

Buffalo Glazier

APPRENTICE WAGE & FRINGE BENEFITS PACKAGE

Effective May 1, 2018

All Apprentices shall serve a **four (4) year term**. There shall not be more than one (1) apprentice to each three (3) mechanics. District Council #4 FTI of Western & Central New York shall place all apprentices, discipline and removal in same accordance with FTI of w & cny Rules and Regulations. The wage rate shall be a percentage of the Journeyman's Wage Rate (**\$26.75**).

The apprentice wage increase will occur when the apprentice works a minimum of 1,000 hours during each period. In addition to the 1,000 hours all apprentices must comply with all other FTI of W & CNY requirements in order to advance.

<u>Program Code</u>	<u>OJT Hours</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Total Fringes</u>	<u>Total Package</u>
1A	0000 - 1000	50%	\$13.38	\$7.95	\$21.33
1B	1001 - 2000	55%	\$14.71	\$7.95	\$22.66
2A	2001 - 3000	60%	\$16.05	\$8.80	\$24.85
2B	3001 - 4000	65%	\$17.39	\$8.80	\$26.19
3A	4001 - 5000	70%	\$18.73	\$10.20	\$28.93
3B	5001 - 6000	75%	\$20.06	\$10.20	\$30.26
4A	6001 - 7000	80%	\$21.40	\$10.20	\$31.60
4B	7001 - 8000	90%	\$24.08	\$10.20	\$34.28

<u>Fringe Benefits:</u>	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>
L.U. 660 Health	\$6.00	\$6.00	\$6.50	\$6.50
L.U. 660 Pension	\$0.20	\$1.05	\$1.95	\$1.95
D.C. #4 Apprentice	\$0.65	\$0.65	\$0.65	\$0.65
I.U.P.A.T. Pension	\$0.75	\$0.75	\$0.75	\$0.75
DC#4 LMCI	\$0.20	\$0.20	\$0.20	\$0.20
IUPAT LMCI	\$0.05	\$0.05	\$0.05	\$0.05
IUPAT FTI	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringe Benefits Package	\$7.95	\$8.80	\$10.20	\$10.20

Deduction:

Dues Check-off: Three percent (3%) from Gross Wages

DC#4 Organizing Fund: \$0.05 per hour

Rate: Percentage of Glazier Wages