

2011 WAGE RATES EFFECTIVE JULY 1, 2011 THROUGH JUNE 30, 2012
TO THE 2010-2012 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

WAGE RATES EFFECTIVE THE FIRST FULL PAY WEEK IN JULY 2011			
GENERAL FOREMAN (Insulator/Firestop)	STRAIGHT TIME	TIME AND ONE HALF	DOUBLE TIME
BASE RATE (16 men & up)	\$32.51	\$48.77	\$65.02
FOREMAN	RATE	1.5 TIMES	2.0 TIMES
BASE RATE (8-15 MEN)	\$31.26	\$46.89	\$62.52
BASE RATE (1- 7 MEN)	\$30.76	\$46.14	\$61.52
JOURNEYMAN (Insulator/Firestop Technician	NEW RATE	1.5 TIMES	2.0 TIMES
	\$29.01	\$43.52	\$58.02
FRINGE CONTRIBUTION FOR JOURNEYMAN	RATE	1.5 TIMES	2.0 TIMES
MEDICAL	\$5.82	\$8.73	\$11.64
SUPL. HEALTH (VEBA)	\$2.50	\$3.75	\$5.00
RESA	\$2.68	\$4.02	\$5.36
NATIONAL PENSION	\$4.00	\$6.00	\$8.00
SUPL. PENSION DEFINED CONT. PLAN)	\$4.55	\$6.83	\$9.10
NATIONAL PENSION - Rehabilitation Plan	\$0.36	\$0.36	\$0.36
CONTRACTORS ADMIN. FUND (CAF)	\$0.13	\$0.13	\$0.13
APPRENTICESHIP FUND	\$0.93	\$0.93	\$0.93
NATIONAL TRAINING FUND	\$0.05	\$0.05	\$0.05
NATIONAL & LOCAL LMCT	\$0.30	\$0.30	\$0.30
DEDUCTIONS	RATE	1.5 TIMES	2.0 TIMES
VACATION	\$2.00	\$3.00	\$4.00
UNION CHECK-OFF	\$2.23	\$3.35	\$4.46

PLEASE SEE PAGE 2 OF 2 FOR APPRENTICE WAGE RATES AND FRINGE BENEFITS TO BE EFFECTIVE THE FIRST FULL WEEK OF JULY 2011 THROUGH JUNE 30, 2012

**2011 WAGE RATES EFFECTIVE JULY 1, 2011 THROUGH JUNE 30, 2012
TO THE 2010-2012 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 2 of 2

WAGE RATES EFFECTIVE THE FIRST FULL PAY WEEK IN JULY 2011				
APPRENTICE WAGE SCALES	Percentage	% of \$29.01	TIME AND 1/2 1.5 TIMES	DOUBLE TIME 2.0 TIMES
1st Period (1st Year)	50%	\$14.51	\$21.77	\$29.01
2nd Period (1st Year)	55%	\$15.96	\$23.94	\$31.92
3rd Period (2nd Year)	60%	\$17.41	\$26.12	\$34.82
4th Period (2nd Year)	65%	\$18.86	\$28.29	\$37.72
5th Period (3rd Year)	70%	\$20.31	\$30.47	\$40.62
6th Period (3rd Year)	75%	\$21.76	\$32.64	\$43.52
7th Period (4th Year)	80%	\$23.21	\$34.82	\$46.42
8th Period (4th year)	85%	\$24.66	\$36.99	\$49.32
9th Period (5th Year)	90%	\$26.11	\$39.17	\$52.22
10 Period (5th Year)	95%	\$27.56	\$41.34	\$55.12
FRINGES FOR APPRENTICES				
		RATE	1.5 TIMES	2.0 TIMES
MEDICAL	100%	\$5.82	\$8.73	\$11.64
CAF	100%	\$0.13	\$0.13	\$0.13
LM-APPRENTICESHIP	100%	\$0.93	\$0.93	\$0.93
NTF	100%	\$0.05	\$0.05	\$0.05
NATIONAL & LOCAL LMCT	100%	\$0.30	\$0.30	\$0.30
1ST YEAR APPRENTICES				
		RATE	1.5 TIMES	2.0 TIMES
NATIONAL PENSION	50% of \$4.00	\$2.00	\$3.00	\$4.00
NATIONAL PENSION Rehabilitation Plan	50% of \$0.36	\$0.18	\$0.18	\$0.18
2ND & 3RD YEAR APPRENTICES				
		RATE	1.5 TIMES	2.0 TIMES
VEBA	50% of \$2.50	\$1.25	\$1.88	\$2.50
RESA	50% of \$2.68	\$1.34	\$2.01	\$2.68
NATIONAL PENSION	50% of \$4.00	\$2.00	\$3.00	\$4.00
NATIONAL PENSION Rehabilitation Plan	50% of \$0.36	\$0.18	\$0.18	\$0.18
SUPPL. PENSION (DCP)	50% of \$4.55	\$2.28	\$3.42	\$4.55
4TH & 5TH YEAR APPRENTICES				
		RATE	1.5 TIMES	2.0 TIMES
VEBA	75% of \$2.50	\$1.88	\$2.82	\$3.76
RESA	75% of \$2.68	\$2.01	\$3.02	\$4.02
NATIONAL PENSION	75% of \$4.00	\$3.00	\$4.50	\$6.00
NATIONAL PENSION Rehabilitation Plan	75% of \$0.36	\$0.27	\$0.27	\$0.27
SUPPL. PENSION (DCP)	75% of \$4.55	\$3.41	\$5.12	\$6.82
DEDUCTIONS				
		RATE	1.5 TIMES	2.0 TIMES
VACATION - All Apprentices		\$1.00	\$1.50	\$2.00
UNION CHECK-OFF (1st Yr. Appr.)		\$1.35	\$2.03	\$2.70
Union Check off 2nd Yr. - 5th Yr. Apprs.		\$2.23	\$3.35	\$4.46