

1st Year Apprentice

Taxable	Current	Raise	New Wage
Base Wage	\$16.10	\$0.35	\$16.45
Vacation and Holiday	\$0.50		\$0.50
Working Dues (Operational)	\$0.65		\$0.65
General Dues (Target)	\$0.10	\$0.05	\$0.15
Total Taxable Wage	\$17.35	\$0.40	\$17.75

Fringes	Current	Raise	New Fringe
Insurance	\$4.50		\$4.50
HRA	\$1.00		\$1.00
Defined Benefit Pension	\$1.83		\$1.83
Cash Balance	\$1.40	\$0.40	\$1.80
Defined Contribution	\$0.30		\$0.30
SUB Fund	\$0.10		\$0.10
Piping Education Council	\$0.50		\$0.50
Training Fund	\$0.05		\$0.05
International Training Fund	\$0.05		\$0.05
Total Fringe	\$9.73	\$0.40	\$10.13
Total Package	\$27.08	\$0.80	\$27.88

Total Raise **\$0.80**

2nd Year Apprentice

Taxable	Current	Raise	New Wage
Base Wage	\$17.35	\$0.35	\$17.70
Vacation and Holiday	\$1.00		\$1.00
Working Dues (Operational)	\$0.65		\$0.65
General Dues (Target)	\$0.10	\$0.05	\$0.15
Total Taxable Wage	\$19.10	\$0.40	\$19.50

Fringes	Current	Raise	New Fringe
Insurance	\$4.75		\$4.75
HRA	\$1.00		\$1.00
Defined Benefit Pension	\$3.50		\$3.50
Cash Balance	\$1.40	\$0.40	\$1.80
Defined Contribution	\$0.30		\$0.30
SUB Fund	\$0.10		\$0.10
Piping Education Council	\$0.50		\$0.50
Training Fund	\$0.10		\$0.10
International Training Fund	\$0.05		\$0.05
Total Fringe	\$11.70	\$0.40	\$12.10
Total Package	\$30.80	\$0.80	\$31.60

Total Raise **\$0.80**

3rd Year Apprentice

Taxable	Current	Raise	New Wage
Base Wage	\$18.85	\$0.35	\$19.20
Vacation and Holiday	\$1.00		\$1.00
Working Dues (Operational)	\$0.65		\$0.65
General Dues (Target)	\$0.10	\$0.05	\$0.15
Total Taxable Wage	\$20.60	\$0.40	\$21.00

Fringes	Current	Raise	New Fringe
Insurance	\$4.80		\$4.80
HRA	\$1.00		\$1.00
Defined Benefit Pension	\$3.50		\$3.50
Cash Balance	\$1.40	\$0.40	\$1.80
Defined Contribution	\$0.30		\$0.30
SUB Fund	\$0.10		\$0.10
Piping Education Council	\$0.50		\$0.50
Training Fund	\$0.10		\$0.10
International Training Fund	\$0.05		\$0.05
Total Fringe	\$11.75	\$0.40	\$12.15
Total Package	\$32.35	\$0.80	\$33.15

Total Raise **\$0.80**

4th Year Apprentice

Taxable	Current	Raise	New Wage
Base Wage	\$21.35	\$0.35	\$21.70
Vacation and Holiday	\$1.00		\$1.00
Working Dues (Operational)	\$0.65		\$0.65
General Dues (Target)	\$0.10	\$0.05	\$0.15
Total Taxable Wage	\$23.10	\$0.40	\$23.50

Fringes	Current	Raise	New Fringe
Insurance	\$4.85		\$4.85
HRA	\$1.00		\$1.00
Defined Benefit Pension	\$3.50		\$3.50
Cash Balance	\$1.40	\$0.40	\$1.80
Defined Contribution	\$0.30		\$0.30
SUB Fund	\$0.10		\$0.10
Piping Education Council	\$0.50		\$0.50
Training Fund	\$0.10		\$0.10
International Training Fund	\$0.05		\$0.05
Total Fringe	\$11.80	\$0.40	\$12.20
Total Package	\$34.90	\$0.80	\$35.70

Total Raise **\$0.80**

5th Year Apprentice

Taxable	Current	Raise	New Wage
Base Wage	\$23.85	\$0.35	\$24.20
Vacation and Holiday	\$1.00		\$1.00
Working Dues (Operational)	\$0.65		\$0.65
General Dues (Target)	\$0.10	\$0.05	\$0.15
Total Taxable Wage	\$25.60	\$0.40	\$26.00

Fringes	Current	Raise	New Fringe
Insurance	\$5.10		\$5.10
HRA	\$1.00		\$1.00
Defined Benefit Pension	\$3.50		\$3.50
Cash Balance	\$1.40	\$0.40	\$1.80
Defined Contribution	\$0.00		\$0.30
SUB Fund	\$0.50		\$0.50
Piping Education Council	\$0.50		\$0.50
Training Fund	\$0.10		\$0.10
International Training Fund	\$0.05		\$0.05
Total Fringe	\$12.15	\$0.40	\$12.85
Total Package	\$37.75	\$0.80	\$38.85

Total Raise **\$0.80**