ST. CLOUD AREA RESIDENTIAL WAGE RATES CENTRAL MINNESOTA DIVISION

EFFECTIVE MAY 1, 2017 - APRIL 29, 2018

| | | | | | | | | | | S/M | | |
|-----------------|-----------|----|----------------|--------|---------|----------------|----------|--------|--------|---------|--------|---------|
| | | | | | | | | LOCAL | ; | SCLRSHP | | |
| | | | TAXABLE HEALTH | | NATL | SUPP | LOCAL 10 | APPR. | ITI/ | & SMOHI | FCF & | TOTAL |
| | | | BASE* | FUND | PENSION | PENSION | PENSION | FUND | NEMI | FUND | I.F. | PKG |
| Journeyman | | | \$25.63 | \$9.66 | \$4.16 | \$3.68 | \$0.95 | \$0.57 | \$0.15 | \$0.03 | \$0.29 | \$45.12 |
| Apprentices | | | | | | | | | | | | |
| PERIOD | HOURS | % | | | | | | | | | | |
| 1 | 0000-1000 | 55 | 14.10 | 9.66 | 2.29 | 1.02 | 0.52 | 0.57 | 0.15 | 0.03 | 0.29 | 28.63 |
| 2 | 1001-2000 | 65 | 16.66 | 9.66 | 2.70 | 1.39 | 0.62 | 0.57 | 0.15 | 0.03 | 0.29 | 32.07 |
| 3 | 2001-3000 | 75 | 19.22 | 9.66 | 3.12 | 1.76 | 0.71 | 0.57 | 0.15 | 0.03 | 0.29 | 35.51 |
| 4 | 3001-4000 | 85 | 21.79 | 9.66 | 3.54 | 2.13 | 0.81 | 0.57 | 0.15 | 0.03 | 0.29 | 38.97 |
| Pre-apprentices | | | ** | | | | | | | | | |
| | 0000-1000 | 50 | 12.82 | 0.00 | 0.00 | 0.00 | 0.00 | 0.05 | 0.00 | 0.00 | 0.17 | 13.04 |
| | 1001+ | 50 | 12.82 | 9.66 | 0.00 | 0.00 | 0.00 | 0.05 | 0.00 | 0.00 | 0.17 | 22.70 |

^{*}Includes \$1.18 per hour Savings Account and Organizing Fund deduction for journeymen and apprentices. The Savings Account deduction is \$.50 per hour and the Organizing Fund deduction is \$.68 per hour, both of which are made from the TAXABLE base rate of pay. For Preapprentices there is a \$.15 deduction for Organizing and no deduction for Savings for a total deduction of \$.15.

The Journeyman Taxable Base and Pension contributions are 70% of the Commercial Rates.

The IRS mileage rate on May 1, 2017 is \$.535 per mile

May 1, 2017

Contract expires April 30, 2019

^{**} Employers may provide pre-apprentices with health coverage through a company health plan.