



INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ASBESTOS WORKERS

Local No. 12 City NEW YORK CITY State N.Y.

Address 25-19 43RD AVENUE, LONG ISLAND CITY, NY 11101-4208

June 30th, 2008

RE: Revised Wage Scale

To Whom It May Concern:

Enclosed is the recent change in the wage scale for the new six year 2008-2014 Collective Bargaining Agreement between the Insulation Contractors Association of New York City Inc., the Independent Insulation Contractor and the International Association of Heat and Frost Insulators of Local 12.

The first increment in this Collective Bargaining Agreement totals \$1.00 and becomes effective July 1st, 2008 and will expire January 3rd, 2009.

* **Please note the changes in allocation below:** All Employers are required to remit the working assessment deduction of 5% from the union member's hourly wage as well as an additional \$.10 cents per hour allocated to the Insulation Industry Promotional Fund. In addition, the name of the International Organizing Fund has been changed to the **International Assessment Fund.**

Total Package	Welfare Fund	Annuity Fund	Pension Fund	Vacation Fund	A.J.E.F	Int. Asm't Fund	Political Action Committee	Market Recovery Fund	Base Wage
\$75.17	\$8.40	\$8.20	\$5.55	\$4.37	\$.45	\$.20	\$.05	\$.15	\$47.80

Attached to this document are copies of the Excel Spreadsheet detailing the Mechanics and Apprentice Wage rate(s) for the new Collective Bargaining Agreement. If you have any questions, you may call the Union Office at anytime.

Sincerely,

Matthew P. Aracich
Financial Secretary

Telephone (718) 784-3456

AFFILIATED WITH THE AFL-CIO, BUILDING AND CONSTRUCTION TRADES DEPARTMENT, METAL TRADES DEPARTMENT AND CANADIAN UNION OF PUBLIC EMPLOYEES

**Insulator
Mechanic Scale
07/01/08 thru 01/04/09**

hours	package	welfare	annuity	pension	elf	**vacation	base	total of taxable income including: base pay, vacation fund, pac fund, int org fund, market recovery fund	check payable to the Asbestos Workers Operating Account	5% of taxable income	check payable to the Local 12 General Fund	This sum is comprised of the 5% Work Assessment, Pac, Int Org & Mkt Rec @ \$.40 per hour	check payable to Insulation Industry Promotional Fund
1	\$75.17	\$8.40	\$8.20	\$5.55	\$0.45	\$4.37	\$47.80	\$52.57	\$26.97	\$2.63	\$3.03		\$0.60
2	\$150.34	\$16.80	\$16.40	\$11.10	\$0.90	\$8.74	\$95.60	\$105.14	\$53.94	\$5.26	\$6.06		\$1.20
3	\$225.51	\$25.20	\$24.60	\$16.65	\$1.35	\$13.11	\$143.40	\$157.71	\$80.91	\$7.89	\$9.09		\$1.80
4	\$300.68	\$33.60	\$32.80	\$22.20	\$1.80	\$17.48	\$191.20	\$210.28	\$107.88	\$10.51	\$12.11		\$2.40
5	\$375.85	\$42.00	\$41.00	\$27.75	\$2.25	\$21.85	\$239.00	\$262.85	\$134.85	\$13.14	\$15.14		\$3.00
6	\$451.02	\$50.40	\$49.20	\$33.30	\$2.70	\$26.22	\$286.80	\$315.42	\$161.82	\$15.77	\$18.17		\$3.60
7	\$526.19	\$58.80	\$57.40	\$38.85	\$3.15	\$30.59	\$334.60	\$367.99	\$188.79	\$18.40	\$21.20	Seven Hours	\$4.20
8	\$601.36	\$67.20	\$65.60	\$44.40	\$3.60	\$34.96	\$382.40	\$420.56	\$215.76	\$21.03	\$24.23		\$4.80
9	\$676.53	\$75.60	\$73.80	\$49.95	\$4.05	\$39.33	\$430.20	\$473.13	\$242.73	\$23.66	\$27.26		\$5.40
10	\$751.70	\$84.00	\$82.00	\$55.50	\$4.50	\$43.70	\$478.00	\$525.70	\$269.70	\$25.29	\$30.29		\$6.00
11	\$826.87	\$92.40	\$90.20	\$61.05	\$4.95	\$48.07	\$525.80	\$578.27	\$296.67	\$28.91	\$33.31		\$6.60
12	\$902.04	\$100.80	\$98.40	\$66.60	\$5.40	\$52.44	\$573.60	\$630.84	\$323.64	\$31.54	\$36.34		\$7.20
13	\$977.21	\$109.20	\$106.50	\$72.15	\$5.85	\$56.81	\$621.40	\$683.41	\$350.61	\$34.17	\$39.37		\$7.80
14	\$1,052.38	\$117.60	\$114.80	\$77.70	\$6.30	\$61.18	\$669.20	\$735.98	\$377.58	\$36.80	\$42.40	Fourteen Hours	\$8.40
15	\$1,127.55	\$126.00	\$123.00	\$83.25	\$6.75	\$65.55	\$717.00	\$788.55	\$404.55	\$39.43	\$45.43		\$9.00
16	\$1,202.72	\$134.40	\$131.20	\$88.80	\$7.20	\$69.92	\$764.80	\$841.12	\$431.52	\$42.06	\$48.46		\$9.60
17	\$1,277.89	\$142.80	\$139.40	\$94.35	\$7.65	\$74.29	\$812.60	\$893.69	\$458.49	\$44.88	\$51.48		\$10.20
18	\$1,353.06	\$151.20	\$147.60	\$99.90	\$8.10	\$78.66	\$860.40	\$946.26	\$485.46	\$47.31	\$54.51		\$10.80
19	\$1,428.23	\$159.60	\$155.80	\$105.45	\$8.55	\$83.03	\$908.20	\$998.83	\$512.43	\$49.94	\$57.54		\$11.40
20	\$1,503.40	\$168.00	\$164.00	\$111.00	\$9.00	\$87.40	\$956.00	\$1,051.40	\$539.40	\$52.57	\$60.57	Twenty One Hours	\$12.00
21	\$1,578.57	\$176.40	\$172.20	\$116.55	\$9.45	\$91.77	\$1,003.80	\$1,103.97	\$566.37	\$55.20	\$63.60		\$12.60
22	\$1,653.74	\$184.80	\$180.40	\$122.10	\$9.90	\$96.14	\$1,051.60	\$1,156.54	\$593.34	\$57.83	\$66.62		\$13.20
23	\$1,728.91	\$193.20	\$188.60	\$127.65	\$10.35	\$100.51	\$1,099.40	\$1,209.11	\$620.31	\$60.46	\$69.66		\$13.80
24	\$1,804.08	\$201.60	\$196.80	\$133.20	\$10.80	\$104.88	\$1,147.20	\$1,261.68	\$647.26	\$63.08	\$72.68		\$14.40
25	\$1,879.25	\$210.00	\$205.00	\$138.75	\$11.25	\$109.25	\$1,195.00	\$1,314.25	\$674.25	\$65.71	\$75.71		\$15.00
26	\$1,954.42	\$218.40	\$213.20	\$144.30	\$11.70	\$113.62	\$1,242.80	\$1,366.82	\$701.22	\$68.34	\$78.74		\$15.60
27	\$2,029.59	\$226.80	\$221.40	\$149.85	\$12.15	\$117.99	\$1,290.60	\$1,419.39	\$728.19	\$70.97	\$81.77	Twenty Eight Hours	\$16.20
28	\$2,104.76	\$235.20	\$229.60	\$155.40	\$12.60	\$122.36	\$1,338.40	\$1,471.96	\$755.16	\$73.60	\$84.80		\$16.80
29	\$2,179.93	\$243.60	\$237.80	\$160.95	\$13.05	\$126.73	\$1,386.20	\$1,524.53	\$782.13	\$76.23	\$87.83		\$17.40
30	\$2,255.10	\$252.00	\$246.00	\$166.50	\$13.50	\$131.10	\$1,434.00	\$1,577.10	\$809.10	\$78.86	\$90.86		\$18.00
31	\$2,330.27	\$260.40	\$254.20	\$172.05	\$13.95	\$135.47	\$1,481.80	\$1,629.67	\$836.07	\$81.48	\$93.88		\$18.60
32	\$2,405.44	\$268.80	\$262.40	\$177.60	\$14.40	\$139.84	\$1,529.60	\$1,682.24	\$863.04	\$84.11	\$96.91		\$19.20
33	\$2,480.61	\$277.20	\$270.60	\$183.15	\$14.85	\$144.21	\$1,577.40	\$1,734.81	\$890.01	\$86.74	\$99.94		\$19.80
34	\$2,555.78	\$285.60	\$278.80	\$188.70	\$15.30	\$148.58	\$1,625.20	\$1,787.38	\$916.98	\$89.37	\$102.97	Thirty Five Hours	\$20.40
35	\$2,630.95	\$294.00	\$287.00	\$194.25	\$15.75	\$152.95	\$1,673.00	\$1,839.95	\$943.95	\$92.00	\$106.00		\$21.00
36	\$2,706.12	\$302.40	\$295.20	\$199.80	\$16.20	\$157.32	\$1,720.80	\$1,892.52	\$970.92	\$94.63	\$109.03		\$21.60
37	\$2,781.29	\$310.80	\$303.40	\$205.35	\$16.65	\$161.69	\$1,768.60	\$1,945.09	\$997.89	\$97.25	\$112.05		\$22.20
38	\$2,856.46	\$319.20	\$311.60	\$210.90	\$17.10	\$166.06	\$1,816.40	\$1,997.66	\$1,024.86	\$99.88	\$115.08		\$22.80
39	\$2,931.63	\$327.60	\$319.80	\$216.45	\$17.55	\$170.43	\$1,864.20	\$2,050.23	\$1,051.83	\$102.51	\$118.11		\$23.40
40	\$3,006.80	\$336.00	\$328.00	\$222.00	\$18.00	\$174.80	\$1,912.00	\$2,102.80	\$1,078.80	\$105.14	\$121.14		\$24.00

* These hours are straight time on Int'l Maintenance Agreement jobs, the 1st hour of Weekday Overtime is @ time and one half and double time on standard contract
 ** Vacation Fund, Int. Org. Fund, Market Recovery Fund and PAC Fund are included in taxable income.

**1st Year Apprentice
40%
07/01/08 thru 01/04/09**

hours	total package	welfare	annuity	pension	ajef	**vacation	base	total of taxable income including: base pay, vacation fund, pac fund, int org fund, market recovery fund	check payable to the Asbestos Workers Operating Account	5% of taxable income	check payable to the Local 12 General Fund	This sum is comprised of the 5% Work Assessment, Pac, Int Org & Mkt Rec @ \$.16 per hour	check payable to Insulation Industry Promotional Fund
1	\$30.07	\$3.36	\$3.28	\$2.22	\$0.18	\$1.75	\$19.12	\$21.03	\$10.79	\$1.05	\$1.21		\$0.24
2	\$60.14	\$6.72	\$6.56	\$4.44	\$0.36	\$3.50	\$38.24	\$42.06	\$21.58	\$2.10	\$2.42		\$0.48
3	\$90.21	\$10.08	\$9.84	\$6.66	\$0.54	\$5.25	\$57.36	\$63.09	\$32.37	\$3.15	\$3.63		\$0.72
4	\$120.28	\$13.44	\$13.12	\$8.88	\$0.72	\$7.00	\$76.48	\$84.12	\$43.16	\$4.21	\$4.85		\$0.96
5	\$150.35	\$16.80	\$16.40	\$11.10	\$0.90	\$8.75	\$95.60	\$105.15	\$53.95	\$5.26	\$6.06		\$1.20
6	\$180.42	\$20.16	\$19.68	\$13.32	\$1.08	\$10.50	\$114.72	\$126.18	\$64.74	\$6.31	\$7.27		\$1.44
7	\$210.49	\$23.52	\$22.96	\$15.54	\$1.26	\$12.25	\$133.84	\$147.21	\$75.53	\$7.36	\$8.48	Seven Hours	\$1.68
8	\$240.56	\$26.88	\$26.24	\$17.76	\$1.44	\$14.00	\$152.96	\$168.24	\$86.32	\$8.41	\$9.69		\$1.92
9	\$270.63	\$30.24	\$29.52	\$19.98	\$1.62	\$15.75	\$172.08	\$189.27	\$97.11	\$9.46	\$10.90		\$2.16
10	\$300.70	\$33.60	\$32.80	\$22.20	\$1.80	\$17.50	\$191.20	\$210.30	\$107.90	\$10.52	\$12.12		\$2.40
11	\$330.77	\$36.96	\$36.08	\$24.42	\$1.98	\$19.25	\$210.32	\$231.33	\$118.69	\$11.57	\$13.33		\$2.64
12	\$360.84	\$40.32	\$39.36	\$26.64	\$2.16	\$21.00	\$229.44	\$252.36	\$129.48	\$12.62	\$14.54		\$2.88
13	\$390.91	\$43.68	\$42.64	\$28.86	\$2.34	\$22.75	\$248.56	\$273.39	\$140.27	\$13.67	\$15.75		\$3.12
14	\$420.98	\$47.04	\$45.92	\$31.08	\$2.52	\$24.50	\$267.68	\$294.42	\$151.06	\$14.72	\$16.96	Fourteen Hours	\$3.36
15	\$451.05	\$50.40	\$49.20	\$33.30	\$2.70	\$26.25	\$286.80	\$315.45	\$161.85	\$15.77	\$18.17		\$3.60
16	\$481.12	\$53.76	\$52.48	\$35.52	\$2.88	\$28.00	\$305.92	\$336.48	\$172.64	\$16.82	\$19.38		\$3.84
17	\$511.19	\$57.12	\$55.76	\$37.74	\$3.06	\$29.75	\$325.04	\$357.51	\$183.43	\$17.88	\$20.60		\$4.08
18	\$541.26	\$60.48	\$59.04	\$39.96	\$3.24	\$31.50	\$344.16	\$378.54	\$194.22	\$18.93	\$21.81		\$4.32
19	\$571.33	\$63.84	\$62.32	\$42.18	\$3.42	\$33.25	\$363.28	\$399.57	\$205.01	\$19.98	\$23.02		\$4.56
20	\$601.40	\$67.20	\$65.60	\$44.40	\$3.60	\$35.00	\$382.40	\$420.60	\$215.80	\$21.03	\$24.23		\$4.80
21	\$631.47	\$70.56	\$68.88	\$46.62	\$3.78	\$36.75	\$401.52	\$441.63	\$226.59	\$22.08	\$25.44	Twenty One Hours	\$5.04
22	\$661.54	\$73.92	\$72.16	\$48.84	\$3.96	\$38.50	\$420.64	\$462.66	\$237.38	\$23.13	\$26.65		\$5.28
23	\$691.61	\$77.28	\$75.44	\$51.06	\$4.14	\$40.25	\$439.76	\$483.69	\$248.17	\$24.18	\$27.86		\$5.52
24	\$721.68	\$80.64	\$78.72	\$53.28	\$4.32	\$42.00	\$458.88	\$504.72	\$258.96	\$25.24	\$29.08		\$5.76
25	\$751.75	\$84.00	\$82.00	\$55.50	\$4.50	\$43.75	\$478.00	\$525.75	\$269.75	\$26.29	\$30.29		\$6.00
26	\$781.82	\$87.36	\$85.28	\$57.72	\$4.68	\$45.50	\$497.12	\$546.78	\$280.54	\$27.34	\$31.50		\$6.24
27	\$811.89	\$90.72	\$88.56	\$59.94	\$4.86	\$47.25	\$516.24	\$567.81	\$291.33	\$28.39	\$32.71		\$6.48
28	\$841.96	\$94.08	\$91.84	\$62.16	\$5.04	\$49.00	\$535.36	\$588.84	\$302.12	\$29.44	\$33.92	Twenty Eight Hours	\$6.72
29	\$872.03	\$97.44	\$95.12	\$64.38	\$5.22	\$50.75	\$554.48	\$609.87	\$312.91	\$30.49	\$35.13		\$6.96
30	\$902.10	\$100.80	\$98.40	\$66.60	\$5.40	\$52.50	\$573.60	\$630.90	\$323.70	\$31.55	\$36.35		\$7.20
31	\$932.17	\$104.16	\$101.68	\$68.82	\$5.58	\$54.25	\$592.72	\$651.93	\$334.49	\$32.60	\$37.56		\$7.44
32	\$962.24	\$107.52	\$104.96	\$71.04	\$5.76	\$56.00	\$611.84	\$672.96	\$345.28	\$33.65	\$38.77		\$7.68
33	\$992.31	\$110.88	\$108.24	\$73.26	\$5.94	\$57.75	\$630.96	\$693.99	\$356.07	\$34.70	\$39.98		\$7.92
34	\$1,022.38	\$114.24	\$111.52	\$75.48	\$6.12	\$59.50	\$650.08	\$715.02	\$366.86	\$35.75	\$41.19		\$8.16
35	\$1,052.45	\$117.60	\$114.80	\$77.70	\$6.30	\$61.25	\$669.20	\$736.05	\$377.65	\$36.80	\$42.40	Thirty Five Hours	\$8.40
36	\$1,082.52	\$120.96	\$118.08	\$79.92	\$6.48	\$63.00	\$688.32	\$757.08	\$388.44	\$37.85	\$43.61		\$8.64
37	\$1,112.59	\$124.32	\$121.36	\$82.14	\$6.66	\$64.75	\$707.44	\$778.11	\$399.23	\$38.91	\$44.83		\$8.88
38	\$1,142.66	\$127.68	\$124.64	\$84.36	\$6.84	\$66.50	\$726.56	\$799.14	\$410.02	\$39.96	\$46.04		\$9.12
39	\$1,172.73	\$131.04	\$127.92	\$86.58	\$7.02	\$68.25	\$745.68	\$820.17	\$420.81	\$41.01	\$47.25		\$9.36
40	\$1,202.80	\$134.40	\$131.20	\$88.80	\$7.20	\$70.00	\$764.80	\$841.20	\$431.60	\$42.06	\$48.46		\$9.60

* These hours are straight time on Int'l, Maintenance Agreement Jobs, the 1st hour of Weekday Overtime is @ time and one half and double time on standard contract jobs
 ** Vacation Fund, Int. Org. Fund, Market Recovery Fund and PAC Fund are included in taxable income

**2nd Year Apprentice
60%
07/01/08 thru 01/04/09**

hours	package	welfare	annuity	pension	ajef	**vacation	base	total of taxable income including: base pay, vacation fund, pac fund, int org fund, market recovery fund	check payable to the Asbestos Workers Operating Account	5% of taxable income	check payable to the Local 12 General Fund	check payable to Insulation Industry Promotional Fund
1	\$45.10	\$5.04	\$4.92	\$3.33	\$0.27	\$2.62	\$28.68	\$31.54	\$16.18	\$1.58	\$1.82	\$0.36
2	\$90.20	\$10.08	\$9.84	\$6.66	\$0.54	\$5.24	\$57.36	\$63.08	\$32.36	\$3.15	\$3.63	\$0.72
3	\$135.30	\$15.12	\$14.76	\$9.99	\$0.81	\$7.86	\$86.04	\$94.62	\$48.54	\$4.73	\$5.45	\$1.08
4	\$180.40	\$20.16	\$19.68	\$13.32	\$1.08	\$10.48	\$114.72	\$126.16	\$64.72	\$6.31	\$7.27	\$1.44
5	\$225.50	\$25.20	\$24.60	\$16.65	\$1.35	\$13.10	\$143.40	\$157.70	\$80.90	\$7.89	\$9.09	\$1.80
6	\$270.60	\$30.24	\$29.52	\$19.98	\$1.62	\$15.72	\$172.08	\$189.24	\$97.08	\$9.46	\$10.90	\$2.16
7	\$315.70	\$35.28	\$34.44	\$23.31	\$1.89	\$18.34	\$200.76	\$220.78	\$113.26	\$11.04	\$12.72	\$2.52
8	\$360.80	\$40.32	\$39.36	\$26.64	\$2.16	\$20.96	\$229.44	\$252.32	\$129.44	\$12.62	\$14.54	\$2.88
9	\$405.90	\$45.36	\$44.28	\$29.97	\$2.43	\$23.58	\$258.12	\$283.86	\$145.62	\$14.19	\$16.35	\$3.24
10	\$451.00	\$50.40	\$49.20	\$33.30	\$2.70	\$26.20	\$286.80	\$315.40	\$161.80	\$15.77	\$18.17	\$3.60
11	\$496.10	\$55.44	\$54.12	\$36.63	\$2.97	\$28.82	\$315.48	\$346.94	\$177.98	\$17.35	\$19.99	\$3.96
12	\$541.20	\$60.48	\$59.04	\$39.96	\$3.24	\$31.44	\$344.16	\$378.48	\$194.16	\$18.92	\$21.80	\$4.32
13	\$586.30	\$65.52	\$63.96	\$43.29	\$3.51	\$34.06	\$372.84	\$410.02	\$210.34	\$20.50	\$23.62	\$4.68
14	\$631.40	\$70.56	\$68.88	\$46.62	\$3.78	\$36.68	\$401.52	\$441.56	\$226.52	\$22.08	\$25.44	\$5.04
15	\$676.50	\$75.60	\$73.80	\$49.95	\$4.05	\$39.30	\$430.20	\$473.10	\$242.70	\$23.66	\$27.26	\$5.40
16	\$721.60	\$80.64	\$78.72	\$53.28	\$4.32	\$41.92	\$458.88	\$504.64	\$258.88	\$25.23	\$29.07	\$5.76
17	\$766.70	\$85.68	\$83.64	\$56.61	\$4.59	\$44.54	\$487.56	\$536.18	\$275.06	\$26.81	\$30.89	\$6.12
18	\$811.80	\$90.72	\$88.56	\$59.94	\$4.86	\$47.16	\$516.24	\$567.72	\$291.24	\$28.39	\$32.71	\$6.48
19	\$856.90	\$95.76	\$93.48	\$63.27	\$5.13	\$49.78	\$544.92	\$599.26	\$307.42	\$29.96	\$34.52	\$6.84
20	\$902.00	\$100.80	\$98.40	\$66.60	\$5.40	\$52.40	\$573.60	\$630.80	\$323.60	\$31.54	\$36.34	\$7.20
21	\$947.10	\$105.84	\$103.32	\$69.93	\$5.67	\$55.02	\$602.28	\$662.34	\$339.78	\$33.12	\$38.16	\$7.56
22	\$992.20	\$110.88	\$108.24	\$73.26	\$5.94	\$57.64	\$630.96	\$693.88	\$355.96	\$34.69	\$39.97	\$7.92
23	\$1,037.30	\$115.92	\$113.16	\$76.59	\$6.21	\$60.26	\$659.64	\$725.42	\$372.14	\$36.27	\$41.79	\$8.28
24	\$1,082.40	\$120.96	\$118.08	\$79.92	\$6.48	\$62.88	\$688.32	\$756.96	\$388.32	\$37.85	\$43.61	\$8.64
25	\$1,127.50	\$126.00	\$123.00	\$83.25	\$6.75	\$65.50	\$717.00	\$788.50	\$404.50	\$39.43	\$45.43	\$9.00
26	\$1,172.60	\$131.04	\$127.92	\$86.58	\$7.02	\$68.12	\$745.68	\$820.04	\$420.68	\$41.00	\$47.24	\$9.36
27	\$1,217.70	\$136.08	\$132.84	\$89.91	\$7.29	\$70.74	\$774.36	\$851.58	\$436.86	\$42.58	\$49.06	\$9.72
28	\$1,262.80	\$141.12	\$137.76	\$93.24	\$7.56	\$73.36	\$803.04	\$883.12	\$453.04	\$44.16	\$50.88	\$10.08
29	\$1,307.90	\$146.16	\$142.68	\$96.57	\$7.83	\$75.98	\$831.72	\$914.66	\$469.22	\$45.73	\$52.69	\$10.44
30	\$1,353.00	\$151.20	\$147.60	\$99.90	\$8.10	\$78.60	\$860.40	\$946.20	\$485.40	\$47.31	\$54.51	\$10.80
31	\$1,398.10	\$156.24	\$152.52	\$103.23	\$8.37	\$81.22	\$889.08	\$977.74	\$501.58	\$48.89	\$56.33	\$11.16
32	\$1,443.20	\$161.28	\$157.44	\$106.56	\$8.64	\$83.84	\$917.76	\$1,009.28	\$517.76	\$50.46	\$58.14	\$11.52
33	\$1,488.30	\$166.32	\$162.36	\$109.89	\$8.91	\$86.46	\$946.44	\$1,040.82	\$533.94	\$52.04	\$59.95	\$11.88
34	\$1,533.40	\$171.36	\$167.28	\$113.22	\$9.18	\$89.08	\$975.12	\$1,072.36	\$550.12	\$53.62	\$61.78	\$12.24
35	\$1,578.50	\$176.40	\$172.20	\$116.55	\$9.45	\$91.70	\$1,003.80	\$1,103.90	\$566.30	\$55.20	\$63.60	\$12.60
36	\$1,623.60	\$181.44	\$177.12	\$119.88	\$9.72	\$94.32	\$1,032.48	\$1,135.44	\$582.48	\$56.77	\$65.41	\$12.96
37	\$1,668.70	\$186.48	\$182.04	\$123.21	\$9.99	\$96.94	\$1,061.16	\$1,166.98	\$598.66	\$58.35	\$67.23	\$13.32
38	\$1,713.80	\$191.52	\$186.96	\$126.54	\$10.26	\$99.56	\$1,089.84	\$1,198.52	\$614.84	\$59.93	\$69.05	\$13.68
39	\$1,758.90	\$196.56	\$191.88	\$129.87	\$10.53	\$102.18	\$1,118.52	\$1,230.06	\$631.02	\$61.50	\$70.86	\$14.04
40	\$1,804.00	\$201.60	\$196.80	\$133.20	\$10.80	\$104.80	\$1,147.20	\$1,261.60	\$647.20	\$63.08	\$72.68	\$14.40

This sum is comprised of the 5% Work Assessment, Pac, Int Org & Mkt Rec @\$.24 per hour

* These hours are straight time on Int'l Maintenance Agreement jobs, the 1st hour of Weekday Overtime is @ time and one half and double time on standard contract jobs
 ** Vacation Fund, Int. Org. Fund, Market Recovery Fund and PAC Fund are included in taxable income

**3rd Year Apprentice
70%
07/01/08 thru 01/04/09**

hours	total package	welfare	annuity	pension	ajef	**vacation	base	total of taxable income including: base pay, vacation, pac fund, int org fund, market recovery	check payable to the Asbestos Workers Operating Account	5% of taxable income	check payable to the Local 12 General Fund	check payable to Industry Promotional Fund
1	\$52.64	\$5.88	\$5.74	\$3.89	\$0.32	\$3.06	\$33.46	\$36.81	\$18.89	\$1.84	\$2.13	\$0.42
2	\$105.26	\$11.76	\$11.48	\$7.78	\$0.64	\$6.12	\$66.92	\$73.60	\$37.78	\$3.68	\$4.24	\$0.84
3	\$157.90	\$17.64	\$17.22	\$11.97	\$0.96	\$9.18	\$100.38	\$110.41	\$56.67	\$5.52	\$6.37	\$1.26
4	\$210.52	\$23.52	\$22.96	\$15.56	\$1.28	\$12.24	\$133.84	\$147.20	\$75.56	\$7.36	\$8.48	\$1.68
5	\$263.16	\$29.40	\$28.70	\$19.45	\$1.60	\$15.30	\$167.30	\$184.01	\$94.45	\$9.20	\$10.61	\$2.10
6	\$315.78	\$35.28	\$34.44	\$23.34	\$1.92	\$18.36	\$200.76	\$220.80	\$113.34	\$11.04	\$12.72	\$2.52
7	\$368.42	\$41.16	\$40.18	\$27.23	\$2.24	\$21.42	\$234.22	\$257.61	\$132.23	\$12.88	\$14.85	\$2.94
8	\$421.04	\$47.04	\$45.92	\$31.12	\$2.56	\$24.48	\$267.68	\$294.40	\$151.12	\$14.72	\$16.95	\$3.36
9	\$473.68	\$52.92	\$51.66	\$35.01	\$2.88	\$27.54	\$301.14	\$331.21	\$170.01	\$16.56	\$19.09	\$3.78
10	\$526.30	\$58.80	\$57.40	\$38.90	\$3.20	\$30.60	\$334.60	\$368.00	\$188.90	\$18.40	\$21.29	\$4.20
11	\$578.94	\$64.68	\$63.14	\$42.79	\$3.52	\$33.66	\$368.06	\$404.81	\$207.79	\$20.24	\$23.33	\$4.62
12	\$631.56	\$70.56	\$68.88	\$46.68	\$3.84	\$36.72	\$401.52	\$441.60	\$226.68	\$22.08	\$25.44	\$5.04
13	\$684.20	\$76.44	\$74.62	\$50.57	\$4.16	\$39.78	\$434.98	\$478.41	\$245.57	\$23.92	\$27.57	\$5.46
14	\$736.82	\$82.32	\$80.36	\$54.46	\$4.48	\$42.84	\$468.44	\$515.20	\$264.46	\$25.76	\$29.68	\$5.88
15	\$789.46	\$88.20	\$86.10	\$58.35	\$4.80	\$45.90	\$501.90	\$552.01	\$283.35	\$27.60	\$31.81	\$6.30
16	\$842.08	\$94.08	\$91.64	\$62.24	\$5.12	\$48.96	\$535.36	\$588.80	\$302.24	\$29.44	\$33.92	\$6.72
17	\$894.72	\$99.96	\$97.58	\$66.13	\$5.44	\$52.02	\$568.82	\$625.61	\$321.13	\$31.28	\$36.05	\$7.14
18	\$947.34	\$105.84	\$103.32	\$70.02	\$5.76	\$55.08	\$602.28	\$662.40	\$340.02	\$33.12	\$38.16	\$7.56
19	\$999.98	\$111.72	\$109.06	\$73.91	\$6.08	\$58.14	\$635.74	\$699.21	\$358.91	\$34.96	\$40.29	\$7.98
20	\$1,052.60	\$117.60	\$114.80	\$77.80	\$6.40	\$61.20	\$669.20	\$736.00	\$377.80	\$36.80	\$42.40	\$8.40
21	\$1,105.24	\$123.48	\$120.54	\$81.68	\$6.72	\$64.26	\$702.66	\$772.81	\$396.69	\$38.64	\$44.53	\$8.82
22	\$1,157.86	\$129.36	\$126.28	\$85.58	\$7.04	\$67.32	\$736.12	\$809.60	\$415.58	\$40.48	\$46.64	\$9.24
23	\$1,210.50	\$135.24	\$132.02	\$89.47	\$7.36	\$70.38	\$769.58	\$846.41	\$434.47	\$42.32	\$48.77	\$9.66
24	\$1,263.12	\$141.12	\$137.76	\$93.36	\$7.68	\$73.44	\$803.04	\$883.20	\$453.36	\$44.16	\$50.88	\$10.08
25	\$1,315.76	\$147.00	\$143.50	\$97.25	\$8.00	\$76.50	\$836.50	\$920.01	\$472.25	\$46.00	\$53.01	\$10.50
26	\$1,368.38	\$152.88	\$149.24	\$101.14	\$8.32	\$79.56	\$869.96	\$956.80	\$491.14	\$47.84	\$55.12	\$10.92
27	\$1,421.02	\$158.76	\$154.98	\$105.03	\$8.64	\$82.62	\$903.42	\$993.61	\$510.03	\$49.68	\$57.25	\$11.34
28	\$1,473.64	\$164.64	\$160.72	\$108.92	\$8.96	\$85.68	\$936.88	\$1,030.40	\$528.92	\$51.52	\$59.36	\$11.76
29	\$1,526.28	\$170.52	\$166.46	\$112.81	\$9.28	\$88.74	\$970.34	\$1,067.21	\$547.81	\$53.36	\$61.49	\$12.18
30	\$1,578.90	\$176.40	\$172.20	\$116.70	\$9.60	\$91.80	\$1,003.80	\$1,104.00	\$566.70	\$55.20	\$63.60	\$12.60
31	\$1,631.54	\$182.28	\$177.94	\$120.59	\$9.92	\$94.86	\$1,037.26	\$1,140.81	\$585.59	\$57.04	\$65.73	\$13.02
32	\$1,684.16	\$188.16	\$183.68	\$124.48	\$10.24	\$97.92	\$1,070.72	\$1,177.60	\$604.48	\$58.88	\$67.84	\$13.44
33	\$1,736.80	\$194.04	\$189.42	\$128.37	\$10.56	\$100.98	\$1,104.18	\$1,214.41	\$623.37	\$60.72	\$69.97	\$13.86
34	\$1,789.42	\$199.92	\$195.16	\$132.26	\$10.88	\$104.04	\$1,137.64	\$1,251.20	\$642.26	\$62.56	\$72.08	\$14.28
35	\$1,842.06	\$205.80	\$200.90	\$136.15	\$11.20	\$107.10	\$1,171.10	\$1,288.01	\$661.15	\$64.40	\$74.21	\$14.70
36	\$1,894.68	\$211.68	\$206.64	\$140.04	\$11.52	\$110.16	\$1,204.56	\$1,324.80	\$680.04	\$66.24	\$76.32	\$15.12
37	\$1,947.32	\$217.56	\$212.38	\$143.93	\$11.84	\$113.22	\$1,238.02	\$1,361.61	\$698.93	\$68.08	\$78.45	\$15.54
38	\$1,999.94	\$223.44	\$218.12	\$147.82	\$12.16	\$116.28	\$1,271.48	\$1,398.40	\$717.82	\$69.92	\$80.56	\$15.96
39	\$2,052.58	\$229.32	\$223.86	\$151.71	\$12.48	\$119.34	\$1,304.94	\$1,435.21	\$736.71	\$71.76	\$82.69	\$16.38
40	\$2,105.20	\$235.20	\$229.60	\$155.60	\$12.80	\$122.40	\$1,338.40	\$1,472.00	\$755.60	\$73.60	\$84.80	\$16.80

This sum is comprised of the 5% Work Assessment, Pac, Int Org & Mkt Rec @ \$.29 per hour

* These hours are straight time on Int'l. Maintenance Agreement jobs, the 1st hour of Weekday Overtime is @ time and one half and double time on standard contract jobs
 ** Vacation Fund, Int. Org. Fund, Market Recovery Fund and PAC Fund are included in taxable income

4th Year Apprentice 80% 07/01/08 thru 01/04/09

hours	total package	welfare	annuity	pension	ajef	**vacation	base	total of taxable income including: base pay, vacation fund, pac fund, int org fund, market recovery fund	check payable to the Asbestos Workers Operating Account	check payable to the Local 12 General Fund	check payable to Insulation Industry Promotional Fund
1	\$80.14	\$6.72	\$6.56	\$4.44	\$0.36	\$3.50	\$39.24	\$42.06	\$21.68	\$2.42	\$0.48
2	\$120.28	\$13.44	\$13.12	\$8.88	\$0.72	\$7.00	\$76.48	\$84.12	\$43.16	\$4.85	\$0.96
3	\$180.42	\$20.16	\$19.68	\$13.32	\$1.08	\$10.50	\$114.72	\$126.18	\$64.74	\$7.27	\$1.44
4	\$240.56	\$26.88	\$26.24	\$17.76	\$1.44	\$14.00	\$152.96	\$168.24	\$86.32	\$9.69	\$1.92
5	\$300.70	\$33.60	\$32.80	\$22.20	\$1.80	\$17.50	\$191.20	\$210.30	\$107.90	\$12.12	\$2.40
6	\$360.84	\$40.32	\$39.36	\$26.64	\$2.16	\$21.00	\$229.44	\$252.36	\$129.48	\$14.54	\$2.88
7	\$420.98	\$47.04	\$45.92	\$31.08	\$2.52	\$24.50	\$267.68	\$294.42	\$151.06	\$16.96	\$3.36
8	\$481.12	\$53.76	\$52.48	\$35.52	\$2.88	\$28.00	\$305.92	\$336.48	\$172.64	\$19.38	\$3.84
9	\$541.26	\$60.48	\$59.04	\$39.96	\$3.24	\$31.50	\$344.16	\$378.54	\$194.22	\$21.81	\$4.32
10	\$601.40	\$67.20	\$65.60	\$44.40	\$3.60	\$35.00	\$382.40	\$420.60	\$216.80	\$24.23	\$4.80
11	\$661.54	\$73.92	\$72.16	\$48.84	\$3.96	\$38.50	\$420.64	\$462.66	\$237.38	\$26.65	\$5.28
12	\$721.68	\$80.64	\$78.72	\$53.28	\$4.32	\$42.00	\$458.88	\$504.72	\$258.96	\$29.08	\$5.76
13	\$781.82	\$87.36	\$85.28	\$57.72	\$4.68	\$45.50	\$497.12	\$546.78	\$280.54	\$31.50	\$6.24
14	\$841.96	\$94.08	\$91.84	\$62.16	\$5.04	\$49.00	\$535.36	\$588.84	\$302.12	\$33.92	\$6.72
15	\$902.10	\$100.80	\$98.40	\$66.60	\$5.40	\$52.50	\$573.60	\$630.90	\$323.70	\$36.35	\$7.20
16	\$962.24	\$107.52	\$104.96	\$71.04	\$5.76	\$56.00	\$611.84	\$672.96	\$345.28	\$38.77	\$7.68
17	\$1,022.38	\$114.24	\$111.52	\$75.48	\$6.12	\$59.50	\$650.08	\$715.02	\$366.86	\$41.19	\$8.16
18	\$1,082.52	\$120.96	\$118.08	\$79.92	\$6.48	\$63.00	\$688.32	\$757.08	\$388.44	\$43.61	\$8.64
19	\$1,142.66	\$127.68	\$124.64	\$84.36	\$6.84	\$66.50	\$726.56	\$799.14	\$410.02	\$46.04	\$9.12
20	\$1,202.80	\$134.40	\$131.20	\$88.80	\$7.20	\$70.00	\$764.80	\$841.20	\$431.60	\$48.46	\$9.60
21	\$1,262.94	\$141.12	\$137.76	\$93.24	\$7.56	\$73.50	\$803.04	\$883.26	\$453.18	\$50.88	\$10.08
22	\$1,323.08	\$147.84	\$144.32	\$97.68	\$7.92	\$77.00	\$841.28	\$925.32	\$474.76	\$53.31	\$10.56
23	\$1,383.22	\$154.56	\$150.88	\$102.12	\$8.28	\$80.50	\$879.52	\$967.38	\$496.34	\$55.73	\$11.04
24	\$1,443.36	\$161.28	\$157.44	\$106.56	\$8.64	\$84.00	\$917.76	\$1,009.44	\$517.92	\$58.15	\$11.52
25	\$1,503.50	\$168.00	\$164.00	\$111.00	\$9.00	\$87.50	\$956.00	\$1,051.50	\$539.50	\$60.58	\$12.00
26	\$1,563.64	\$174.72	\$170.56	\$115.44	\$9.36	\$91.00	\$994.24	\$1,093.56	\$561.08	\$63.00	\$12.48
27	\$1,623.78	\$181.44	\$177.12	\$119.88	\$9.72	\$94.50	\$1,032.48	\$1,135.62	\$582.66	\$65.42	\$12.96
28	\$1,683.92	\$188.16	\$183.68	\$124.32	\$10.08	\$98.00	\$1,070.72	\$1,177.68	\$604.24	\$67.84	\$13.44
29	\$1,744.06	\$194.88	\$190.24	\$128.76	\$10.44	\$101.50	\$1,108.96	\$1,219.74	\$625.82	\$70.27	\$13.92
30	\$1,804.20	\$201.60	\$196.80	\$133.20	\$10.80	\$105.00	\$1,147.20	\$1,261.80	\$647.40	\$72.69	\$14.40
31	\$1,864.34	\$208.32	\$203.36	\$137.64	\$11.16	\$108.50	\$1,185.44	\$1,303.86	\$668.98	\$75.11	\$14.88
32	\$1,924.48	\$215.04	\$209.92	\$142.08	\$11.52	\$112.00	\$1,223.68	\$1,345.92	\$690.56	\$77.54	\$15.36
33	\$1,984.62	\$221.76	\$216.48	\$146.52	\$11.88	\$115.50	\$1,261.92	\$1,387.98	\$712.14	\$79.96	\$15.84
34	\$2,044.76	\$228.48	\$223.04	\$150.96	\$12.24	\$119.00	\$1,300.16	\$1,430.04	\$733.72	\$82.38	\$16.32
35	\$2,104.90	\$235.20	\$229.60	\$155.40	\$12.60	\$122.50	\$1,338.40	\$1,472.10	\$755.30	\$84.81	\$16.80
36	\$2,165.04	\$241.92	\$236.16	\$159.84	\$12.96	\$126.00	\$1,376.64	\$1,514.16	\$776.88	\$87.23	\$17.28
37	\$2,225.18	\$248.64	\$242.72	\$164.28	\$13.32	\$129.50	\$1,414.88	\$1,556.22	\$798.46	\$89.65	\$17.76
38	\$2,285.32	\$255.36	\$249.28	\$168.72	\$13.68	\$133.00	\$1,453.12	\$1,598.28	\$820.04	\$92.07	\$18.24
39	\$2,345.46	\$262.08	\$255.84	\$173.16	\$14.04	\$136.50	\$1,491.36	\$1,640.34	\$841.62	\$94.50	\$18.72
40	\$2,405.60	\$268.80	\$262.40	\$177.60	\$14.40	\$140.00	\$1,529.60	\$1,682.40	\$863.20	\$96.92	\$19.20

This sum is comprised of the 5% Work Assessment, Pac, Int Org & Mkt Rec @ \$32 per hour

* These hours are straight time on Int'l. Maintenance Agreement jobs, the 1st hour of Weekday Overtime is @ time and one half and double time on standard contract.
** Vacation Fund, Int. Org. Fund, Market Recovery Fund and PAC Fund are included in taxable income