

INT'L ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS LOCAL UNION NO. 33

CLEVELAND OFFICE
 12515 CORPORATE DRIVE
 PARMA, OHIO 44130
 216.267.1645
 216.267.1110 FAX

YOUNGSTOWN OFFICE
 200 MCCLURG RD
 BOARDMAN OH 44512-6740
 330.758.3393 PHONE
 330.758.2301 FAX

OH COUNTIES: COLUMBIANA, MAHONING, TRUMBULL
 PA COUNTIES: MERCER

YOUNGSTOWN DISTRICT JOURNEYMEN

EFFECTIVE: First Full Pay Period in June 2026 - EXPIRES: June 30, 2026

CONTRACTORS HOURLY COST	\$71.27	per hour
Industry Fund	0.44	hours worked
SMOHIT	0.04	hours worked
SMWISF	0.01	hours worked
ITI	0.12	hours worked
Apprenticeship Fund (.80) Service Tech (.11)	0.91	hours worked
NEMI	0.05	hours worked
Local Pension Fund	9.57	hours worked
Annuity	5.91	hours worked
National Pension Fund	3.50	hours worked
Health & Welfare (9.78) Medical Savings (.45)	10.23	hours worked
BASIC WAGE:TAXABLE	\$40.49	per hour
Working Dues	2.46	hours worked
Vacation Fund	1.10	hours worked
P.A.L	0.05	hours worked
COPE	0.05	hours worked
Rec Fund (.11) Retirees' Fund (.02)	0.13	hours worked
Target	0.42	hours worked
Building Corp	0.30	hours worked
I.A. Work Assessment	0.20	hours worked
TOTAL TAKE HOME PAY	\$35.78	per hour
TOTAL CONTRIBUTION	\$35.49	per hour
LEADMAN:	\$1.50	\$41.99
FOREMAN:	\$2.30	\$42.79
GENERAL FOREMAN:	\$2.75	\$43.24

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OH COUNTIES
 PA COUNTIES

COLUMBIANA, MAHONING, TRUMBULL
 MERCER

YOUNGSTOWN DISTRICT INDUSTRIAL FABRICATION AND MANUFACTURING ADDENDUM
 EFFECTIVE: FIRST FULL PAY PERIOD JUNE 2026 - EXPIRES: JUNE 30, 2026

CLASS "B" TOTAL PACKAGE	\$41.33
ADDITIONAL .50 FOR RUNNING OR DIRECTING WORK	\$41.83

NATIONAL PENSION	1.13	(HOURS WORKED)
LOCAL PENSION	3.51	(HOURS WORKED)
ANNUITY	2.99	(HOURS WORKED)
HEALTH & WELF. (9.78) MEDICAL SAVING (\$.45)	10.23	(HOURS WORKED)
ITI	0.12	(HOURS WORKED)
NEMI	0.05	(HOURS WORKED)
SMOHIT	0.04	(HOURS WORKED)
APPRENTICE FUND	0.02	(HOURS WORKED)
INDUSTRY FUND	0.20	(HOURS WORKED)

BASE TAXABLE CLASS "B"	\$23.04
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PAL	0.05	(HOURS WORKED)
REC FUND (.11) RETIREES' FUND (.02)	0.04	(HOURS WORKED)
COPE	0.05	(HOURS WORKED)
TARGET	0.05	(HOURS WORKED)

TAKE HOME CLASS "B"	\$22.85
TOTAL CONTRIBUTION	\$18.48

BASE WAGE

CLASS "B" (1ST 60 DAYS) NOT LESS THAN MINIMUM WAGE	\$ 8.50	NO FRINGE BENEFITS
CLASS "B" (NEXT 60 DAYS) NOT LESS THAN MINIMUM WAGE	\$ 9.50	ALL APPLICABLE BENEFITS
CLASS "B" (NEXT 60 DAYS) NOT LESS THAN MINIMUM WAGE	\$ 10.50	ALL APPLICABLE BENEFITS

CLASS "C" \$ 19.41

PROBATIONARY PERIOD CLASS "C" WORKER IS 60 DAYS

*** AFTER 120 days the Class "C" workers: Health & Welfare (9.78), ITI (.12), NEMI (.05), SMOHIT (.04)

**** Health & Welfare will only apply to employees hired after

SEE REMITTANCE FORMS FOR MAILING INSTRUCTIONS

INT'L ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS LOCAL NO. 33

APPRENTICE SCHEDULE OF WAGES

Effective: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES JUNE 30, 2026

YOUNGSTOWN DISTRICT

	TAKE HOME PAY	RETIREE'S FUND .02		NON-TAXABLE CONTRIBUTIONS				CONTRACTORS COST				
		REC .11 COPE .05	IA WORK ASST .20 WK DUES .27	TAXABLE HOURLY RATE	NATIONAL PENSION	ANNUITY	LOCAL PENSION	HEALTH & WELFARE	TOTAL HOURLY COST	IT/INEMI SMOHIT	INDUSTRY FUND	APPREN FUND .80 / SERVICE TECH .11
APPROX 50% First Yr	\$ 19.87	0.38	0.38	\$ 20.25	1.75	*	*	\$9.78	\$ 31.78	0.02	*	\$ 31.99
APPROX 60% Second Yr	\$ 23.64	0.65	0.65	\$ 24.29	3.50	1.48	2.39	\$9.78	\$ 41.44	0.02	0.01	\$ 43.00
APPROX 65% Third Yr	\$ 25.67	0.65	0.65	\$ 26.32	3.50	1.48	2.39	\$9.78	\$ 43.47	0.02	0.01	\$ 45.03
APPROX 70% Fourth Yr	\$ 27.69	0.65	0.65	\$ 28.34	3.50	2.96	4.79	\$9.78	\$ 49.37	0.02	0.01	\$ 50.93

NOTE: 1ST APPRENTICE DEDUCTIONS \$.38 CENTS PER HOUR WORKED (REC .11 / RET .02 / COPE .05 / IA WORK ASSESSMENT .20)
 2ND, 3RD & 4TH YEAR APPR DEDUCTIONS \$.65 PER HOUR WORKED (REC .11 / RET .02 / COPE .05 / IA WORK .20WK DUES .27)

1ST YEAR APPRENTICE RECEIVES 50% OF NATIONAL PENSION

2ND & 3RD YEAR APPRENTICES RECEIVE 25% OF JOURNEYMAN'S LOCAL PENSION

4TH YEAR APPRENTICES RECEIVE 50% OF JOURNEYMAN'S LOCAL PENSION

2ND & 3RD YEAR APPRENTICES RECEIVE 25% OF JOURNEYMAN'S ANNUITY CONTRIBUTION

4TH YEAR APPRENTICES RECEIVE 50% OF JOURNEYMAN'S ANNUITY CONTRIBUTION

% of **40.49** NPF \$ 3.50 ANN \$ 5.91 LPF \$ 9.57

S.M.A.R.T. LOCAL UNION NO. 33 YOUNGSTOWN DISTRICT

PREAPPRENTICE

NO PREAPPRENTICE SHALL BE RETAINED BEYOND 6 MONTHS

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YOUNGSTOWN OFFICE
 200 MCCLURG RD
 YOUNGSTOWN, OH 44512
 330.758.3393
 330.758.2301

COUNTIES OF: OH COUNTIES: COLUMBIANA, MAHONING, TRUMBULL
 PA COUNTIES: MERCER

EFFECTIVE: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES JUNE 30, 2026

REMIT TO:

<p>TOTAL PACKAGE</p> <p>* HEALTH & WELFARE</p> <p>* NATIONAL PENSION</p> <p>* ITI (0.12) NEMI (0.05) SMOHIT (0.04)</p> <p>* APPRNETICESHIP FUND</p> <p>TAXABLE HOURLY WAGE: 40%</p> <p>CONTRIBUTIONS PER HOUR WORKED:</p> <p>* I.A. WORK ASSESSMENT</p>	<p></p> <p>NAT'L FUND</p> <p>NAT'L FUND</p> <p></p> <p></p> <p>LOCAL FUND</p>	<p>\$27.26</p> <p>9.78 (hours worked)</p> <p>0.16 (hours worked)</p> <p>0.21 (hours worked)</p> <p>0.91 (hours worked)</p> <p>\$ 16.20</p> <p>0.20 (hours worked)</p>
TAKE HOME		\$ 16.00

* ALL FRINGES SHALL BE PAID BEGINNING WITH THE PREAPPRENTICE'S FIRST DAY OF EMPLOYMENT

INT'L ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS LOCAL NO. 33

YOUNGSTOWN DISTRICT CONDITIONAL JOURNEYMAN

EFFECTIVE: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES: JUNE 30, 2026

DEDUCTIONS:

	NON-TAXABLE CONTRIBUTIONS				CONTRACTORS COST							
	IA ASSESS WKG DUES	TAXABLE HOURLY RATE	LOCAL PENSION	NATIONAL PENSION	ANNUITY FUND	HEALTH & WELFARE	TOTAL HOURLY COST	ITI .12 NEMI .05 SMO HIT .04 SMWSF .01	LOCAL APPRENTICE FUND	SERVICE TECH FUND	INDUSTRY FUND	TOTAL WAGE PACKAGE
APPROX. 65% 1ST YR	0.43	\$ 26.32	6.22	2.28	1.48	9.78	\$ 46.08	0.22	0.80	0.11	0.44	\$ 47.65
APPROX. 70% 2ND YR	0.70	\$ 28.34	6.70	2.45	1.48	9.78	\$ 48.75	0.22	0.80	0.11	0.44	\$ 50.32
APPROX. 75% 3RD YR	0.70	\$ 30.37	7.18	2.63	2.96	9.78	\$ 52.92	0.22	0.80	0.11	0.44	\$ 54.49
APPROX. 80% 4TH YR	0.70	\$ 32.39	7.66	2.80	2.96	9.78	\$ 55.59	0.22	0.80	0.11	0.44	\$ 57.16
% of		40.49	LPF	NPF	ANN							
			9.57	3.5	5.91							

NOTE: 1ST YEAR APPRENTICE DEDUCTIONS: \$.43 CENTS PER HOUR WORKED (REC .11/PAL .05/RETIREE .02/COPE .05/IA WORK ASSESSMENT .20)
 2ND, 3RD, & 4TH YEAR APPRENTICE DEDUCTIONS: \$.70 CENTS PER HOUR WORKED (REC .11/PAL .05/RETIREE .02 / COPE .05 / WKG. DUES .27/IA WORK ASSESS .20)

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL UNION NO. 33 OF NORTHERN OHIO

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 YOUNGSTOWN, OH 44512
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OHIO COUNTIES: COLUMBIANA, MAHONING TRUMBULL AND PA COUNTY: MERCER

YOUNGSTOWN DISTRICT SPECIALTY WORKER
DUCT/MECHANICAL INSULATION AGREEMENT

EFFECTIVE: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES: JUNE 30, 2026

CONTRACTORS HOURLY COST	\$ 48.67	PER HOUR
INDUSTRY FUND	0.24	HOURS WORKED
ITI	0.12	HOURS WORKED
NEMI	0.05	HOURS WORKED
SMOHIT	0.04	HOURS WORKED
LOCAL APPRENTICE FUND	0.15	HOURS WORKED
NATIONAL PENSION FUND	2.00	HOURS WORKED
LOCAL PENSION FUND	9.57	HOURS WORKED
HEALTH & WELFARE	9.78	HOURS WORKED
BASIC WAGE SCALE - TAXABLE	\$ 26.72	PER HOUR
WORKING DUES ASSESSMENT	0.73	HOURS WORKED
I.A. WORK ASSESSMENT	0.20	HOURS WORKED
TOTAL TAKE HOME PAY	\$ 25.79	PER HOUR
TOTAL CONTRIBUTIONS	\$ 22.88	PER HOUR

ALL LOCAL 33 EMPLOYER REPORTS ARE REQUIRED TO BE SUBMITTED ONLINE THROUGH THE NATIONAL PENSION FUND'S INTERNET PAYMENT SYSTEM
 WEBSITE: <https://secure.smwnbf.org/EmployerSite>

INT'L ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS LOCAL NO. 33

SERVICE TECH TRAINEE SCHEDULE OF WAGES

Effective: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES JUNE 30, 2026

YOUNGSTOWN DISTRICT

APPROX % First Yr	TAKE HOME PAY	***RETIREE'S FUND .02				VACATION FUND	TAXABLE HOURLY RATE	NON-TAXABLE CONTRIBUTIONS				TOTAL HOURLY COST	CONTRACTORS COST					
		***REC .11 COPE .05	IA WORK ASST .20 PAL .05 WK DUES .61	NATIONAL PENSION	ANNUITY			LOCAL PENSION	HEALTH & WELFARE	IT/INEMI SMOHIT	INDUSTRY FUND		APPREN FUND .80 / SERVICE TECH .11	TOTAL WAGE PACKAGE				
APPROX 50% First Yr	\$ 18.21	1.04	1.00	1.75	*	20.25	1.00	1.48	*	2.39	\$ 9.78	0.21	*	*	\$ 31.78	0.44	0.91	\$ 31.99
APPROX 60% Second Yr	\$ 22.25	1.04	1.00	3.50	1.48	24.29	1.00	1.48	2.39	2.39	\$ 9.78	0.21	0.44	0.91	\$ 41.44	0.44	0.91	\$ 43.00
APPROX 65% Third Yr	\$ 24.28	1.04	1.00	3.50	1.48	26.32	1.00	1.48	2.39	2.39	\$ 9.78	0.21	0.44	0.91	\$ 43.47	0.44	0.91	\$ 45.03
APPROX 70% Fourth Yr	\$ 26.30	1.04	1.00	3.50	2.96	28.34	1.00	2.96	4.79	4.79	\$ 9.78	0.21	0.44	0.91	\$ 49.37	0.44	0.91	\$ 50.93

NOTE: 1ST TRAINEE DEDUCTIONS \$.43 CENTS PER HOUR WORKED (REC .11 / PAL .05 / RET .02 / COPE .05 / IA WORK ASSESSMENT .20)

2ND, 3RD & 4TH YEAR APPR DEDUCTIONS \$1.04 PER HOUR WORKED (REC .11 / PAL .05 / RET .02 / COPE .05 / IA WORK .20 / WK DUES .61)

1ST YEAR TRAINEE RECEIVES 50% OF NATIONAL PENSION

2ND & 3RD YEAR TRAINEES RECEIVE 25% OF JOURNEYMAN'S LOCAL PENSION

4TH YEAR TRAINEES RECEIVE 50% OF JOURNEYMAN'S LOCAL PENSION

2ND & 3RD YEAR TRAINEES RECEIVE 25% OF JOURNEYMAN'S ANNUITY CONTRIBUTION

4TH YEAR TRAINEES RECEIVE 50% OF JOURNEYMAN'S ANNUITY CONTRIBUTION

** WORKING DUES .61 AFTER 90 DAYS

*** REC & RETIREES' FUND AFTER 90 DAYS

% of **40.49**

NPF \$ 3.50 ANN \$ 5.91 LPF \$ 9.57

SHEET METAL WORKERS' LOCAL NO. 33

SPECIALTY WORKER TRAINEE
DUCT/MECHANICAL INSULATION AGREEMENT

EFFECTIVE: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES: JUNE 30, 2026

YOUNGSTOWN DISTRICT

	TAKE HOME PAY	IA ASSESS		WORK DUES	TAXABLE HOURLY RATE	NON-TAXABLE CONTRIBUTIONS				CONTRACTORS COST					
						NATIONAL PENSION	LOCAL PENSION	HEALTH & WELFARE	TOTAL HOURLY COST	ITI	NEMI SMOHIT	APPR FUND	INDUSTRY FUND	TOTAL WAGE PACKAGE	
APPROX 40% *** First Yr	\$10.16	0.20	0.33	0.33	\$ 10.69	0.80	*	\$9.78	\$ 21.27	0.02	0.21	*	0.01	0.24	\$ 21.72
APPROX 50% Second Yr	\$12.72	0.20	0.44	0.44	\$ 13.36	1.00	4.74	\$9.78	\$ 28.88	0.02	0.21	0.08	0.01	0.24	\$ 29.41
APPROX 60% Third Yr	\$15.34	0.20	0.49	0.49	\$ 16.03	1.20	4.74	\$9.78	\$ 31.75	0.02	0.21	0.08	0.01	0.24	\$ 32.28
APPROX 70% Fourth Yr	\$17.97	0.20	0.53	0.53	\$ 18.70	1.40	4.74	\$9.78	\$ 34.62	0.02	0.21	0.08	0.01	0.24	\$ 35.15

% OF \$26.72

*** 60 DAY PROBATIONARY PERIOD WITH NO FRINGES

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330.758.3393 PHONE
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OH COUNTIES: COLUMBIANA, MAHONING, TRUMBULL
PA COUNTIES: MERCER

YOUNGSTOWN DISTRICT AIR BALANCE JOURNEYMEN

EFFECTIVE: First Full Pay Period in June 2026 - EXPIRES: June 30, 2026

CONTRACTORS HOURLY COST	\$69.91	per hour
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SMOHIT	0.04	hours worked
ITI	0.12	hours worked
NEMI	0.05	hours worked
Local Pension Fund	9.57	hours worked
Annuity	5.91	hours worked
National Pension Fund	3.50	hours worked
Health & Welfare (9.78) Medical Savings (.45)	10.23	hours worked

BASIC WAGE:TAXABLE	\$40.49	per hour
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Working Dues	2.46	hours worked
Vacation Fund	1.00	hours worked
P.A.L	0.05	hours worked
COPE	0.05	hours worked
Rec Fund (.11) Retirees' Fund (.02)	0.13	hours worked
Target	0.42	hours worked
I.A. Work Assessment	0.20	hours worked

TOTAL TAKE HOME PAY	\$36.18	per hour
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TOTAL CONTRIBUTION	\$33.73	per hour
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LEADMAN:	\$1.50	\$41.99
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FOREMAN:	\$2.30	\$42.79
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GENERAL FOREMAN:	\$2.75	\$43.24
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INT'L ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS LOCAL NO. 33

AIR BALANCE APPRENTICE SCHEDULE OF WAGES

Effective: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES JUNE 30, 2026

YOUNGSTOWN DISTRICT

	TAKE HOME PAY	RETIREE'S FUND .02		TAXABLE HOURLY RATE	NON-TAXABLE CONTRIBUTIONS				TOTAL HOURLY COST	CONTRACTORS COST	TOTAL WAGE PACKAGE
		REC .11 COPE .05	IA WORK ASST .20 WK DUES .27		NATIONAL ANNUITY PENSION	LOCAL PENSION	HEALTH & WELFARE	IT/INEMI SMOHIT			
APPROX 50% First Yr	\$ 19.87	0.38	0.38	\$ 20.25	1.75	*	*	\$9.78	\$ 31.78	0.21	\$ 31.99
APPROX 60% Second Yr	\$ 23.64	0.65	0.65	\$ 24.29	3.50	1.48	2.39	\$9.78	\$ 41.44	0.21	\$ 41.65
APPROX 65% Third Yr	\$ 25.67	0.65	0.65	\$ 26.32	3.50	1.48	2.39	\$9.78	\$ 43.47	0.21	\$ 43.68
APPROX 70% Fourth Yr	\$ 27.69	0.65	0.65	\$ 28.34	3.50	2.96	4.79	\$9.78	\$ 49.37	0.21	\$ 49.58

NOTE: 1ST APPRENTICE DEDUCTIONS \$.38 CENTS PER HOUR WORKED (REC .11 / RET .02 / COPE .05 / IA WORK ASSESSMENT .20)
 2ND, 3RD & 4TH YEAR APPR DEDUCTIONS \$0.65 PER HOUR WORKED (REC .11 / RET .02 / COPE .05 / IA WORK .20/WK DUES .27)

1ST YEAR APPRENTICE RECEIVES 50% OF NATIONAL PENSION

2ND & 3RD YEAR APPRENTICES RECEIVE 25% OF JOURNEYMAN'S LOCAL PENSION

4TH YEAR APPRENTICES RECEIVE 50% OF JOURNEYMAN'S LOCAL PENSION

2ND & 3RD YEAR APPRENTICES RECEIVE 25% OF JOURNEYMAN'S ANNUITY CONTRIBUTION

4TH YEAR APPRENTICES RECEIVE 50% OF JOURNEYMAN'S ANNUITY CONTRIBUTION

% of **40.49** \$ 3.50 \$ 5.91 \$ 9.57
 NPF ANN LPF

INT'L ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS LOCAL UNION NO. 33

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OH COUNTIES: COLUMBIANA, MAHONING, TRUMBULL
 PA COUNTIES: MERCER

YOUNGSTOWN DISTRICT ARCHITECTURAL AGREEMENT

EFFECTIVE: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES: JUNE 30, 2026

TOTAL PACKAGE:	\$ 47.10
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NATIONAL PENSION FUND	\$ 3.07	- HOURS WORKED
LOCAL PENSION FUND (50% of BT Jymn rate)	\$ 4.79	- HOURS WORKED
HEALTH & WELFARE	\$ 9.78	- HOURS WORKED
ANNUITY FUND	\$ 1.00	- HOURS WORKED
ITI	\$ 0.12	- HOURS WORKED
APPRENTICESHIP FUND	\$ 0.15	- HOURS WORKED
NEMI	\$ 0.05	- HOURS WORKED
INDUSTRY FUND	\$ 0.20	- HOURS WORKED
SMOHIT	\$ 0.04	- HOURS WORKED

BASE TAXABLE	\$ 27.90
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ADMINISTRATIVE DUES	\$ 0.69	- HOURS WORKED
VACATION FUND	\$ 0.50	- HOURS WORKED
P.A.L.	\$ 0.03	- HOURS WORKED
COPE	\$ 0.02	- HOURS WORKED
REC FUND (.11) Retiree's Fund (.02)	\$ 0.13	- HOURS WORKED
TARGET	\$ 0.10	- HOURS WORKED
BUILDING CORP	\$ 0.10	- HOURS WORKED
I.A. WORK ASSESSMENT	\$ 0.20	- HOURS WORKED

TAKE HOME PAY	\$ 26.13
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TOTAL CONTRIBUTION	\$ 20.97
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* ANY INCREASES IN NAT'L PENSION, LOCAL PENSION (50% OF BT JYMN RATE) AND/OR HEALTH & WELFARE CONTRIBUTIONS WILL BE PAID BY EMPLOYERS UNDER THIS AGREEMENT WITHOUT REDUCTION TO EMPLOYEES' TAKE HOME PAY AS IDENTIFIED ABOVE

SHEET METAL WORKERS' LOCAL NO. 33

YOUNGSTOWN ARCHITECTURAL AGREEMENT - TRAINEES

EFFECTIVE: FIRST FULL PAY PERIOD IN JUNE 2026 - EXPIRES: JUNE 30, 2026

EXHIBIT A

	TAKE HOME PAY	IA ASSESS		WORK DUES	TAXABLE HOURLY RATE	NON-TAXABLE CONTRIBUTIONS				CONTRACTORS COST				
						* NATIONAL PENSION	LOCAL PENSION	HEALTH & WELFARE	TOTAL HOURLY COST	ITI .12	NEMI .03	SMO HIT .04	IND. .20	APPR Fund
FIRST 60 DAYS	\$16.28	0.20	0.20	0.26	\$ 16.74	*		*	*	*	*	*	*	\$ 16.74
61ST DAY - FIRST 12 MONTHS 60%	\$16.05	0.20	0.20	0.49	\$ 16.74	3.07	2.40	\$9.78	\$ 31.99	0.41	0.15	0.15	\$ 32.55	
SECOND YEAR 75%	\$20.18	0.20	0.20	0.55	\$ 20.93	3.07	2.40	\$9.78	\$ 36.18	0.41	0.15	0.15	\$ 36.74	
THIRD YEAR 90%	\$24.29	0.20	0.20	0.62	\$ 25.11	3.07	2.40	\$9.78	\$ 40.36	0.41	0.15	0.15	\$ 40.92	

LPF
4.79

* ANY INCREASES IN NATIONAL PENSION, LOCAL PENSION AND/OR HEALTH & WELFARE CONTRIBUTIONS WILL BE PAID BY EMPLOYERS UNDER THIS AGREEMENT WITHOUT REDUCTION TO EMPLOYEES' TAKE HOME PAY AS IDENTIFIED ABOVE.

% OF ARCHITECTURAL BASE RATE: 27.90