>									
I.U. Dues	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39
O.A.D.C. Dues	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Home Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.