

Wages/Benefits Roofers Local Union 96 - Duluth Area

Effective July 1, 2020

Through June 30, 2021

Classification	Basic Hourly Wage	Vac. After Taxes	Assess. After Taxes	Taxable Wage Rate	National Pension Rate	Educ Fund Rate	Annuity Fund Rate	Health/Welfare Rate	H&W HRA Rate	Appr. Training Rate	Roofing Industry Rate	Total Cost to Employer
Journeyman	32.05	2.50	0.55	35.10	3.55	0.03	3.64	9.95	0.75	0.50	0.29	53.81
Foreman	34.05	2.50	0.55	37.10	3.80	0.03	3.64	9.95	0.75	0.50	0.29	56.06

Apprentice Percentages Based on Hours Worked for Advancement:

55%	A 0-250	18.86		0.45	19.31	0.25	0.03				0.50	0.29	20.38
55%	B 251-1500	18.86		0.45	19.31	0.25	0.03		8.35		0.50	0.29	28.73
60%	1501-2500	20.51		0.55	21.06	0.25	0.03	0.25	9.35		0.50	0.29	31.73

Freeze Unless 144 Hours (Phase 1) of Related Training is Completed

65%	2501-3000	22.27		0.55	22.82	0.50	0.03	0.50	9.95	0.75	0.50	0.29	35.34
70%	3001-3500	24.02		0.55	24.57	0.50	0.03	0.50	9.95	0.75	0.50	0.29	37.09
75%	3501-4000	25.78		0.55	26.33	0.50	0.03	0.50	9.95	0.75	0.50	0.29	38.85
80%	4001-4500	25.03	2.50	0.55	28.08	0.75	0.03	0.75	9.95	0.75	0.50	0.29	41.10

Freeze Unless 288 Hours (Phase 2) of Related Training is Completed

85%	4501-5000	26.79	2.50	0.55	29.84	0.75	0.03	0.75	9.95	0.75	0.50	0.29	42.86
90%	5001-5500	28.54	2.50	0.55	31.59	1.00	0.03	0.75	9.95	0.75	0.50	0.29	44.86
95%	5501-6000	30.30	2.50	0.55	33.35	1.00	0.03	0.75	9.95	0.75	0.50	0.29	46.62

Advancement to Journeyman if All Related Training (Phase 3) is Completed and 6000 Hours Worked

Expiration date: June 30, 2021