

**JOHN BALLANTYNE**  
EXECUTIVE SECRETARY-TREASURER

**DAVID HAINES**  
ASSISTANT EXECUTIVE SECRETARY-TREASURER



**WILLIAM SPROULE**  
NEW JERSEY REGIONAL MANAGER

**WILLIAM BANFIELD**  
NEW YORK REGIONAL MANAGER

**ROBERT NAUGHTON**  
TRI-STATE REGIONAL MANAGER

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

**NORTHEAST REGIONAL COUNCIL OF CARPENTERS**

**CITY of PHILADELPHIA RATE**  
**Furniture Handlers & Installers Employers**  
**Rate Code Number: 25**

**WAGE RATE AND FRINGE BENEFITS**

**5/1/2018 TO 4/30/2019**

	<b>Increase @ 5/1/2018</b>	
Philadelphia City Wage Rate	\$0.90	\$46.70
<b><u>FRINGE BENEFITS</u></b>		
Health & Welfare		\$ 9.50
Cafeteria Plan		\$ .75
HRA		\$ .75
Pension	\$0.30	\$10.69
Annuity		\$ 4.50
Carpenters' Savings Plan	\$0.25	\$ 1.00
Apprenticeship (JAC)		\$ 0.55
Industry Advancement Program	\$0.05	\$ 0.35
Carpenters International Training Fund (CITF)		\$ 0.10
Carpenters Contractors Trust (CCT)	\$0.15	\$ 0.15
<b>TOTAL FRINGE BENEFITS</b>		\$28.34
<b>TOTAL JOURNEYMAN'S PACKAGE –CITY OF PHILADELPHIA</b>		\$75.04

**WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES**

3.50% of Gross Wages - Regional Council Dues  
0.50% of Gross Wages to Political Education Committee  
\$0.80 per Hour to Jobs Recovery Dues  
\$0.05 per Hour to International Per Capita Tax

**All Employers with more than 35 members on the payroll must post a \$175,000.00 Surety Bond. All Employers with 26 to 35 members on the payroll must post a \$125,000 Surety Bond. All Employers with 11 to 25 members on the payroll must post a \$100,000.00 Surety Bond. And all others must post a \$75,000.00 Surety Bond. Please contact your bonding agent or insurance carrier immediately to update or post the proper bonding requirements. NOTE: If an Employer covered by this agreement falls or refuses to deposit cash or post a Bond as described herein and maintain it in effect at all times during which work covered by this agreement is being performed, the person or persons who executed this Agreement on behalf of that employer agree(s) to be personally and individually bound to satisfy any and all of the fringe benefit or delinquency obligations of that Employer under this Agreement.**

- 91 FIELDCREST AVENUE, RARITAN PLAZA II, SUITE A18, EDISON NJ 08837 | TEL 732-417-9229 | FAX 732-417-1745
- 10 CORPORATE PARK DRIVE, SUITE A, HOPEWELL JUNCTION, NY 12533 | TEL 845-440-1024 | FAX 845-202-7397
- 23 MARKET STREET, BINGHAMTON, NY 13905 | TEL 607-739-1028 | FAX 607-739-1042
- 1803 SPRING GARDEN STREET PHILADELPHIA, PA 19130 | TEL 215-569-1634 | FAX 215-569-0263

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**EFFECTIVE 5/1/2018 - 4/30/2019**  
**APPRENTICE FRINGE BENEFITS**

**Indentured After May 1, 2011**

Rate #	Year	Total	H&W	Cafeteria Plan	HRA	Pension	Annuity	CSP	JAC	IAP	CITF	CCT
25-1	1	\$19.24	10.24	.75	.75	5.35	0.25	.75	.55	.35	.10	.15
25-2	2	\$20.24	10.24	.75	.75	5.35	0.75	1.25	.55	.35	.10	.15
25-3	3	\$21.24	10.24	.75	.75	5.35	1.75	1.25	.55	.35	.10	.15
25-4	4	\$22.24	10.24	.75	.75	5.35	2.75	1.25	.55	.35	.10	.15

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- 3.50% of Gross Wages - Regional Council Dues
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**APPRENTICE WAGES**

**Indentured after May 1, 2011**

Period	Hours	Percentage	City
1	0 - 2000Hrs	40%	\$18.68
2	2001 - 4000Hrs	50%	\$23.35
3	4001 - 6000Hrs	60%	\$28.02
4	6001 - 8000Hrs	80%	\$37.36

**JOURNEYMAN RATE - City** **\$46.70**

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