

**2020 WAGE RATES EFFECTIVE JULY 1, 2020 THROUGH JUNE 30, 2021
 TO THE JULY 1, 2018 - JUNE 30, 2022 AGREEMENT
 BETWEEN
 MASTER INSULATORS ASSOCIATION
 OF TOLEDO, OHIO, INC.
 AND
 INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS
 AND ALLIED WORKERS LOCAL NO. 45
 OF TOLEDO, OHIO**

Page 1 of 2

First Copy

WAGE RATES EFFECTIVE THE FIRST FULL PAY WEEK IN JULY 2020			
GENERAL FOREMAN (Insulator/Firestop) BASE RATE (16 men & up)	STRAIGHT TIME \$36.22	TIME AND ONE HALF \$54.33	DOUBLE TIME \$72.44
FOREMAN BASE RATE (8-15 MEN) BASE RATE (1- 7 MEN)	RATE \$34.93 \$34.28	1.5 TIMES \$52.40 \$51.42	2.0 TIMES \$69.86 \$68.56
JOURNEYMAN (Insulator/Firestop Technician	NEW RATE \$32.34	1.5 TIMES \$48.51	2.0 TIMES \$64.68
FRINGE CONTRIBUTION FOR JOURNEYMAN	RATE	1.5 TIMES	2.0 TIMES
MEDICAL	\$9.00	\$13.50	\$18.00
SUPPL. HEALTH (VEBA)	\$2.83	\$4.25	\$5.66
RESA	\$2.82	\$4.23	\$5.64
NATIONAL PENSION	\$4.00	\$6.00	\$8.00
SUPPL. PENSION (DCP)	\$6.33	\$9.50	\$12.66
NATIONAL PENSION - Rehabilitation Plan	\$3.60	\$3.60	\$3.60
CONTRACTORS ADMIN. FUND (CAF)	\$0.13	\$0.13	\$0.13
APPRENTICESHIP FUND	\$0.54	\$0.54	\$0.54
NATIONAL TRAINING FUND	\$0.05	\$0.05	\$0.05
NATIONAL & LOCAL LMCT	\$0.19	\$0.19	\$0.19
DEDUCTIONS	RATE	1.5 TIMES	2.0 TIMES
VACATION	\$2.00	\$3.00	\$4.00
UNION CHECK-OFF	\$2.52	\$3.78	\$5.04

RETIRES DO NOT RECEIVE VACATION AND THEIR VEBA AND MEDICAL IS PAID INTO THE RESA

TRAVELERS DO NOT RECEIVE VACATION

PLEASE SEE PAGE 2 OF 2 FOR APPRENTICE WAGE RATES AND FRINGE BENEFITS TO BE EFFECTIVE THE FIRST FULL WEEK OF JULY 2020 HROUGH JUNE 30, 2021

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Page 2 of 2

WAGE RATES EFFECTIVE THE FIRST FULL PAY WEEK IN JULY 2020				
APPRENTICE WAGE SCALES	Percentage	% Of 32.34	TIME AND 1/2 1.5 TIMES	DOUBLE TIME 2.0 TIMES
1st Period (1st Year)	55%	\$17.79	\$26.69	\$35.58
2nd Period (1st Year)	55%	\$17.79	\$26.69	\$35.58
3rd Period (2nd Year)	60%	\$19.40	\$29.10	\$38.80
4th Period (2nd Year)	65%	\$21.02	\$31.53	\$42.04
5th Period (3rd Year)	70%	\$22.64	\$33.96	\$45.28
6th Period (3rd Year)	75%	\$24.26	\$36.39	\$48.52
7th Period (4th Year)	80%	\$25.87	\$38.81	\$51.74
8th Period (4th year)	85%	\$27.49	\$41.23	\$54.98
9th Period (5th Year)	90%	\$29.11	\$43.66	\$58.22
10 Period (5th Year)	95%	\$30.72	\$46.08	\$61.44
FRINGES FOR APPRENTICES	Percentage	RATE	1.5 TIMES	2.0 TIMES
MEDICAL	100%	\$9.00	\$13.50	\$18.00
CAF	100%	\$0.13	\$0.13	\$0.13
LM-APPRENTICESHIP	100%	\$0.54	\$0.54	\$0.54
NTF	100%	\$0.05	\$0.05	\$0.05
NATIONAL & LOCAL LMCT	100%	\$0.19	\$0.19	\$0.19
1ST YEAR APPRENTICES		RATE	1.5 TIMES	2.0 TIMES
NATIONAL PENSION	50% of \$4.00	\$2.00	\$3.00	\$4.00
VEBA	50% of \$2.83	\$1.42	\$2.13	\$2.84
SUPPL. PENSION (DCP)	50% of \$6.33	\$3.17	\$4.76	\$6.34
NAT'L PENSION Rehab Plan	50% of 3.60	\$1.80	\$1.80	\$1.80
2ND & 3RD YEAR APPRENTICES		RATE	1.5 TIMES	2.0 TIMES
VEBA	50% of \$2.83	\$1.42	\$2.13	\$2.84
RESA	50% of \$2.82	\$1.41	\$2.12	\$2.82
NATIONAL PENSION	50% of \$4.00	\$2.00	\$3.00	\$4.00
NAT'L PENSION Rehab Plan	50% of 3.60	\$1.80	\$1.80	\$1.80
SUPPL. PENSION (DCP)	50% of 6.33	\$3.17	\$4.76	\$6.34
4TH & 5TH YEAR APPRENTICES		RATE	1.5 TIMES	2.0 TIMES
VEBA	75% of \$2.83	\$2.12	\$3.18	\$4.24
RESA	75% of \$2.82	\$2.12	\$3.18	\$4.24
NATIONAL PENSION	75% of \$4.00	\$3.00	\$4.50	\$6.00
NAT'L PENSION Rehab Plan	75% of 3.60	\$2.70	\$2.70	\$2.70
SUPPL. PENSION (DCP)	75% of \$6.33	\$4.75	\$7.12	\$9.50
DEDUCTIONS		RATE	1.5 TIMES	2.0 TIMES
VACATION - All Apprentices		\$1.00	\$1.50	\$2.00
UNION CHECK OFF 1ST YEAR APPRENTICE	50% of dues	\$1.26	\$1.89	\$2.52
UNION CHECK OFF 2ND-5TH YR. APPRS.		\$2.52	\$3.78	\$5.04

**IF YOU HAVE ANY QUESTIONS, PLEASE CALL INSULATORS LOCAL 45 UNION HALL
AT 419-726-4683. THANK YOU.**