

Roofers Local Union 96 Duluth Area Wages and Benefits

Effective July 1, 2023

Through June 30, 2024

Classification	Basic Hourly Wage	Vac. After Taxes	Assess. After Taxes	Taxable Wage Rate	National Pension Rate	Educ Fund Rate	Annuity Fund Rate	Health/Welfare Rate	H&W HRA Rate	Appr. Training Rate	Roofing Industry Rate	Total Cost to Employer
Journeyman	36.38	3.00	0.62	40.00	4.02	0.06	3.64	10.70	1.50	0.60	0.29	60.81
Foreman	38.88	3.00	0.62	42.50	4.27	0.06	4.14	10.70	1.50	0.60	0.29	64.06

Apprentice Percentages Based on Hours Worked for Advancement:

57%	A 0-250	22.35		0.45	22.80	0.25	0.06			0.60	0.29	24.00
57%	B 251-1500	22.35		0.45	22.80	0.25	0.06	9.10		0.60	0.29	33.10
60%	1501-2500	23.38		0.62	24.00	0.25	0.06	0.25	10.10	0.60	0.29	35.55

Freeze Unless 144 Hours (Phase 1) of Related Training is Completed

65%	2501-3000	25.38		0.62	26.00	0.50	0.06	0.50	10.70	1.50	0.60	0.29	40.15
70%	3001-3500	27.38		0.62	28.00	0.50	0.06	0.50	10.70	1.50	0.60	0.29	42.15
75%	3501-4000	29.38		0.62	30.00	0.50	0.06	0.50	10.70	1.50	0.60	0.29	44.15
80%	4001-4500	28.38	3.00	0.62	32.00	0.75	0.06	0.75	10.70	1.50	0.60	0.29	46.65

Freeze Unless 288 Hours (Phase 2) of Related Training is Completed

85%	4501-5000	30.38	3.00	0.62	34.00	0.75	0.06	0.75	10.70	1.50	0.60	0.29	48.65
90%	5001-5500	32.38	3.00	0.62	36.00	1.00	0.06	0.75	10.70	1.50	0.60	0.29	50.90
95%	5501-6000	34.38	3.00	0.62	38.00	1.00	0.06	0.75	10.70	1.50	0.60	0.29	52.90

Advancement to Journeyman if All Related Training (Phase 3) is Completed and **6000** Hours Worked

Current IRS mileage rate is \$.655 per mile.

Expiration date: June 30, 2024