

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

**May 1, 2025 TO APRIL 30, 2028**

| <b>EFFECTIVE DATES</b>                    | <b>May 4, 2025<br/>To May 2, 2026</b> | <b>May 3, 2026<br/>To May 1, 2027</b> | <b>May 2, 2027<br/>To April 29, 2028</b> |
|---|---------------------------------------|---------------------------------------|--|
| <b>BASIC RATE</b>                         | 51.04                                 | 53.20                                 | 55.29                                    |
| <b>VACATION PAY</b>                       | 5.61                                  | 5.85                                  | 6.08                                     |
| <b>WELFARE</b>                            | 3.40                                  | 3.40                                  | 3.40                                     |
| <b>PENSION</b>                            | 10.34                                 | 10.34                                 | 10.34                                    |
| <b>UA TRAINING</b>                        | 0.80                                  | 0.80                                  | 0.80                                     |
| <b>MCA TRAINING</b>                       | 0.20                                  | 0.20                                  | 0.20                                     |
| <b>ARTICLE 23</b>                         | 0.15                                  | 0.15                                  | 0.15                                     |
| <b>ARTICLE 30</b>                         | 0.03                                  | 0.03                                  | 0.03                                     |
| <b>DENOVO Employee/H2H/P.A.F. *</b>       | 0.10                                  | 0.10                                  | 0.10                                     |
| <b>OCS</b>                                | 0.01                                  | 0.01                                  | 0.01                                     |
| <b>O.P.T.P.F./National Organisation *</b> | 0.38                                  | 0.38                                  | 0.38                                     |
| <b>STABILIZATION FUND</b>                 | 1.30                                  | 1.30                                  | 1.30                                     |
| <b>UNION FIELD DUES</b>                   | 1.24                                  | 1.24                                  | 1.24                                     |
| <b>Local Union Bldg Fund</b>              | 0.40                                  | 0.40                                  | 0.40                                     |
| <b>TOTAL</b>                              | 75.00                                 | 77.40                                 | 79.72                                    |
| <b>Zone Association Fund</b>              | 0.42                                  | 0.42                                  | 0.42                                     |
| <b>MIAC/WTF FUNDS</b>                     | 0.05                                  | 0.05                                  | 0.05                                     |
| <b>Denovo Employer</b>                    | 0.05                                  | 0.05                                  | 0.05                                     |
| <b>TOTAL</b>                              | 75.52                                 | 77.92                                 | 80.24                                    |

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

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

**I.C.I. UA LOCAL 71 WAGE AND BENEFITS SCHEDULE**  
**May 1, 2025 TO April 30, 2026**

| <b>EFFECTIVE DATES</b><br>May 4, 2025<br>to May 2, 2026 | <b>JOURNEYMEN</b> | <b>APPRENTICE</b><br>40%<br>1ST YEAR | <b>APPRENTICE</b><br>50%<br>2ND YEAR | <b>APPRENTICE</b><br>60%<br>3RD YEAR | <b>APPRENTICE</b><br>70%<br>4TH YEAR | <b>APPRENTICE</b><br>80%<br>5TH YEAR |
|---|-------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <b>BASIC RATE</b>                                       | 51.04             | 20.42                                | 25.52                                | 30.63                                | 35.73                                | 40.83                                |
| <b>VACATION PAY - 11%</b>                               | 5.61              | 2.25                                 | 2.81                                 | 3.37                                 | 3.93                                 | 4.49                                 |
| <b>WELFARE</b>  | 3.40              | 3.40                                 | 3.40                                 | 3.40                                 | 3.40                                 | 3.40                                 |
| <b>PENSION</b>  | 10.34             | 4.14                                 | 5.17                                 | 6.20                                 | 7.24                                 | 8.27                                 |
| <b>UA TRAINING</b>                                      | 0.80              | 0.80                                 | 0.80                                 | 0.80                                 | 0.80                                 | 0.80                                 |
| <b>MCA TRAINING</b>                                     | 0.20              | 0.20                                 | 0.20                                 | 0.20                                 | 0.20                                 | 0.20                                 |
| <b>ARTICLE 23</b>                                       | 0.15              | 0.15                                 | 0.15                                 | 0.15                                 | 0.15                                 | 0.15                                 |
| <b>ARTICLE 30</b>                                       | 0.03              | 0.03                                 | 0.03                                 | 0.03                                 | 0.03                                 | 0.03                                 |
| <b>DENOVO Employee/H2H/P.A.F. *</b>                     | 0.10              | 0.10                                 | 0.10                                 | 0.10                                 | 0.10                                 | 0.10                                 |
| <b>OCS</b>  | 0.01              | 0.01                                 | 0.01                                 | 0.01                                 | 0.01                                 | 0.01                                 |
| <b>O.P.T.P.F./National Organisation *</b>               | 0.38              | 0.38                                 | 0.38                                 | 0.38                                 | 0.38                                 | 0.38                                 |
| <b>STABILIZATION FUND</b>                               | 1.30              | 0.52                                 | 0.65                                 | 0.78                                 | 0.91                                 | 1.04                                 |
| <b>UNION FIELD DUES</b>                                 | 1.24              | 1.24                                 | 1.24                                 | 1.24                                 | 1.24                                 | 1.24                                 |
| <b>Local Union Bldg Fund</b>                            | 0.40              | 0.40                                 | 0.40                                 | 0.40                                 | 0.40                                 | 0.40                                 |
| <b>TOTAL</b>  | 75.00             | 34.04                                | 40.86                                | 47.69                                | 54.52                                | 61.34                                |
| <b>ZONE ASSOCIATION FUND</b>                            | 0.42              | 0.42                                 | 0.42                                 | 0.42                                 | 0.42                                 | 0.42                                 |
| <b>MIAC/WTF FUNDS</b>                                   | 0.05              | 0.05                                 | 0.05                                 | 0.05                                 | 0.05                                 | 0.05                                 |
| <b>Denovo Employer</b>                                  | 0.05              | 0.05                                 | 0.05                                 | 0.05                                 | 0.05                                 | 0.05                                 |
| <b>TOTAL</b>  | 75.52             | 34.56                                | 41.38                                | 48.21                                | 55.04                                | 61.86                                |

**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)