

Board of Directors

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Consulting Manager

Jon O'Brien

**Administrative
Assistant**

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Lehigh Valley Contractors Association 2024-2025 WAGE RATE CHART

P.O. BOX 1505, BETHLEHEM, PA 18018-1505

610-691-1414 FAX 610-691-0874

WWW.LVCONTRACTORS-ASSOC.ORG

AUGUST, 2024





Lehigh Valley Building Trades

7609 Kuhns Drive, Trexlertown, PA 18087

Phone: 610.351.5422

Fax: 610.351.5427

President: James Reilley

Treasurer: William B. McGee

Boilermakers Local 13

Roger Jayne (215) 783-5536

Bricklayers Local 5

Randy Eberly (717) 564-6501

Carpenters Local 167

Kevin Lewis (610) 866-3030

Electricians Local 102

Fred Sisco (610) 253-6139

Electricians Local 375

Paul Anthony (610) 432-9762

Elevators Local 84

Rob Leuthe (570) 849-0020

Glaziers Local 252

Michael Vanes (215) 677-3877

Insulators Local 23

William McGee (717) 930-0922

Ironworkers Local 404

Mark Buniski (717) 564-8550

Laborers Local 158

Jamie Andrews (717) 671-1810

Laborers Local 1174

Mike Knecht (610) 433-4706

Millwrights Local 219

John Demyanovich (215) 569-2558

Operating Engineers Local 542

James Reilley (610) 351-5422

Painters—IUPAT DC21

Michael Valco (215) 677-7980

Plasterers Local 592

Tim Rementer (570) 241-4464

Plumbers Local 690

Don Snyder (215) 677-6900

Road Sprinklers Fitters Local 669

Scott Moser (610) 614-0548

Roofers Local 30

Tom Jones (215) 331-8771

Sheet Metal Workers Local 19

Bill Dorward (215) 952-1950

Steamfitters Local 420

Gary Andress (610) 366-0408

Teamsters Local 773

Mark Laubach (610) 841-3279



Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

1803 Spring Garden Street, Philadelphia, PA 19130 | Phone: 215-569-1634 | EASCARPENTERS.ORG

Lehigh Valley Contractors Association Commercial Rate
Employers for Lehigh, Northampton, and Carbon Counties
Rate Code Number: 74

WAGE RATE AND FRINGE BENEFITS

5/1/2024 TO 4/30/2025

	Journeyman	App 1	App 2	App 3	App 4
Periods of Apprenticeship (Hours)		0-2,000	2,001-4,000	4,001-6,000	6,001-8,000
Wage Rate	\$38.60	\$15.44	\$19.30	\$23.16	\$30.88
FRINGE BENEFITS- Rate Code	74-0	74-11	74-12	74-13	74-14
Health & Welfare	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60
Vacation Fund	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
HRA	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
Pension	\$11.79	\$5.90	\$5.90	\$5.90	\$5.90
Annuity	\$4.00	\$2.00	\$3.00	\$4.00	\$4.00
Apprenticeship (JAC)	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Carpenters Intl. Training Fund (CITF)	\$0.14	\$0.14	\$0.14	\$0.14	\$0.14
Carpenters Contractor's Trust (CCT)	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
TOTAL FRINGE BENEFITS	\$28.13	\$20.24	\$21.24	\$22.24	\$22.24
TOTAL PACKAGE	\$66.73	\$35.68	\$40.54	\$45.40	\$53.12

WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES

- 3.50% of Gross Wages - Regional Council Dues
- 0.50% of Gross Wages to Political Education Committee
- \$1.10 per Hour to Jobs Recovery Dues
- \$0.09 per Hour to International Per Capita Tax
- \$0.10 per Hour to (MAP) Member Assistance Program

All Employers with more than 35 members on the payroll must post a \$175,000.00 Surety Bond. All Employers with 26 to 35 members on the payroll must post a \$125,000 Surety Bond. All Employers with 11 to 25 members on the payroll must post a \$100,000.00 Surety Bond. And all others must post a \$75,000.00 Surety Bond. Please contact your bonding agent or insurance carrier immediately to update or post the proper bonding requirements. NOTE: If an Employer covered by this agreement fails or refuses to deposit cash or post a Bond as described herein and maintain it in effect at all times during which work covered by this agreement is being performed, the person or persons who executed this Agreement on behalf of that employer agree(s) to be personally and individually bound to satisfy any and all of the fringe benefit or delinquency obligations of that Employer under this Agreement.

**CEMENT MASONS
ALLENTOWN, PENNSYLVANIA
LOCAL 592**

5-1-2024

JOURNEYMAN	\$36.18
FOREMAN	39.79 (10% above journeyman wage rate)

HEALTH & WELFARE	\$11.00 PER HOUR
PENSION	7.90 PER HOUR
ANNUITY	5.70 PER HOUR
IND. PROMOTION	.20 PER HOUR
TRAINING	.40 PER HOUR

DUES CHECK-OFF	\$3.38 PER HOUR (deducted from wages 4 1/2 local, 1% international)
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JOB TARGET	\$0.60 DEDUCT FROM WAGES
VACATION	\$2.50 DEDUCT FROM WAGES

OVERTIME:

1ST 2 HRS. OF OT (MON-FRI) AND THE 1ST 8 HRS WORKED ON SATURDAY SHALL BE AT TIME AND ONE-HALF. ALL OTHER OVERTIME SHALL BE PAID AT DOUBLE TIME. 12:00 NOON TO 12:30 PM IS LUNCH. \$1.00 PER HOUR FOR GRINDING AND EPOXY.

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, THANKSGIVING DAY, CHRISTMAS DAY, INDEPENDENCE DAY, LABOR DAY.

BUSINESS MANAGER:

MARK WILDSMITH
2843 SNYDER AVENUE
PHILADELPHIA, PA 19145

PHONE: 215-468-0235
FAX: 215-271-5222

EXPIRATION DATE:

APRIL 30, 2025

APPENDIX B
Wages, Fringe Benefits and Unique Working Conditions
of
Independent Collective Bargaining Agreement
for
ALLENTOWN CEMENT MASONS

Applicable Geographic Area:

Lehigh County, the Northwest section of Northampton County including the towns of Walnutport, Bath and Northampton – the Northeastern section of Berks County lying north of a line starting from the southern boundary line of Lehigh County and continuing through Huffs Church, Fredericksville, Dryville, Lyons Station, Kutztown, Krumsville and Stony Run in Berks County to Lehigh County Line and Carbon and Schuylkill Counties

Employer Association: Lehigh Valley Contractors Association

Currently-Effective Duration of Master Contract: May 1, 2022 through April 30, 2027

	<u>5/12/2024</u>	<u>5/1/2025</u>	<u>5/1/2026</u>
		\$1.80	\$1.85
Wage Rate	\$36.18		
Foreman	\$39.79 (10% above journeyman rate)		
H&W	\$11.00		
Pension	\$ 7.90		
Annuity	\$ 5.70		
IAP	\$ 0.20		
Training	\$ 0.40		
Total Package	\$61.38	\$63.18	\$65.03
Benefit package	\$25.20		
Local & Int'l Dues Check-Off	\$ 3.38 (deducted from wages, 4½% local, 1% Inter.)		
Job Target	\$.60 (deducted from wages)		
Vacation fund	\$ 2.50 (deducted from wages)		

Mail (3) separate checks to the following:

Plasterers' & Cement Masons' Local 592 (Dues, Job Target, Vacation, Training, Annuity, Welfare)
7821 Bartram Avenue, Suite 102
Philadelphia, PA 19153

Local 233 Promotion Fund (IAP)
c/o LVCA
P.O. Box 1505
Bethlehem, PA 18016

Local 233 Pension Fund
20 Brace Road
Cherry Hill, NJ 08034

UNIQUE CONDITIONS

Overtime:

- First 2 hours of O.T. (Mon-Fri.) and the first 8 hours worked on Saturday shall be at time and one half; All other overtime shall be paid at double time
- 12 noon to 12:30 p.m. is lunch
- \$1.00 per hour more for grinding and epoxy



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION No. 375

101 SOUTH 7TH STREET
ALLENTOWN, PA 18101

TELEPHONE: 610-432-9762
610-432-1033
FAX: 610-432-8467



RESIDENTIAL CONSTRUCTION RATE SHEET

Business Manager: Paul Anthony

	<u>06/01/24</u>	\$1.86	\$1.99
		<u>06/01/25</u>	<u>06/01/26</u>
<u>FOREMAN</u>	\$26.79		
<u>RESIDENTIAL WIREMAN (base wage rate)</u>	\$25.54		
Health & Welfare (22.6% of gross wages as of 06/1/2024)	\$5.77		
Retirement Plan	\$5.76		
J.A.T.C.	\$0.60		
Promotional Fund	\$0.04		
*N.L.M.C.C.	\$0.01		
*N.E.B.F. (3% of gross wages)	\$0.77		
*N.E.I.F. (.25% of gross wages)	\$0.06		
*E.C.P.E.C.A.F. (Admin Fund/.5% of gross wages)	<u>\$0.13</u>		
Total Package based on RW Rate	\$38.68		

RESIDENTIAL WIREMAN APPRENTICE

1 st Period/0-800 Hrs/55% of RW Rate	\$14.05		
2 nd Period/800-1600 Hrs/65% of RW Rate	\$16.60		
3 rd Period/1600-3200 Hrs/1 st Yr School Completed/75% of RW Rate	\$19.16		
4 th Period/3200-4800 Hrs/2 nd Yr School Completed/85% of RW Rate	\$21.71		
3rd year of school complete + 4800 Hours		Residential Wireman Rate	

RESIDENTIAL WIREMAN APPRENTICE FRINGE BENEFITS

Health & Welfare (22.6% of gross wages as of 06/1/2024)	22.6% of gross wages		
Retirement Plan (1 st & 2 nd Period uninitiated apprentices)	\$0.00		
Retirement Plan (all other classifications)	\$1.00		
J.A.T.C.	\$0.60		
Promotional Fund	\$0.04		
*N.L.M.C.C.	\$0.01		
*N.E.B.F.		(3% of gross wages)	
*N.E.I.F.		.25% of gross wages	
*E.C.P.E.C.A.F. (Admin. Fund)		.5% of gross wages	

CHECK-OFF-Vacation Fund is a \$.50 option for initiated Residential Wireman and Residential Apprentices in their third and fourth period. Please check with the Union Hall if the individual Residential Wireman/Apprentice has a Vacation Fund. Working Dues are 2% of gross wages. (excluding uninitiated apprentices)

NOTES- Retirement Plan, J.A.T.C., and N.L.M.C.C. and the Promotional Fund are dollar amounts.

All other fringe benefits are percentages as stated above.

* These fringe benefits are paid directly to NECA



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION No. 375

101 SOUTH 7TH STREET
ALLENTOWN, PA 18101

TELEPHONE: 610-432-9762
610-432-1033
FAX: 610-432-8467

VOICE-DATA-VIDEO RATE SHEET

Business Manager: Paul Anthony

		\$3.29	\$3.53
	<u>06/01/24</u>	<u>6/1/2025</u>	<u>6/1/2026</u>
<u>MASTER TECHNICIAN/FOREMAN</u>			
System Integrator/General Foreman (51 Men and Up 13%)	\$50.68		
Systems Integrator/General Foreman (11 - 50 Men 10%)	\$49.34		
Master Tech./Foreman (5 - 10 men 7%)	\$47.99		
Master Tech./Foreman (2 - 4 men 4%)	\$46.64		
<u>SENIOR TECHNICIAN (base wage rate)</u>	\$44.85		
Health & Welfare (22.6% of gross wages as of 6/1/2024)	\$10.14		
Retirement Plan	\$11.27		
J.A.T.C.	\$0.60		
Promotional Fund	\$0.04		
*N.L.M.C.C.	\$0.01		
*N.E.B.F. (3% of gross wages)	\$1.35		
*N.E.I.F. (.25% of gross wages)	\$0.11		
*E.C.P.E.C.A.F. (Admin Fund/.5% of gross wages)	<u>\$0.22</u>		
Total Package based on Senior Tech. Rate	\$68.59		
<u>APPRENTICE INSTALLER/TECHNICIAN</u>			
1st Period/0-1,000 Hrs 35% Senior Technician Rate	\$15.70		
2 nd Period/1,000-2,000 hrs/40% Senior Tech. Rate	\$17.94		
3 rd Period/2,000-3,500 hrs/50% Senior Tech. Rate	\$22.43		
4th Period/3,500-5,000 hrs 60% Senior Tech. Rate	\$26.91		
<u>TECHNICIANS</u>			
Installer/Technician 70% Senior Technician Rate	\$31.40		
Technician 80% Senior Technician Rate	\$35.88		

APPRENTICE INSTALLER/TECHNICIAN FRINGE BENEFITS

Health & Welfare (22.6% of gross wages as of 6/1/2024)	22.6% of gross wages	
Retirement Plan (1 st & 2nd Period Uninitiated Installer/Tech)	\$0.00	
Retirement Plan (All Initiated Apprentices)	\$2.20	
Retirement Plan (Technicians)		
Installer/Technician (70% of JW Retirement Plan)	\$7.89	
Technician (80% of JW Retirement Plan)	\$9.02	
J.A.T.C. (all classifications)	\$0.60	
Promotional Fund	\$0.04	
*N.L.M.C.C.	\$0.01	
*N.E.B.F.		3% of gross wages
*N.E.I.F.		.25% of gross wages
*E.C.P.E.C.A.F. (Admin. Fund)		.5% of gross wages

CHECK-OFF-Working dues are 5% Gross Wages; Vacation Fund is \$1.00 per hour worked.
(excluding uninitiated installer/technician apprentices.)

NOTES-Retirement Plan, J.A.T.C., and N.L.M.C.C. and the Promotional Fund are dollar amounts.

All other fringe benefits are percentages as stated above.

* These fringe benefits are paid directly to NECA



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION No. 375

101 SOUTH 7TH STREET
ALLENTOWN, PA 18101

TELEPHONE: 610-432-9762
610-432-1033
FAX: 610-432-8467



INSIDE CONSTRUCTION RATE SHEET

Business Manager: Paul Anthony

		\$3.50	\$3.75
	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<u>FOREMAN</u>			
General Foreman (51 men & above 13%)			
General Foreman (11 - 50 Men 10%)			
Foreman (5 -10 men 7%)			
Foreman (2-4 men 4%)			
<u>JOURNEYMAN/WIREMAN (base wage rate)</u>			
Health & Welfare (22.6% of gross wages as of 6/1/2024)			
Retirement Plan			
J.A.T.C.			
Promotional Fund			
*N.L.M.C.C.			
*N.E.B.F (3% of gross wages)			
*N.E.I.F. (.25% of gross wages)			
*E.C.P.E.C.A.F. (Admin Fund/ .5% of gross wages)			
Total Package based on JW Rate			

APPRENTICE

1 st Period/0-1,000 Hrs/35% JW rate	\$16.57	
2 nd Period/1,000-2,000 hrs/40% of JW rate	\$18.93	
3 rd Period/2,000-3,500 hrs/1 st yr school comp./50% of JW rate	\$23.67	
4 th Period/3,500-5,000 hrs/2 nd yr school comp./60% of JW rate	\$28.40	
5 th Period/5,000-6,500 hrs/3 rd yr school comp./70% of JW rate	\$33.13	
6 th Period/6,500-8,000 hrs/4 th yr school comp./80% JW rate	\$37.86	
5 th year of school complete + 8,000 hours		Journeyman/Wireman Rate

Apprentice Fringe Benefits

Health & Welfare (22.6% of gross wages as of 6/1/2024)	22.6% of gross wages
Retirement Plan (1 st & 2 nd Period Uninitiated Apprentices)	\$0.00
Retirement Plan (all other classifications)	\$2.20
J.A.T.C.	\$0.60
Promotional Fund	\$0.04
*N.L.M.C.C.	\$0.01
* N.E.B.F	(3% of gross wages)
* N.E.I.F.	.25% of gross wages
* E.C.P.E.C.A.F. (Admin. Fund)	.5% of gross wages

CHECK-OFF-Working dues are 5% Gross Wages; Vacation Fund is \$1.00 per hour worked. (excluding uninitiated apprentices.)

NOTES-Retirement Plan, J.A.T.C., and N.L.M.C.C. and the Promotional Fund are dollar amounts.

All other fringe benefits are percentages as stated above.

*** These Fringe benefits are paid directly to NECA.**

Lehigh Valley Area Glazier Rate

Counties of: Berks, Carbon, Lehigh, Monroe, Northampton, & Schuylkill.
Effective May 1, 2024

		Mechanic	Journey person	Year 4	Year 3	Year 2	Year 1	Glassworker
Wages	Working in Lehigh Valley	\$ 39.48	\$ 35.53	\$ 31.58	\$ 27.64	\$ 25.66	\$ 23.46	\$ 22.62

Deductions from wages							
Dues on Wages	3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages
Admin Dues on Fringes	\$ 0.83	\$ 0.75	\$ 0.67	\$ 0.58	\$ 0.54	\$ 0.51	\$ 0.43
Vacation	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
Pac	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25	
Int'l PAC	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	
DC21 Scholarship	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	
Benevolent Fund	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
IU Admin Dues	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
Organizing Fund (Core)	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02

Fringe Benefits							
Health & Welfare	\$ 9.25	\$ 9.25	\$ 9.25	\$ 9.25	\$ 9.25	\$ 9.25	\$ 9.25
Pension	\$ 6.80	\$ 6.80	\$ 5.05	\$ 4.18	\$ 3.60	\$ 3.06	
Annuity	\$ 6.12	\$ 3.74	\$ 3.11	\$ 1.59	\$ 0.99	\$ 0.66	\$ 2.00
DC 21 Apprentice	\$ 1.10	\$ 1.10	\$ 1.10	\$ 1.10	\$ 1.10	\$ 1.10	\$ 0.65
National Apprentice FTI	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	
I.U.LMP	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.02
DC21 LMF	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.02
AGI	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.05	\$ 0.10
IAF	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15

Total Benefits	\$ 23.81	\$ 21.43	\$ 19.05	\$ 16.66	\$ 15.48	\$ 14.51	\$ 12.19
Total Package	\$ 63.29	\$ 56.96	\$ 50.63	\$ 44.30	\$ 41.14	\$ 37.97	\$ 34.81
	100%	90%	80%	70%	65%	60%	55%

***WORKING IN LEHIGH VALLEY ADMIN DUES ON FRINGES & ANNUITY IS X HOURS PAID - ALL OTHER FRINGES ARE X HOURS WORKED ***

IRON WORKERS LOCAL UNION NO. 404

ARTICLE VIII

Wages, Funds, and Collection Thereof For Building, Heavy and Highway or Maintenance Projects

Section 1. Wages Rates, Contributions, and Deductions: the wage rates and fringe benefits for Local Union 404, Harrisburg, Pennsylvania for Reinforced Concrete Iron Workers, Bridge & Structural Iron Workers, Fence Erectors, Metal Building Erectors, Ornamental Iron Workers, Riggers, Machinery Movers & Welders shall be as follows:

EFFECTIVE: 7/1/24 - 6/30/26

JOURNEYMAN WAGES	7/1/24	7/1/25	7/1/26
Journeyman	\$37.26		
Foreman	(not less than 9%/hr above JM Wage)	\$40.61	
General Foreman	(not less than 13%/hr above JM Wage)	\$42.10	

EMPLOYER CONTRIBUTIONS	
HEALTH & PENSION: HOURS WORKED	
Health	\$12.45
Pension	\$12.55
Total	\$25.00
CONTRIBUTIONS: HOURS WORKED	
Apprentice Training Fund	\$0.63
Industry Advancement Fund	(not included in package) \$0.04
CONTRIBUTIONS: HOURS PAID*	
Annuity	\$7.00

\$2.25 TO BE ALLOCATED BY 7/1/25

\$2.25 TO BE ALLOCATED BY 7/1/26

EMPLOYEE DEDUCTIONS*	
Union Dues / Working Assessment (Gross Wages)	9%

TOTAL PACKAGE **\$69.89**

APPRENTICE WAGES	7/1/24	7/1/25	7/1/26
70% of JM Rate	w/ \$0 to Annuity per hr paid	\$26.08	
75% of JM Rate	w/ \$0 to Annuity per hr paid	\$27.94	
80% of JM Rate	w/ \$2 to Annuity per hr paid	\$29.81	
85% of JM Rate	w/ \$2 to Annuity per hr paid	\$31.67	
90% of JM Rate	w/ \$4 to Annuity per hr paid	\$33.53	
95% of JM Rate	w/ \$4 to Annuity per hr paid	\$35.40	

TBD BY 7/1/25

TBD BY 7/1/26

***Payroll Deductions, along with Contributions made to the Employees Annuity Fund, shall be clearly defined on Employee's Pay Receipt.**

(Counties covered: Adams, Berks, Bradford, Carbon, Columbia, Cumberland, Dauphin, Juniata, Lackawanna, Luzerne, Lancaster, Lehigh, Lycoming, Mifflin, Monroe, Montour, Northampton, Northumberland, Perry, Pike, Schuylkill, Snyder, Sullivan, Susquehanna, Tioga, Union, Wayne, Wyoming and York as well as portions of Bucks, Chester, Franklin, Huntingdon and Montgomery Counties)



International Association of
Bridge, Structural, Ornamental & Reinforcing
IRONWORKERS LOCAL UNION NO. 404

Chartered in 1926

June 13, 2024

Attention Contractors:

Please be advised that Iron Workers Local Union No. 404 has allocated a \$2.25 increase to our package, effective 7/1/2024 as follows:

- Wage Rate has been increased by \$1.00 = \$37.26/hour.
- Health Contribution has been increased by \$0.25 = \$12.45 /hour.
- The Annuity Rate has increased to \$7.00.
- Changes have been made to Shift Work.
- Changes have been made to Health & Pension.

Enclosed is a wage sheet and a new remittance form. Please adjust your records accordingly.

IMPORTANT TO NOTE: All Employer Contributions to Iron Workers District Council of Philadelphia & Vicinity should be mailed to 12 Edison Place, Springfield, NJ 07081. If you have any remittance questions, please call 215-537-0900 EX.111 or fax 215-537-0862.

Additionally, as of last year, our Apprentice rates have changed. New Apprentices will now start at 70% Journeyman rate. Apprentices will still be reviewed every 6 months. Please review the wage rate sheet carefully.

If you have any questions, feel free to

contact me. Sincerely,

George L. Zalar
Business Manager / FS - T

GLZ/tmm

Contribution Remittance Report Form
Iron Workers Local 404 Benefits Funds

Effective: 7/1/2024
 Expires: 6/30/2025

12 Edison Place
 Springfield, NJ 07081
 P: 215-537-0900
 F: 215-537-0862

Page _____ of _____

CHECK REPORT TYPE:

NO WORK

FINAL REPORT

MONTHLY

WEEKLY

****Contributions are due by the 15th of the Month** FOR BONDED EMPLOYERS ONLY!**

****Contributions are due 7 days after the payroll ending date listed****

Contractor: _____ FEIN: _____ Date: _____

Address: _____ Phone: _____ Month: _____

Payroll Ending: _____

Employee Name	SSN	Apprentice Level or Shift Status	Reg Hrs	OT Hrs	DT Hrs	Total Hrs Wrkd	Total Hrs Paid	Total Gross Wages	9% Gross Wages	Annuity Amt Each Employee
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										

Total Hours / Deductions										
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❖ Check #1 (New Address)

HEALTH & PENSION	TOTAL	July 1, 2024	UIEA
TOTAL HOURS WORKED*	HRS/WAGES	Rate / hour	TOTAL AMOUNTS DUE:

*hours rounded to the next highest whole number per employee		\$25.00	
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CONTRIBUTIONS & DEDUCTIONS

Annuity Fund	(hours paid)		\$7.00	
Working Assessment	(Gross Wages)		9%	
Apprentice Training Fund	(hours worked)		\$0.63	

Total to Iron Workers 404 Benefits Funds: _____

Make one check payable to: Iron Workers 404 Benefits Funds. Mail report & check to: 12 Edison Place, Springfield, NJ 07081

❖ Check #2

UNION IRON WORKERS EMPLOYERS ASSOCIATION	TOTAL	July 1, 2024	UIEA
IWEA Industry Advancement Fund	HOURS	Rate / hour	TOTAL AMOUNT DUE:

IWEA Industry Advancement Fund	(hours worked)		\$0.04	
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Make separate check payable to: UIEA. Mail report & check to: P.O. Box 4745, Harrisburg, PA 17111

The undersigned Employer agrees to be bound by the terms and conditions pertaining to fringe benefit contributions contained in the presently existing collective bargaining agreement entered into between The Iron Workers District Council (Philadelphia and Vicinity) and firms employing iron workers affiliated with said District Council. The undersigned Employer also agrees to be bound by the provisions of the Trust Agreement establishing the Iron Workers District Council (Philadelphia and Vicinity) Benefit and Pension Funds as presently constituted and as herein after amended. The undersigned affirms that this report is true and correct statement of the days and hours worked by all employees for whom contributions are due for this reporting period and that he is authorized to execute this document for and on behalf of the above contributing employer.

Employer Signature _____ Date _____

LABORERS LOCAL 1174
COUNTIES OF CARBON, LEHIGH, MONROE & NORTHAMPTON

5-1-2024

JOURNEYMAN LABORER (See Sch "A")	\$31.09
CONSTRUCTION SPECIALIST See (Sch "B")	32.12
PLASTER TENDERS See (Sch "C")	32.44
MASON TENDER REFRACTORY WORK	32.44
SKID-STEERING LOADER AND FORKLIFT LABORER	32.44
MASONRY CRANE LABORER	33.69
CONCRETE SPECIALIST	33.09
FOREMAN	RATE PLUS 10%
GENERAL FORMAN	2.00 ABOVE FOREMAN RATE

FRINGES (PER HOUR):

ANNUITY	\$4.00
ANNUITY – (at time & one half)	6.00
ANNUITY – (at double time)	8.00
HEALTH & WELFARE	7.75
PENSION (Pension benefits paid on hours paid)	7.45
TRAINING/LECET FUND	.29
I.A.P.F.	.20

DEDUCTIONS:

VOLUNTARY LPL (Deduct from wage)	\$.10
DUES (Deduct from wage)	6% of gross wages
I.A.P.F. (M.C.A. only)	\$.29
MAROC Dues Deduction (per hour from Wage)	\$.25

Any employee reporting for work upon direction of the employer, and not put to work shall receive one (1) hours pay

HOLIDAYS: NEW YEAR'S DAY, GOOD FRIDAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY

OVERTIME: Sundays and Holidays – double time all other overtime - time and one-half.

SHIFT WORK: The 2nd & 3rd shift works eight hours and receives straight time rate of wages. Employees shall receive 15% (of rate) incentive per hour for the 2nd & 3rd shift


BUSINESS MANAGER:

MIKE KNECHT
465 ALLENTOWN DRIVE
ALLENTOWN, PA 18109

PHONE: 610-433-4706
FAX: 610-433-5655

EXPIRATION DATE:

APRIL 30, 2025



Eastern Atlantic States

MILLWRIGHT LOCAL UNION 219
 LEHIGH, NORTHAMPTON AND CARBON COUNTIES IN PENNSYLVANIA

Rate Code Number: 804
WAGE RATE AND FRINGE BENEFITS
05/01/2024 TO 4/30/2025

Rate Code Number: 804	Journeyman	App 1	App 2	App 3	App 4
PERIODS OF APPRENTICESHIP (HOURS)		C-2000	2001-4000	4001-6000	6001-8000
		45%	57%	68%	84%
Wage Rate	\$ 50.22	\$ 22.85	\$ 28.88	\$ 34.45	\$ 42.44
Foreman	\$ 55.24				
General Foreman	\$ 60.77				
FRINGE BENEFITS- Rate Code					
Health & Welfare	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50
HRA	\$ 0.62	\$ -	\$ 0.62	\$ 0.62	\$ 0.62
Vacation Fund	\$ 0.63	\$ 0.75	\$ 0.63	\$ 0.63	\$ 0.63
Annuity	\$ 11.60	\$ 11.63	\$ 11.63	\$ 11.63	\$ 11.63
Pension	\$ 11.79	\$ 5.90	\$ 5.90	\$ 5.90	\$ 5.90
Apprenticeship (JAC)	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
PVMCA	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Carpenters Intl. Training Fund (CITF)	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.14	\$ 0.14
UBC Millwrights Labor-Management	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
Carpenters Contractor Trust	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
TOTAL FRINGE BENEFITS	\$ 35.35	\$ 28.99	\$ 29.49	\$ 29.49	\$ 29.49
TOTAL PACKAGE	\$ 85.57	\$ 51.84	\$ 58.37	\$ 63.94	\$ 71.93
WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES					
Regional Council Dues % of the "gross wages" (includes: Overtime, Holiday pay etc.)	3.50%	3.50%	3.50%	3.50%	3.50%
Political Education % of the "gross wages" (includes: Overtime, Holiday pay etc.)	0.50%	0.50%	0.50%	0.50%	0.50%
Local 219 Contingency Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Local 219 Scholarship Dues	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
Job Recovery Dues	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65
International Per Capita	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09
Members Assistance Program (MAP)	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10

OVERTIME: All overtime shall be paid at time & one-half. Except; Sundays, and Holidays which shall be paid at the Double time rate.

HOLIDAYS: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day.

BENEFIT REMITTANCE: Eastern Atlantic States Carpenters Benefit funds. 1811 Spring Garden St., Philadelphia, PA 19130,

P: 215-568-0430, F: 215-563-0169



Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

WAGES EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

COMMERCIAL
Nightshift

\$31.81 per hour
\$32.81 per hour

REPAINT
Nightshift

\$30.81 per hour
\$31.81 per hour

PREMIUM RATES FOR ALL CLASSIFICATIONS: \$1.00 per hour above the rate for all classifications for work done in the following manner: Steel, Spray Painting, HIPAC Coatings, Catalyzed Epoxy, Urethanes, Removers, Blasting with Liquid or Solids, Steam Cleaning, Swing Scaffolds, Cherry Pickers and High Reaches Above 35 Feet, Applying Hazardous Materials and Hanging Wall Paper or Vinyl.

FOREMAN RATE FOR ALL AREAS:

2 TO 4 Employees
5 AND ABOVE

\$.50 ABOVE THE HIGHEST RATE ON THE JOB
\$1.00 ABOVE THE HIGHEST RATE ON THE JOB

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.05 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.94 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 7.30 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 1.10 per hour worked
2011 Labor Management	\$ 0.03 per hour worked

Total Fringe Package **\$23.77 per hour worked**

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.83 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked



Painters Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

Painter Apprentice WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

COMMERCIAL Journeyman rate for area		\$31.81 per hour
Apprentice rate at steps:	50%	\$15.91
	60%	\$19.09
	70%	\$22.27
	80%	\$25.45

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.05 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.94 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 2.09 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 1.10 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$17.16 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.60 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$0.80 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.09 per hour worked



Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

WAGES EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

INDUSTRIAL

Nightshift rates: 2nd shift 10%
3rd shift 15%

\$34.71 per hour
\$38.18 per hour
\$39.92 per hour

BRIDGE

Nightshift rates: 2nd shift 10%
3rd shift 15%

\$40.81 per hour
\$44.89 per hour
\$46.93 per hour

PREMIUM RATES FOR ALL CLASSIFICATIONS: \$1.00 per hour above the rate for all classifications for work done in the following manner: Steel, Spray Painting, HIPAC Coatings, Catalyzed Epoxy, Urethanes, Removers, Blasting with Liquid or Solids, Steam Cleaning, Swing Scaffolds, Cherry Pickers and High Reaches Above 35 Feet, Applying Hazardous Materials and Hanging Wall Paper or Vinyl.

FOREMAN RATE FOR ALL AREAS:

2 TO 4 Employees: \$.50 ABOVE THE HIGHEST RATE ON THE JOB
5 AND ABOVE: \$1.00 ABOVE THE HIGHEST RATE ON THE JOB

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.05 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.94 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
IUPAT Pension Fund	\$ 7.30 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 1.11 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$23.78 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.83 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked



Industrial Painter Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

Painter Apprentice INDUSTRIAL WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

INDUSTRIAL Journeyman rate for area		\$34.71 per hour
Nightshift rates:	2 nd shift 10%	\$38.18 per hour
	3 rd shift 15%	\$39.92 per hour
Apprentice rate at steps:	50%	\$17.36 per hour
Nightshift rates:	2 nd shift 10%	\$19.10 per hour
	3 rd shift 15%	\$19.96 per hour
	60%	\$20.83 per hour
Nightshift rates:	2 nd shift 10%	\$22.91 per hour
	3 rd shift 15%	\$23.95 per hour
	70%	\$24.30 per hour
Nightshift rates:	2 nd shift 10%	\$26.73 per hour
	3 rd shift 15%	\$27.95 per hour
	80%	\$27.77 per hour
Nightshift rates:	2 nd shift 10%	\$30.55 per hour
	3 rd shift 15%	\$31.94 per hour

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.05 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.94 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
IUPAT Pension Fund	\$ 2.09 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 1.11 per hour worked
2011 Labor Management	\$ 0.03 per hour worked

Total Fringe Package **\$17.17 per hour worked**

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.60 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$0.80 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.09 per hour worked



Bridge Painter Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

Painter Apprentice Bridge WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

BRIDGE Journeyman rate for area		\$40.81 per hour
Nightshift rates:	2 nd shift 10%	\$44.89 per hour
	3 rd shift 15%	\$46.93 per hour
Apprentice rate at steps:	50%	\$20.41 per hour
Nightshift rates:	2 nd shift 10%	\$22.45 per hour
	3 rd shift 15%	\$23.47 per hour
	60%	\$24.49 per hour
Nightshift rates:	2 nd shift 10%	\$26.94 per hour
	3 rd shift 15%	\$28.16 per hour
	70%	\$28.57 per hour
Nightshift rates:	2 nd shift 10%	\$31.43 per hour
	3 rd shift 15%	\$32.86 per hour
	80%	\$32.65 per hour
Nightshift rates:	2 nd shift 10%	\$35.92 per hour
	3 rd shift 15%	\$37.55 per hour

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.05 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.94 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
IUPAT Pension Fund	\$ 2.09 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 1.11 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$17.17 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.60 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$0.80 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.09 per hour worked



HOURS ENHANCEMENT PLAN

Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

PAINTING	80%	\$25.45 PER HOUR
	90%	\$28.63 PER HOUR

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.05 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.94 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 7.30 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 1.10 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$23.77 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.83 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked

HOURS ENHANCEMENT PLAN IS A REDUCED WAGE AND FULL BENEFITS.

FOR THE 5 COUNTIES IN THE STATE OF PA: USE OF THIS PROGRAM MUST BE APPROVED BY DISTRICT COUNCIL 21.

**PLASTERERS
ALLENTOWN, PENNSYLVANIA
LOCAL 592**

5-1-2024

JOURNEYMAN	\$37.13
FOREMAN	40.84 (10% above journeyman wage rate)

FRINGE BENEFITS:

HEALTH & WELFARE	\$11.00	per hour
PENSION	7.90	per hour
ANNUITY	5.00	per hour
IND. PROMOTION	.20	per hour
APPRENTICE	.01	per hour
TRAINING	.40	per hour
DUES CHECK-OFF(5 ½%)	3.39	deducted from wage-4½ local,1%inter
JOB TARGETING	.60	deducted from wages
P.A.C.	.05	deducted from wages
VACATION	2.50	deducted from wages

OVERTIME:

1ST 2 HRS. OF OT (MON-FRI) AND THE 1ST 8 HRS WORKED ON SATURDAY SHALL BE AT TIME AND ONE-HALF. ALL OTHER OVERTIME SHALL BE PAID AT DOUBLE TIME. 12:00 NOON TO 12:30 PM IS LUNCH.

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY.

BUSINESS MANAGER:

MARK WILDSMITH
2843 SNYDER AVENUE
PHILADELPHIA, PA 19145

PHONE: 215-468-0235
FAX: 215-271-5222

EXPIRATION DATE: APRIL 30, 2025

APPENDIX B
Wages, Fringe Benefits and Unique Working Conditions
of
Independent Collective Bargaining Agreement
for
ALLENTOWN PLASTERERS

Applicable Geographic Area:

Lehigh County, the Northwest section of Northampton County including the towns of Walnutport, Bath and Northampton – the Northeastern section of Berks County lying north of a line starting from the southern boundary line of Lehigh County and continuing through Huffs Church, Fredericksville, Dryville, Lyons Station, Kutztown, Krumsville and Stony Run in Berks County to Lehigh County Line and Carbon and Schuylkill County.

Employer Association: Lehigh Valley Contractors Association

Currently-Effective Duration of Master Contract: May 1, 2022 through April 30, 2027

	<u>5/1/2024</u>	<u>5/1/2025</u>	<u>5/1/2026</u>
		\$1.80	\$1.85
Wage Rate	\$37.13		
Foreman	\$40.84	<i>(10% above journeyman rate)</i>	
H & W	\$11.00		
Pension	\$ 7.90		
Annuity	\$ 5.00		
Apprentice	\$ 0.01		
Training	\$ 0.40		
IAP	\$ 0.20		
Total Package	\$61.64	\$63.44	\$65.29
Benefit Package	\$24.51		
Local & Int'l Dues Check-Off	\$ 3.39	<i>(deducted from wages - 4½ local, 1% Inter.)</i>	
Job Targeting	\$.60	<i>(deducted from wages)</i>	
PAC	\$.05	<i>(deducted from wages)</i>	
Vacation Fund	\$ 2.50	<i>(deducted from wages)</i>	

Mail (3) separate checks to the following:

Plasterers' & Cement Masons' Local 592 (Dues, Pac, Job Target, Vacation, Training, Annuity, Welfare)
 7821 Bartram Avenue, Suite 102
 Philadelphia, PA 19153

Local 233 Promotion Fund (IAP)
 c/o LVCA
 P.O. Box 1505
 Bethchem, PA 18016

Local 233 Pension Fund
 20 Brace Road
 Cherry Hill, NJ 08034

UNIQUE CONDITIONS

Overtime:

- First 2 hours of O.T. (Mon-Fri.) and the first 8 hours worked on Saturday shall be at time and one half; All other overtime shall be paid at double time
- lunch from 12 noon to 12:30 p.m.

Plumbers Union Local 690

of Philadelphia and Vicinity
2791 Southampton Road, Philadelphia, PA 19154

George C. Pegram
Business Manager/Secretary Treasurer

Phone 215-677-6900
Fax 215-677-7102

Plumbers Union Local 690
Wage and Fringe Benefit Rates
Effective May 1, 2024 through April 30, 2025
Residential & Jobbing Plumbers

May 1, 2024

Contract Increase \$2.00

	4/30/24	5/1/24	INCREASE
WAGES	\$35.63	\$37.13	\$1.50
PENSION PLAN	\$6.03	\$6.13	\$0.10
S.R.P.	\$3.25	\$3.55	\$0.30
HEALTH PLAN	\$15.86	\$15.96	\$0.10
APPRENTICE PLAN	\$0.52	\$0.52	\$0.00
INDUSTRY FUND	\$0.25	\$0.25	\$0.00
SCHOLARSHIP FUND	\$0.10	\$0.10	\$0.00
TOTAL PACKAGE	\$61.64	\$63.64	\$2.00

May 1, 2024 Contract Increase \$2.00

Summary :

Wage: \$1.50 increase

Benefits: Pension Plan : \$0.10 increase

S.R.P. : \$0.30 increase

Health Plan: \$0.10 increase

Apprentice Plan: no increase

Industry Fund: no increase

Scholarship Fund: no increase

Deduction from Hourly Wages:

Deduct \$.40 cents Political Action per hour from Net Wages

Deduct \$.26 cents Social Fund per hour from Net Wages

Deduct 2.52% of the Total Package (gross wages (\$37.13) & Fringe Benefits (\$26.51) = Total Package \$63.64

Deduct \$.36 for Organizational Fund per hour paid from Net Wages for Journeymen

Plumbers Union Local 690

of Philadelphia and Vicinity
2701 Southampton Road, Philadelphia, PA 19154

George C. Pegrum
Business Manager/Secretary Treasurer

Phone 215-677-6900
Fax 215-677-7102

WAGE & FRINGE RATES FOR PLUMBERS UNION LOCAL #690 APPRENTICES IN ALL COUNTIES

EFFECTIVE May 1, 2024 THROUGH APRIL 30, 2025

Wage & Fringe Effective May 1, 2024

Effective Dates	% of BTJ	Increase Period	Wage Rate	\$0.10	\$0.10	\$0.10	\$0.00	\$0.00	\$0.00	\$0.30
				Health & Welfare	Pension	S.R.P.	Apprentice Fund	Industry Fund	Scholarship	TOTAL PACKAGE
5/1/24 to 4/30/25	40%	First	\$ 27.01	\$ 9.78	\$ 7.21	\$ 1.25	\$ 0.04	\$ 0.00	\$ 0.10	\$ 45.39
5/1/24 to 4/30/25	40%	Second	\$ 27.01	\$ 9.78	\$ 7.21	\$ 1.25	\$ 0.04	\$ 0.00	\$ 0.10	\$ 45.39
5/1/24 to 4/30/25	45%	Third	\$ 30.39	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 58.07
5/1/24 to 4/30/25	45%	Fourth	\$ 30.39	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 58.07
5/1/24 to 4/30/25	55%	Fifth	\$ 37.14	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 64.82
5/1/24 to 4/30/25	55%	Sixth	\$ 37.14	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 64.82
5/1/24 to 4/30/25	65%	Seventh	\$ 43.89	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 71.57
5/1/24 to 4/30/25	65%	Eighth	\$ 43.89	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 71.57
5/1/24 to 4/30/25	80%	Ninth	\$ 54.02	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 81.70
5/1/24 to 4/30/25	80%	Tenth	\$ 54.02	\$ 17.08	\$ 7.21	\$ 2.05	\$ 0.84	\$ 0.40	\$ 0.10	\$ 81.70

****Vacation contribution is now \$1.10 for All Apprentices****

For First through Tenth Period Apprentices:

Deduct \$1.10 for Vacation Fund per hour paid from Net Wages

Deduct \$.46 for Political Action Fund per hour paid from Net Wages

Deduct \$.50 for Social Fund per hour paid from Net Wages

Deduct \$.79 for Organizing Fund (\$.41) & Industry Advancement Plumbing Fund (\$.38) per hour paid from Net Wages

Deduct 2.52% of Total Gross Wage & Fringe Benefits (Total Package) for Union Dues

Plumbers Union Local 690
of Philadelphia and Vicinity
2791 Southampton Road, Philadelphia, PA 19154

George C. Pegram
Business Manager/Secretary Treasurer

Phone 215-677-6900
Fax 215-677-7102

Plumbers Union Local 690
Wage and Fringe Benefit Rates
Effective May 1, 2024 through April 30, 2025
Philadelphia and Five County
Delaware Valley Area
Building Trades

May 1, 2024
Contract Increase \$3.50

	4/30/24	5/1/24	INCREASE
WAGES	\$64.73	\$67.53	\$2.80
PENSION PLAN	\$11.23	\$11.33	\$0.10
S.R.P.	\$7.50	\$8.00	\$0.50
HEALTH PLAN	\$16.98	\$17.08	\$0.10
APPRENTICE PLAN	\$1.40	\$1.40	\$0.00
INDUSTRY FUND	\$0.40	\$0.40	\$0.00
SCHOLARSHIP FUND	\$0.10	\$0.10	\$0.00
TOTAL PACKAGE	\$102.34	\$105.84	\$3.50

May 1, 2024 Contract Increase \$3.50

Summary :

Wage: \$2.80 increase

Benefits: Pension Plan : \$0.10 increase
S.R.P. \$0.50 increase

Health Plan: \$0.10 increase

Apprentice Plan: no increase

Industry Fund: no increase

Scholarship Fund: no increase

****Vacation contribution is now \$3.55 per hour for Building Trades Journeymen****

Apprentice Rates are on a separate sheet

****Vacation contribution is now \$1.10 for All Apprentices****

Deduction from Hourly Wages:

Deduct \$3.55 for Vacation Fund per hour paid from Net Wages

Deduct \$.98 cents Political Action & \$.65 cents Social Fund per hour from Net Wages

Deduct 2.52% of the Total Package gross wages (\$67.53) & Fringe Benefits (\$38.31) = Total Package \$105.84

Deduct \$2.40 for Organizational Fund (\$.70) & Industry Advancement Plumbing Fund (\$1.70) per hour paid from Net Wages for Journeymen

Foreman Hourly Wage Rates

Foreman (2 - 10 Journeymen) 110% of Journeymen Rate

Area Foreman 112% of Journeymen Rate

General Foreman 115% of Journeymen Rate (supervising 2 or more Foremen and 100 Journeymen or less)

General Foreman 120% of Journeymen Rate (supervising 2 or more Foremen and 101 Journeymen or more)

Plumbers Union Local 690

of Philadelphia and Vicinity
2791 Southampton Road, Philadelphia, PA 19154

George C. Pagram
Business Manager/Secretary Treasurer

Phone 215-677-6900
Fax 215-677-7102

Plumbers Union Local 690
Wage and Fringe Benefit Rates
Effective May 1, 2024 through April 30, 2025
Reading and Lehigh Valley
Building Trades

May 1, 2024
Contract Increase \$2.50

	4/30/24	5/1/24	INCREASE
WAGES	\$52.48	\$54.28	\$1.80
PENSION PLAN	\$10.68	\$10.78	\$0.10
S.R.P.	\$5.10	\$5.60	\$0.50
HEALTH PLAN	\$16.98	\$17.08	\$0.10
APPRENTICE PLAN	\$1.30	\$1.30	\$0.00
INDUSTRY FUND	\$0.40	\$0.40	\$0.00
SCHOLARSHIP FUND	\$0.10	\$0.10	\$0.00
TOTAL PACKAGE	\$87.04	\$89.54	\$2.50

May 1, 2024 Contract Increase \$2.50

Summary :

Wage: \$1.80 increase

Benefits: Pension Plan : \$0.10 increase

S.R.P. : \$0.50 increase

Health Plan: \$0.10 increase

Apprentice Plan: no increase

Industry Fund: no increase

Scholarship Fund: no increase

****Vacation contribution is now \$3.55 per hour for Building Trades Journeymen****

Apprentice Rates are on a separate sheet

****Vacation contribution is now \$1.10 for All Apprentices****

Deduction from Hourly Wages:

Deduct \$3.55 for Vacation Fund per hour paid from Net Wages

Deduct \$.88 cents Political Action & \$.62 cents Social Fund per hour from Net Wages

Deduct 2.52% of the Total Package (gross wages (\$54.28) & Fringe Benefits (\$35.26) = Total Package \$89.54

Deduct \$2.18 for Organizational Fund(\$.60) & Industry Advancement Plumbing Fund(\$1.58) per hour paid from Net Wages for Journeymen

Foreman Hourly Wage Rates

Foreman (2 - 10 Journeymen) 110% of Journeymen Rate

Area Foreman 112% of Journeymen Rate

General Foreman 115% of Journeymen Rate (supervising 2 or more Foremen and 100 Journeymen or less)

General Foreman 120% of Journeymen Rate (supervising 2 or more Foreman and 101 Journeymen or more)



ROOFERS LOCAL 30

UNITED UNION OF ROOFERS, WATERPROOFERS,
AND ALLIED WORKERS

6447 TORRESDALE AVENUE • PHILADELPHIA, PENNSYLVANIA 19135 • (215) 331-8770 • FAX (215) 331-8325

Shawn McCullough
Business Manager

WAGES & FRINGES – EFFECTIVE 5/1/24 COMMERCIAL

Journeyman Wages	\$44.13 Per Hour
Foreman Wages (5 men or less)	\$46.13 Per Hour
Foreman Wages (6 men or more)	\$46.63 Per Hour

EMPLOYER CONTRIBUTIONS

Welfare Fund	\$13.50 Per Hour
Pension Fund	12.19 Per Hour
Annuity Fund	7.65 Per Hour
RCA Industry Fund	.50 Per Hour
Apprenticeship Fund	.93 Per Hour
*(Includes \$.06 per hour for Research & Education)	\$34.77

EMPLOYEE DEDUCTIONS

Union Fund	\$ 3.06 Per Hour
Credit Union/McCullough Day	1.80 Per Hour
Political Action Fund	.50 Per Hour
Home Association Fund	.05 Per Hour
	\$ 5.41

If machinery is used (new work), each worker is to receive an additional fifty cents (\$.50) per hour.

Travel money is \$8.00 per day or \$35.00 per day if shop is 75 miles or more away from jobsite.

Board Money is \$35.00 per day - \$245.00 per week.

Union Fund Deduction is 3.9% of Total Package (Excluding Industry Fund)

Credit Union is \$1.60 per hour and John McCullough Holiday is \$.20 per hour.

1st & 2nd year Apprentices **do not** have Credit Union/McCullough Day deductions.

3rd & 4th year Apprentices have a \$.50 deduction for credit union.

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION - LOCAL # 19
 HOURLY WAGE DEDUCTION AND CONTRIBUTION SCHEDULE
 PHILADELPHIA AREA
 EFFECTIVE July 1, 2024 - APRIL 30, 2025

CLASSIFICATION	GROSS LABOR COST	PHILA APPR FUND	ITI FUND	INDS FUND	TOTAL BENEFIT WAGE	HEALTH & WELFARE	Retiree Health Care	PENSION	ANNUITY	SUB	TAXABLE WAGE RATE	ASSMT	NET WAGE	TOTAL DED/ FUNDS	
JOURNEYPERSON	\$109.79	\$0.95	\$0.15	\$1.51	\$107.18	\$15.85	\$3.25	\$16.65	\$9.60	\$2.61	\$59.22	\$4.35	\$54.87	\$54.92	
FOREPERSON	\$113.94	\$0.95	\$0.15	\$1.51	\$111.33	\$15.85	\$3.25	\$16.65	\$9.60	\$2.61	\$63.37	\$4.35	\$59.02	\$54.92	7%
GENERAL FOREPEI	\$118.08	\$0.95	\$0.15	\$1.51	\$115.47	\$15.85	\$3.25	\$16.65	\$9.60	\$2.61	\$67.51	\$4.35	\$63.16	\$54.92	14%
APPRENTICES															
1ST PERIOD	\$51.79	\$0.95	\$0.15	\$1.51	\$49.18	\$12.35		\$8.33	\$3.81	\$1.00	\$23.69	\$2.63	\$21.06	\$30.73	40%
2ND PERIOD	\$54.75	\$0.95	\$0.15	\$1.51	\$52.14	\$12.35		\$8.33	\$3.81	\$1.00	\$26.65	\$2.66	\$23.99	\$30.76	45%
3RD PERIOD	\$65.27	\$0.95	\$0.15	\$1.51	\$62.66	\$15.85		\$8.33	\$3.81	\$2.10	\$32.57	\$2.77	\$29.80	\$35.47	55%
4TH PERIOD	\$68.23	\$0.95	\$0.15	\$1.51	\$65.62	\$15.85		\$8.33	\$3.81	\$2.10	\$35.53	\$2.80	\$32.73	\$35.50	60%
5TH PERIOD	\$71.19	\$0.95	\$0.15	\$1.51	\$68.58	\$15.85		\$8.33	\$3.81	\$2.10	\$38.49	\$2.83	\$35.66	\$35.53	65%
6TH PERIOD	\$74.15	\$0.95	\$0.15	\$1.51	\$71.54	\$15.85		\$8.33	\$3.81	\$2.10	\$41.45	\$2.86	\$38.59	\$35.56	70%
7TH PERIOD	\$77.12	\$0.95	\$0.15	\$1.51	\$74.51	\$15.85		\$8.33	\$3.81	\$2.10	\$44.42	\$2.89	\$41.53	\$35.59	75%
8TH PERIOD	\$83.04	\$0.95	\$0.15	\$1.51	\$80.43	\$15.85		\$8.33	\$3.81	\$2.10	\$50.34	\$2.94	\$47.40	\$35.64	85%
LIMITED APPRENTICE															
4TH PERIOD	\$68.23	\$0.95	\$0.15	\$1.51	\$65.62	\$15.85		\$8.33	\$3.81	\$2.10	\$35.53	\$3.72	\$31.81	\$36.42	60%
3RD PERIOD	\$65.27	\$0.95	\$0.15	\$1.51	\$62.66	\$15.85		\$8.33	\$3.81	\$2.10	\$32.57	\$3.68	\$28.89	\$36.38	55%
2ND PERIOD	\$62.31	\$0.95	\$0.15	\$1.51	\$59.70	\$15.85		\$8.33	\$3.81	\$2.10	\$29.61	\$3.64	\$25.97	\$36.34	50%
1ST PERIOD	\$59.35	\$0.95	\$0.15	\$1.51	\$56.74	\$15.85		\$8.33	\$3.81	\$2.10	\$26.65	\$3.59	\$23.06	\$36.29	45%
OWNER MEMBER		\$0.95	\$0.15	\$1.51		\$15.85	\$3.25	\$16.65	\$9.60			\$4.35		\$52.31	

JOURNEYPERSON SUB FUND = JP TWR + ANN, PEN, 401H & WEL X 3% - \$.53
 APPRENTICE/LA SUB = APP 8TH PER + ANN, PEN, H & WELF X 3% - \$.25

JOURNEYPERSON W/A = 1.5% OF JP/LA TBW + \$*+2.74 |
 APPRENTICE W/A = 1% OF APP TBW + \$*+2.14
 W/A CONSISTS OF I PAL\$.90, SF \$.03, CF \$.06, HF \$.10, RFF \$.20, LF \$.05, MRF \$.50

WAGE-FRINGE FOR STEAMFITTERS' LOCAL UNION 420 BUILDING TRADES (BTJ)

EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

READING & LEHIGH VALLEY RATES

Classification	%	Hourly Rate	H&W Fund	Reserve Fund	Pension Fund	S.R.P.	USSERA Fund	Apprentice Training * Fund	Industry Fund	I.T.F.	Total
Journeyman	100%	\$59.65	\$14.70	\$2.20	\$11.33	\$13.25	\$0.01	\$1.20	\$0.30	\$0.10	\$102.74
Foreman (2-5 Journeyman)	107%	\$63.83	\$14.70	\$2.20	\$11.33	\$13.25	\$0.01	\$1.20	\$0.30	\$0.10	\$106.92
Foreman (up to 10 Journeyman)	110%	\$65.62	\$14.70	\$2.20	\$11.33	\$13.25	\$0.01	\$1.20	\$0.30	\$0.10	\$108.71
Area Foreman	112%	\$66.81	\$14.70	\$2.20	\$11.33	\$13.25	\$0.01	\$1.20	\$0.30	\$0.10	\$109.90
General Foreman (2 or more up to 100 Journeyman)	115%	\$68.60	\$14.70	\$2.20	\$11.33	\$13.25	\$0.01	\$1.20	\$0.30	\$0.10	\$111.69
General Foreman (101 or more)	120%	\$71.58	\$14.70	\$2.20	\$11.33	\$13.25	\$0.01	\$1.20	\$0.30	\$0.10	\$114.67
Welding Foreman (up to 20 welders)	110%	\$65.62	\$14.70	\$2.20	\$11.33	\$13.25	\$0.01	\$1.20	\$0.30	\$0.10	\$108.71

Apprentice Period	%	Hourly Rate	H&W Fund	Reserve Fund	Pension Fund	S.R.P.	USSERA Fund	Apprentice Training * Fund	Industry Fund	I.T.F.	Total
1st Period	40%	\$23.86	\$14.70	\$2.20	\$5.69	\$0.00	\$0.01	\$0.00	\$0.00	\$0.00	\$46.46
2nd Period	40%	\$23.86	\$14.70	\$2.20	\$5.69	\$0.00	\$0.01	\$0.00	\$0.00	\$0.00	\$46.46
3rd Period	45%	\$26.84	\$14.70	\$2.20	\$9.63	\$2.00	\$0.01	\$0.00	\$0.30	\$0.10	\$55.78
4th Period	45%	\$26.84	\$14.70	\$2.20	\$9.63	\$2.00	\$0.01	\$0.00	\$0.30	\$0.10	\$55.78
5th Period	55%	\$32.81	\$14.70	\$2.20	\$9.63	\$7.29	\$0.01	\$0.00	\$0.30	\$0.10	\$67.04
6th Period	55%	\$32.81	\$14.70	\$2.20	\$9.63	\$7.29	\$0.01	\$0.00	\$0.30	\$0.10	\$67.04
7th Period	65%	\$38.77	\$14.70	\$2.20	\$9.63	\$8.61	\$0.01	\$0.00	\$0.30	\$0.10	\$74.32
8th Period	65%	\$38.77	\$14.70	\$2.20	\$9.63	\$8.61	\$0.01	\$0.00	\$0.30	\$0.10	\$74.32
9th Period	75%	\$44.74	\$14.70	\$2.20	\$9.63	\$9.94	\$0.01	\$0.00	\$0.30	\$0.10	\$81.62
10th Period	75%	\$44.74	\$14.70	\$2.20	\$9.63	\$9.94	\$0.01	\$0.00	\$0.30	\$0.10	\$81.62

THREE YEAR AGREEMENT EFFECTIVE 05-01-2023 THROUGH 04-30-2026. 1ST YEAR \$3.81; 2ND YEAR \$3.68; 3RD YEAR \$3.62

*EMPLOYERS SHALL CONTRIBUTE \$1.50 TO THE APPRENTICE TRAINING FUND IF THEY DO NOT MAKE THE \$0.30 CONTRIBUTION TO THE INDUSTRY FUND
 * ALL ICA/CPA MEMBER EMPLOYERS MUST PAY INDUSTRY FUND CONTRIBUTIONS. ALL WAGE RATES, FRINGE BENEFITS RATES AND DEDUCTIONS PER HOUR ARE BASED ON ALL HOURS PAID

PAYROLL DEDUCTIONS FOR JOURNEYMAN, ALL FOREMAN CLASSIFICATIONS, GENERAL FOREMAN DEDUCTIONS PER HOUR FROM NET WAGE:
 DEDUCT \$1.50 FOR VACATION, DEDUCT \$0.50 FOR BUILDING FUND (The Building Fund is payable by 7th - 10th period apprentices, and all Journeyman),
 DEDUCT \$0.55 FOR PIPE FUND, DEDUCT \$0.05 FOR SCHOLARSHIP, DEDUCT \$1.30 FOR OMR FUND, DEDUCT \$1.50 FOR WORKING ASSESSMENT

WORKING ASSESSMENT @ 1.5% X JOURNEYMAN GROSS PAY INCLUDING THE GROSS BENEFIT PACKAGE, EXCLUDING INDUSTRY FUND, USSERA FUND & RESERVE FUND
 EXAMPLE: \$59.65 + \$14.70 + \$11.33 + \$13.25 + \$1.20 + \$0.10 = \$100.23 X 1.5% = \$1.50 PER HOUR PAID
 PLEASE NOTE: Do NOT include additional Foreman % in Union Working Assessment Calculations

PAYROLL DEDUCTIONS FOR APPRENTICES PER HOUR FROM NET WAGE:
 1st THROUGH 10th PERIODS: DEDUCT \$1.50 PER HOUR FOR VACATION FUND * 7th THROUGH 10th PERIODS: DEDUCT \$0.50 FOR BUILDING FUND)
 *APPRENTICES ARE NOT SUBJECT TO PIPE, SCHOLARSHIP, ORGANIZING/MARKET RECOVERY OR WORKING ASSESSMENT DEDUCTIONS, WITH THE EXCEPTION OF 7TH THROUGH 10TH PERIODS FOR BUILDING FUND AND WORKING ASSESSMENT

Apprentice Working Assessment for 7th through 10th Period: 1% of apprentice total package excluding Industry, USSERA fund & Reserve Fund
 for 7th Period \$0.72
 for 8th Period \$0.72
 for 9th Period \$0.79
 for 10th Period \$0.79

Steamfitters Local Union No. 420
 14420 Townsend Road, Suite A
 Philadelphia, PA 19154

Employer: _____

Address: _____

City/State/Zip: _____

James Snell

5/1/2024

James Snell, Business Manager

Date:

Signature: _____

Date:

Name/Title (Print): _____