

## Roofers Local Union 96 Duluth Area Wages and Benefits

Effective January 6, 2025

Through July 6, 2025

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	Appr. Training Rate	Roofing Industry Rate	Total Cost to Employer
Journeyman	38.38	3.00	0.74	42.12	4.77	0.09	3.64	13.20	0.70	0.29	64.81
Foreman	40.88	3.00	0.74	44.62	5.02	0.09	4.14	13.20	0.70	0.29	68.06

### Apprentice Percentages Based on Hours Worked for Advancement:

57%	A 0-250	23.56		0.45	24.01	0.25	0.09			0.70	0.29	25.34
57%	B 251-1500	23.56		0.45	24.01	0.25	0.09	10.10		0.70	0.29	35.44
60%	1501-2500	24.53		0.74	25.27	0.25	0.09	0.25	11.10	0.70	0.29	37.95

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

65%	2501-3000	26.64		0.74	27.38	0.50	0.09	0.50	13.20	0.70	0.29	42.66
70%	3001-3500	28.74		0.74	29.48	0.50	0.09	0.50	13.20	0.70	0.29	44.76
75%	3501-4000	30.85		0.74	31.59	0.50	0.09	0.50	13.20	0.70	0.29	46.87
80%	4001-4500	29.96	3.00	0.74	33.70	0.75	0.09	0.75	13.20	0.70	0.29	49.48

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

85%	4501-5000	32.06	3.00	0.74	35.80	0.75	0.09	0.75	13.20	0.70	0.29	51.58
90%	5001-5500	34.17	3.00	0.74	37.91	1.00	0.09	0.75	13.20	0.70	0.29	53.94
95%	5501-6000	36.27	3.00	0.74	40.01	1.00	0.09	0.75	13.20	0.70	0.29	56.04

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

Current IRS mileage rate is \$.67 per mile.

Due: July 7, 2025: \$3.75  
 July 6, 2026: \$3.75

\*\*Paid Labor Day Begins in 2025

Expiration date: June 30, 2027