

Service, Residential, and Light Commercial

Taxable	Current	Raise	New Wage
Base Wage	\$23.80	\$0.25	\$24.05
Vacation and Holiday	\$1.00		\$1.00
General Dues (Target)	\$0.20	\$0.10	\$0.30
Working Dues (Operational)	\$1.36		\$1.36
Total Taxable Wage	\$26.36	\$0.35	\$26.71

Fringes	Current	Raise	New Fringe
Insurance	\$7.06		\$7.06
HRA	\$1.00		\$1.00
Defined Benefit Pension	\$8.30	\$0.60	\$8.90
Cash Balance	\$3.30	\$0.30	\$3.60
Defined Contribution	\$0.25	\$0.25	\$0.50
SUB Fund	\$0.15		\$0.15
Piping Education Council	\$0.52		\$0.52
Training Fund	\$0.91		\$0.91
International Training Fund	\$0.05		\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.60		\$0.60
Total Fringe	\$22.14	\$1.15	\$23.29
Total Package	\$48.50	\$1.50	\$50.00