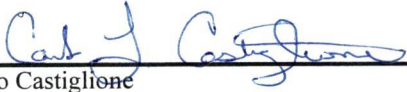


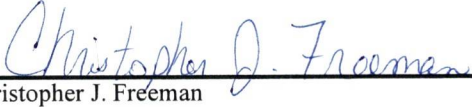


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## Journeyman Plumber

  
 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 5-24-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 5/24/2024

**Effective First shift Monday morning, June 03, 2024**

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	<b>BTJ Work</b>			<b>SRC Work</b>
STRAIGHT TIME HOURLY RATE OF PAY	\$0.90	STRAIGHT TIME HOURLY RATE OF PAY		\$0.60
Pension Defined Benefit	\$0.60	Pension Defined Benefit		\$0.60
<b>TOTAL Change from last year's package</b>	<u>\$1.50</u>	Pension Defined Benefit (Cash Balance)		<u>\$0.30</u>
				<b>\$1.50</b>
 <b><u>Journeyman</u></b>				
	<b>BTJ Work</b>			<b>SRC Work</b>
STRAIGHT TIME HOURLY RATE OF PAY	<b>\$36.69</b>	(change)		<b>\$25.50</b>
Vac. & Hol. (taxable)	\$4.00			\$1.00
General Dues (taxable)	\$0.40			\$0.35
Working Dues (taxable)	\$2.08			\$1.41
Insurance	\$8.25			\$7.06
HRA	\$1.25			\$1.00
Pension Defined Benefit (Cash Balance=\$6.00)	<b>\$22.90</b>	(change)	(Cash Balance=\$4.50)	<b>\$15.20</b>
Pension Defined Contribution	\$1.50			\$0.75
S. U. B. Fund	\$0.69			\$0.15
Individual S. U. B. Account	\$0.10			\$0.00
Piping Education Council	\$0.52			\$0.52
Training Fund	\$1.44			\$0.91
International Training Fund	\$0.10			\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90			\$0.90
<b>WAGE PACKAGE STRAIGHT TIME</b>	<u><b>\$80.82</b></u>	(change)		<u><b>\$54.80</b></u>
				(change)



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**Rate for an Unrestricted Journeyman when**  
 working on Building Trades Journeyman (BTJ) Work.  
 If working on SRC Work, use rates on sheet for SRC Work.

**Effective First shift Monday morning, June 03, 2024**

**Taxable:**

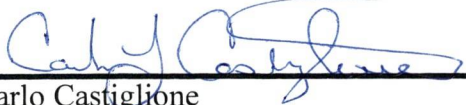
STRAIGHT TIME HOURLY RATE OF PAY	\$36.69
Vac. & Hol. (taxable)	\$4.00
General Dues (taxable)	\$0.40
Working Dues (taxable)	\$2.08
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$43.17</b>

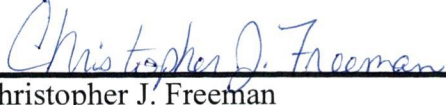
**Fringes:**

Insurance	\$8.25
HRA	\$1.25
Pension Defined Benefit (Cash Balance=\$6.00)	\$22.90
Pension Defined Contribution	\$1.50
S. U. B. Fund	\$0.69
Individual S. U. B. Account	\$0.10
Piping Education Council	\$0.52
Training Fund	\$1.44
International Training Fund	\$0.10
Industry Apprenticeship Reimbursement Fund	\$0.90
<b>TOTAL to be included with fringe payment</b>	<b>\$40.13 *</b>

\*Includes General Dues and Working Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$80.82</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 5-24-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 5/24/2024



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**Rate for Journeyman when working on  
Service, Residential and Light Commercial (SRC) Work**

**Effective First shift Monday morning, June 03, 2024**

**Taxable:**

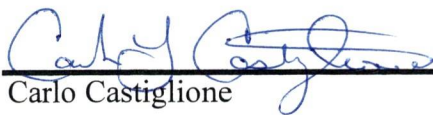
STRAIGHT TIME HOURLY RATE OF PAY	\$25.50
Vac. & Hol. (taxable)	\$1.00
General Dues (taxable)	\$0.35
Working Dues (taxable)	\$1.41
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$28.26</b>

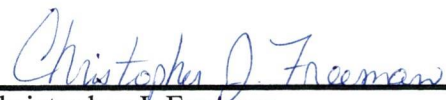
**Fringes:**

Insurance	\$7.06
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$4.50)	\$15.20
Pension Defined Contribution	\$0.75
S. U. B. Fund	\$0.15
Piping Education Council	\$0.52
Training Fund	\$0.91
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90
<b>TOTAL to be included with fringe payment</b>	<b>\$28.30 *</b>

\*Includes General Dues and Working Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$54.80</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 5-24-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 5/24/2024





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May 24, 2024

## Metal Trades Helper

NON LICENSED WORKERS.

CLASSIFICATION DEPENDS ON YEARS OF EXPERIENCE

**Effective First shift Monday morning, June 03, 2024**


### Taxable:

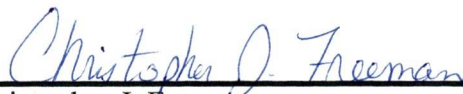
STRAIGHT TIME HOURLY RATE OF PAY	\$14.52
Working Dues (taxable)	\$0.90
General Dues (taxable)	\$0.10
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$15.52</b>

<u>Fringes:</u> Insurance	\$3.37
Piping Education Council	\$0.35
Training Fund	\$0.10
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90
<b>TOTAL to be included with fringe payment</b>	<b>\$5.77 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$20.29</b>
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\_\_\_\_\_  
Carlo Castiglione  
Business Manager, Local 98  
Date 5-24-24

  
\_\_\_\_\_  
Christopher J. Freeman  
CEO, MCA Detroit  
Date 5/24/2024



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May 24, 2024

## Metal Trades Division Plumber

NON LICENSED WORKERS.

CLASSIFICATION DEPENDS ON YEARS OF EXPERIENCE.

**Effective First shift Monday morning, June 03, 2024**

<u><b>Taxable:</b></u>	<u>2nd Period</u>	<u>3rd Period</u>	<u>MTRP</u>
STRAIGHT TIME HOURLY RATE OF PAY	\$15.10	\$18.10	\$21.10
Vac. & Hol. (taxable)	\$1.25	\$1.25	\$1.25
Working Dues (taxable)	\$0.90	\$0.90	\$0.90
General Dues (taxable)	\$0.10	\$0.10	\$0.10
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$17.35</b>	<b>\$20.35</b>	<b>\$23.35</b>


<u><b>Fringes:</b></u>	Insurance	\$6.57
	** Pension Defined Contribution	\$1.75 **
	Piping Education Council	\$0.35
	Training Fund	\$0.61
	International Training Fund	\$0.05
	Industry Apprenticeship Reimbursement Fund	\$0.90
	<b>TOTAL to be included with fringe payment</b>	<b>\$11.23 *</b>

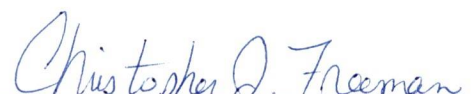
\*Includes Working Dues and General Dues from the Taxable section.

\*\* During the initial probationary period of 90 days DC not paid. After probationary period ends, contributions to DC begin.

	<u>2nd Period</u>	<u>3rd Period</u>	<u>MTRP</u>
<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$27.58</b>	<b>\$30.58</b>	<b>\$33.58</b>

**Note:** Metal trades upgrading frozen until training program and upgrading standards are in place.

  
 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 5-24-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 5/24/2024

**Working Principal**

**Effective First shift Monday morning, June 03, 2024**

**Taxable:**

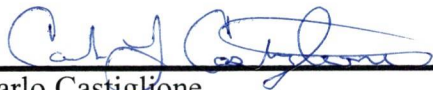
Working Dues (taxable)	\$0.65
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$0.65</b>

**Fringes:**

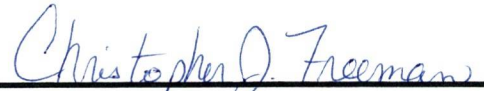
Insurance	optional
Pension Defined Benefit (Cash Balance=\$5.15)	\$18.20
Pension Defined Contribution	optional
Piping Education Council	\$0.52
Training Fund	\$1.44
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90
<b>TOTAL to be included with fringe payment</b>	<b>\$21.76 *</b>

\*Includes Working Dues from the Taxable section.

Working Principals have the option of participating in the Insurance and Defined Contribution Funds. Contact the Third Party Administrator for the rates and regulations.



Carlo Castiglione  
Business Manager, Local 98  
Date 5-24-24



Christopher J. Freeman  
CEO, MCA Detroit  
Date 5/24/2024





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**1st Period Apprenticeship**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

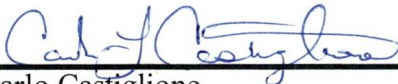
STRAIGHT TIME HOURLY RATE OF PAY	\$20.00
Vac. & Hol. (taxable)	\$0.50
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$21.35</b>

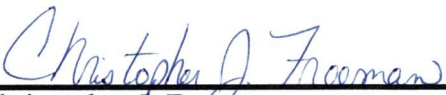
**Fringes:**

Insurance	\$4.50
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$4.83
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$12.68 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$33.18</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024



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**2nd Period Apprentice**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

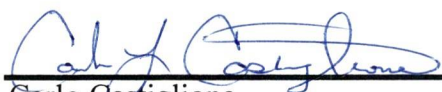
STRAIGHT TIME HOURLY RATE OF PAY	\$20.75
Vac. & Hol. (taxable)	\$0.50
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$22.10</b>

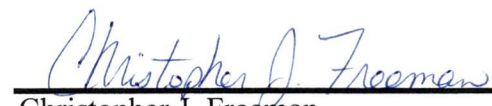
**Fringes:**

Insurance	\$4.50
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$4.83
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$12.68 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$33.93</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
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 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024





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**3rd Period Apprentice**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

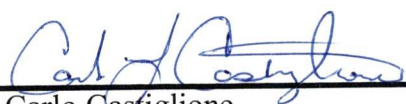
STRAIGHT TIME HOURLY RATE OF PAY	\$21.50
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$23.35</b>

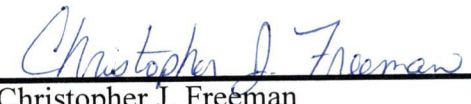
**Fringes:**

Insurance	\$4.75
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$14.60 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$37.10</b>
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 \_\_\_\_\_  
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 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024



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**4th Period Apprentice**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

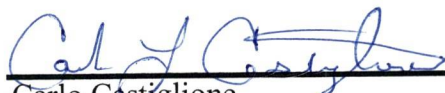
STRAIGHT TIME HOURLY RATE OF PAY	\$22.62
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$24.47</b>

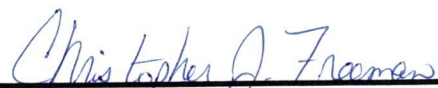
**Fringes:**

Insurance	\$4.75
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$14.60 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$38.22</b>
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 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-17-24

  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024



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**5th Period Apprenticeship**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

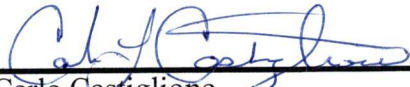
STRAIGHT TIME HOURLY RATE OF PAY	\$23.75
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$25.60</b>

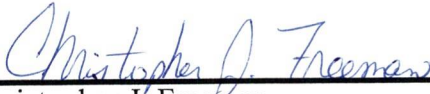
**Fringes:**

Insurance	\$4.80
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$14.65 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$39.40</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024



**6th Period Apprenticeship**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

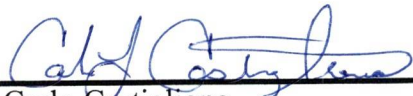
STRAIGHT TIME HOURLY RATE OF PAY	\$24.87
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$26.72</b>

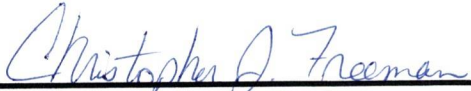
**Fringes:**

Insurance	\$4.80
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$14.65 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$40.52</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
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 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024



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**7th Period Apprenticeship**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**


STRAIGHT TIME HOURLY RATE OF PAY	\$26.00
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$27.85</b>

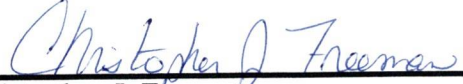
**Fringes:**

Insurance	\$4.85
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$14.70 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$41.70</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024

**8th Period Apprenticeship**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**


STRAIGHT TIME HOURLY RATE OF PAY	\$27.60
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b><u>\$29.45</u></b>

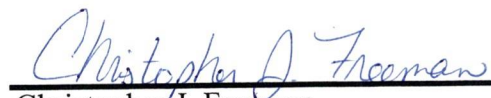
**Fringes:**

Insurance	\$4.85
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b><u>\$14.70</u> *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$43.30</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024





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**9th Period Apprenticeship**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

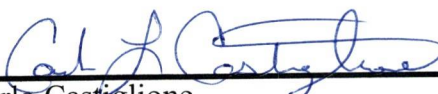
STRAIGHT TIME HOURLY RATE OF PAY	\$29.20
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$31.05</b>

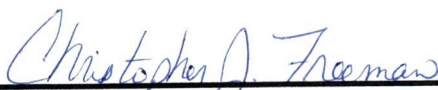
**Fringes:**

Insurance	\$5.10
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.50
Piping Education Council	\$0.50
Training Fund	\$0.35
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$15.35 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$45.55</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-17-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024

**10th Period Apprentice**

Apprentice to be paid while attending school during the day. Employer is reimbursed for days an Apprentice attends school. Go to the MCA Detroit website for Apprenticeship Reimbursement Rates and Reimbursement Request Forms.

**Effective First shift Monday morning, July 1, 2024**

**Taxable:**

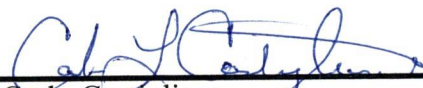
STRAIGHT TIME HOURLY RATE OF PAY	\$29.20
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$31.05</b>

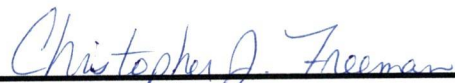
**Fringes:**

Insurance		\$5.10
HRA		\$1.00
Pension Defined Benefit	(Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution		\$0.50
S. U. B. Fund		\$0.50
Piping Education Council		\$0.50
Training Fund		\$0.35
International Training Fund		\$0.05
<b>TOTAL to be included with fringe payment</b>		<b>\$15.35 *</b>

\*Includes Working Dues and General Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$45.55</b>
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 \_\_\_\_\_  
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 Date 6-17-24

  
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 Christopher J. Freeman  
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Applicant

The JATC shall have the exclusive authority to exchange Apprentices, to move Apprentices or to replace an Applicant or Summer Worker with an Apprentice in an effort to assist the Apprentice in meeting the training requirements of the Apprenticeship Program.

**Effective First shift Monday morning, July 1, 2024**

Taxable:

STRAIGHT TIME HOURLY RATE OF PAY	\$19.00
Working Dues (taxable)	\$1.00
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$20.00</b>

Fringes:

Insurance	\$8.00
Piping Education Council	\$0.50
Training Fund	\$0.50
Industry Apprenticeship Reimbursement Fund	\$0.90
<b>TOTAL to be included with fringe payment</b>	<b>\$10.90 *</b>

\*Includes Working Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$29.90</b>
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Carlo J. Castiglione  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-17-24

Christopher J. Freeman  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024





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## Summer Worker

The JATC shall have the exclusive authority to exchange Apprentices, to move Apprentices or to replace an Applicant or Summer Worker with an Apprentice in an effort to assist the Apprentice in meeting the training requirements of the Apprenticeship Program.

**Effective First shift Monday morning, July 1, 2024**

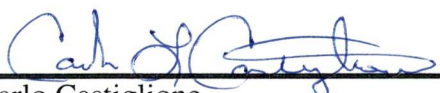
### Taxable:

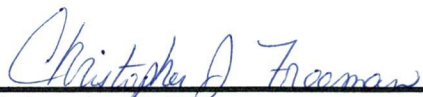
STRAIGHT TIME HOURLY RATE OF PAY	\$20.00
Working Dues (taxable)	\$1.00
<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$21.00</b>

<b><u>Fringes:</u></b> Piping Education Council	\$0.35
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90
<b>TOTAL to be included with fringe payment</b>	<b>\$2.30 *</b>

\*Includes Working Dues from the Taxable section.

<b>WAGE PACKAGE STRAIGHT TIME</b>	<b>\$22.30</b>
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 \_\_\_\_\_  
 Carlo Castiglione  
 Business Manager, Local 98  
 Date 6-14-24

  
 \_\_\_\_\_  
 Christopher J. Freeman  
 CEO, MCA Detroit  
 Date 6/17/2024