

KEYSTONE AREA WAGE & FRINGE BENEFITS

EFFECTIVE DATE	EXPIRATION DATE	WAGE RATE	HEALTH & WELFARE	PENSION	ITF & APP TRNG	INDUST ADV.	SUPPL INCOME	TOTAL PKG
7/10/17	06/30/18	\$26.96	\$8.13	\$7.47	\$0.13	\$0.10	\$0.90	\$43.69
7/1/18	6/30/19	\$27.74	\$8.38	\$7.47	\$0.20	\$0.10	\$0.95	\$44.84
7/1/19	6/30/20	\$28.49	\$8.63	\$7.47	\$0.25	\$0.10	\$1.00	\$45.94

DUES DEDUCTIONS FROM HOURLY WAGES:

1. 3.7% dues deduction of Journeyman or Apprentice total package (wages & fringes) Per Hour.

AND

2. 7/10/17 thru 6/30/18 - \$0.44 per hour worked dues deduction
 7/1/18 thru 6/30/19 - \$0.45 per hour worked dues deduction
 7/1 /19 thru 6/30/20 - \$0.46 per hour worked dues deduction
3. \$.05 Cents Hourly Dues Deduction-Apprentice Fund /PAC Fund
 \$.10 Cents Target Fund

Above contribution rates for Welfare Plan, Pension Plan and OPCMIA International Training Fund were temporarily reallocated by action of Welfare Plan Joint Board of Trustees. For the period of 7/1/17 to 5/31/18 the Welfare Rate is decreased by \$1.06 per hour. The contribution decrease to the Welfare Plan is reallocated by a \$1.00 per hour increase to the Pension Rate and a \$0.06 per hour allocation the OPCMIA International Training Fund. The total package remains unchanged.

Useless continued re- allocation is periodically approved by the trustees; the contribution rates listed will apply. Members will receive an hourly contribution subsidy from the Welfare Plan equal to the amount per hour the Welfare rate is decreased. The subsidy is not a vested benefit and is subject to change and/or termination at the discretion of the Welfare Plan Trustees