

I.C.I. UA LOCAL 71 WAGE AND BENEFITS SCHEDULE

May 1, 2026 TO April 30, 2027

EFFECTIVE DATES May 2, 2025 to May 1, 2026	JOURNEYMEN	APPRENTICE 40% 1ST YEAR	APPRENTICE 50% 2ND YEAR	APPRENTICE 60% 3RD YEAR	APPRENTICE 70% 4TH YEAR	APPRENTICE 80% 5TH YEAR
BASIC RATE	53.20	21.28	26.60	31.92	37.24	42.56
VACATION PAY - 11%	5.85	2.34	2.93	3.51	4.10	4.68
WELFARE	3.40	3.40	3.40	3.40	3.40	3.40
PENSION	10.34	4.14	5.17	6.20	7.24	8.27
UA TRAINING	0.80	0.80	0.80	0.80	0.80	0.80
MCA TRAINING	0.20	0.20	0.20	0.20	0.20	0.20
ARTICLE 23	0.15	0.15	0.15	0.15	0.15	0.15
ARTICLE 30	0.03	0.03	0.03	0.03	0.03	0.03
DENOVO Employee/H2H/P.A.F. *	0.10	0.10	0.10	0.10	0.10	0.10
OCS	0.01	0.01	0.01	0.01	0.01	0.01
O.P.T.P.F./National Organisation *	0.38	0.38	0.38	0.38	0.38	0.38
STABILIZATION FUND	1.30	0.52	0.65	0.78	0.91	1.04
UNION FIELD DUES	1.24	1.24	1.24	1.24	1.24	1.24
Local Union Bldg Fund	0.40	0.40	0.40	0.40	0.40	0.40
TOTAL	77.40	34.99	42.06	49.12	56.20	63.26
ZONE ASSOCIATION FUND	0.42	0.42	0.42	0.42	0.42	0.42
MIAC/WTF FUNDS	0.05	0.05	0.05	0.05	0.05	0.05
Denovo Employer	0.05	0.05	0.05	0.05	0.05	0.05
TOTAL	77.92	35.51	42.58	49.64	56.72	63.78

DENOVO/H2H/P.A.F. *
 (\$0.05 Denovo)
 (\$0.01 H2H)
 (\$0.04 PAF)

Union Dues \$31/Per Month
 Foreman Rate is Basic rate + 15%
 General Foreman Rate is Basic Rate + 20%

OPTPF/Nat. Organisation *
 (\$0.28 OPTPF)
 (\$0.10 Nat.Organisation)

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