



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

December 1, 2015 to November 30, 2016

ENVIRONMENTAL CONTRACTORS ASSOCIATION

	Journeyman	Apprentices			
	Straight Time	1 st Year	2 nd Year	3 rd Year	4 th Year
Wage Rate	36.00	27.96	28.66	29.72	31.84
Total Taxable Income	\$36.00	\$27.96	\$28.66	\$29.72	\$31.84

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

ECA IAP	0.25	0.20	0.20	0.20	0.20
Welfare Fund	10.94	10.94	10.94	10.94	10.94
Pension Fund	1.26	1.26	1.26	1.26	1.26
Annuity Fund	3.45	3.45	3.45	3.45	3.45
Training Fund	0.50	0.50	0.50	0.50	0.50
Greater New York LECET	0.20	0.20	0.20	0.20	0.20
New York State LECET	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
Total Hourly Fringes and Non-Taxable Contributions	\$16.70	\$16.65	\$16.65	\$16.65	\$16.65

Total Hourly Package	\$52.70	\$44.61	\$45.31	\$46.37	\$48.49
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**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 st Year	2 nd Year	3 rd Year	4 th Year
Wage Rate	36.00	37.80	27.96	28.66	29.72	31.84
Total Taxable Income	\$36.00	\$37.80	\$27.96	\$28.66	\$29.72	\$31.84

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
Total Deductions	\$2.88	\$2.88	\$2.81	\$2.81	\$2.81	\$2.83

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
Total Hourly Fringes and Non-Taxable Contributions	\$16.70	\$16.70	\$16.65	\$16.65	\$16.65	\$16.65

Total Hourly Package	\$52.70	\$54.50	\$44.61	\$45.31	\$46.37	\$48.49
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Re: ECA
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: +\$0.50
Total Increase: **+\$0.50**

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



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:	+\$0.50

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