



**INTERNATIONAL ASSOCIATION OF  
HEAT & FROST INSULATORS & ASBESTOS WORKERS  
LOCAL 12A**

**All (ECA) Contractors Payment Effective December 1, 2015 to November 30, 2016**

**WAGES AND BENEFIT RATES**

Pursuant to terms of the collective bargaining agreement and  
For Guidance forth Wages and Fringes Benefits

<b>WAGES RATE FOR TAX CALCULATION</b>	<b>-----\$ 44.00 PER HOUR</b>
<b>VACATION FUND CONTRIBUTION (IN / OUT OF WAGES)</b>	<b>-----\$ 5.00 PER HOUR</b>
<b>WAGE RATE AFTER VACATION (CONTRIBUTION IS TAX OUT)</b>	<b>-----\$ 40.00 PER HOUR</b>
<b>ASSESSMENTS DUES DEDUCTION FROM WAGES:</b>	<b>----- \$ 3.00 PER HOUR</b>

**( FRINGE BENEFITS)**

<b>HEALTH CONTRIBUTION</b>	<b>-----\$ 3.00 PER HOUR</b>
<b>ANNUITY CONTRIBUTION</b>	<b>-----\$ 4.00 PER HOUR</b>
<b>EDUCATION CONTRIBUTION</b>	<b>-----\$ 0.75 PER HOUR</b>
<b>BUILDING FUND CONTRIBUTION</b>	<b>-----\$ 0.70 PER HOUR</b>
<b>INDUSTRIAL FUND CONTRIBUTION</b>	<b>-----\$ 0.25 PER HOUR</b>
<b>NEW 2016 TOTAL HOURLY PACKAGE</b>	<b>-----\$ 52.70 PER HOUR</b>

**UNION DUES, HEALTH, VACATION, ANNUITY,  
EDUCATION TRAINING, INDUSTRIAL FUND AND BUILDING FUND.**

PLEASE MAIL TO:  
COOK ASSOCIATES  
253 West 35 Street 12<sup>th</sup> Fl.  
New York, NY 10001  
TEL. 212.505.5050 ( EX. 233 )

JAIME SOTO  
BUSSINESS MANAGER

LOCAL 12A FOREMAN ADDITIONAL \$ 2.00 PER HOUR  
LOCAL 12A RECOMMENDATION FOR SUPERVISORS ADDITIONAL \$ 5.00 PER HOUR ABOVE FOREMAN'S RATE