



**Wage and Fringe Benefit Rates  
Laborers Local 78**

**December 1, 2015 to November 30, 2016**

*ECA AND INDEPENDENT (SCA PLA)*

	Journeyman	Apprentices				
	Straight Time	Shift Work	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
Wage Rate	36.00	37.80	27.96	28.66	29.72	31.84
<b>Total Taxable Income</b>	<b>\$36.00</b>	<b>\$37.80</b>	<b>\$27.96</b>	<b>\$28.66</b>	<b>\$29.72</b>	<b>\$31.84</b>

Dues Check Off	2.68	2.68	2.61	2.61	2.61	2.63
Political Action Committee	0.20	0.20	0.20	0.20	0.20	0.20
<b>Total Deductions</b>	<b>\$2.88</b>	<b>\$2.88</b>	<b>\$2.81</b>	<b>\$2.81</b>	<b>\$2.81</b>	<b>\$2.83</b>

ECA IAP	0.25	0.25	0.20	0.20	0.20	0.20
Welfare Fund	10.94	10.94	10.94	10.94	10.94	10.94
Pension Fund	1.26	1.26	1.26	1.26	1.26	1.26
Annuity Fund	3.45	3.45	3.45	3.45	3.45	3.45
Training Fund	0.50	0.50	0.50	0.50	0.50	0.50
Greater New York LECET	0.20	0.20	0.20	0.20	0.20	0.20
New York State LECET	0.05	0.05	0.05	0.05	0.05	0.05
New York State Health & Safety	0.05	0.05	0.05	0.05	0.05	0.05
<b>Total Hourly Fringes and Non-Taxable Contributions</b>	<b>\$16.70</b>	<b>\$16.70</b>	<b>\$16.65</b>	<b>\$16.65</b>	<b>\$16.65</b>	<b>\$16.65</b>

<b>Total Hourly Package</b>	<b>\$52.70</b>	<b>\$54.50</b>	<b>\$44.61</b>	<b>\$45.31</b>	<b>\$46.37</b>	<b>\$48.49</b>
-----------------------------	----------------	----------------	----------------	----------------	----------------	----------------



Re: ECA and Independent  
SCA PLA Rates – Dec. 1, 2015 – November 30, 2016

Date: November 5, 2015

Attached please find the rate sheet effective December 1, 2015 applicable to the referenced agreement. For your convenience, please note the rates have changed as follows:

**Journeyman:**

Welfare:	<u>+\$0.50</u>
Total Increase:	<b>+\$0.50</b>

<b><u>Apprentices:</u></b>	<b><u>1<sup>st</sup> Yr.</u></b>	<b><u>2<sup>nd</sup> Yr.</u></b>	<b><u>3<sup>rd</sup> Yr.</u></b>	<b><u>4<sup>th</sup> Yr.</u></b>
Welfare:	<u>+\$0.50</u>	<u>+\$0.50</u>	<u>+\$0.50</u>	<u>+\$0.50</u>
Total Increase:	<b>+\$0.50</b>	<b>+\$0.50</b>	<b>+\$0.50</b>	<b>+\$0.50</b>