

**LINOLEUM, CARPET & SOFT TILE APPLICATORS  
LOCAL UNION NO. 1236**

11105 NE SANDY BLVD  
PORTLAND, OR 97220

Telephone: (503) 255-8444

**WAGE and FRINGE BENEFIT RATES  
EFFECTIVE APRIL 1, 2020**

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<b>\$ 30.92</b>	<b>HOURLY WAGE RATE (JOURNEYMAN)</b>
<b>1.85</b>	<b>VACATION-HOLIDAY AT <u>6% OF GROSS PAY</u></b> Straight Time Rate = \$1.86
5.50	PENSION FUND
4.12	PENSION SURCHARGE
6.86	HEALTH & WELFARE FUND
<b>.55</b>	<b>APPRENTICESHIP FUND</b>
.38	INDUSTRY FUND
.10	IUPAT LMCF            Labor Management Cooperation Fund
.10	IUPAT FTI             Finishing Trades Institute
<b>.10</b>	<b>STAR                    Training Bonus Program</b>
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<b>\$ 50.48</b>	<b>TOTAL PACKAGE APRIL 1, 2020</b>

<b>FOREMAN PAY:</b> FOR SUPERVISING MINIMUM CREW OF THREE (3) \$1.00 ABOVE THE JOURNEYMAN HOURLY RATE
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**MARKET RECOVERY FUND:** (Employee Payroll Deduction)

ALL MEMBER CLASSIFICATIONS: \$1.00 PER HOUR WORKED

**ADMINISTRATIVE DUES CHECK-OFF:** (Employee Payroll Deduction)

ALL MEMBER CLASSIFICATIONS: 3.72% OF GROSS WAGES

**VACATION PAY:**

JOURNEYMAN	6% OF GROSS WAGE for All Hours Worked
APPRENTICE	4% OF GROSS WAGE for All Hours Worked

**MILEAGE:** 57.5 Cents per Mile

**PER DIEM:** \$75.00 Per Night or Actual Expense

**VEHICLE COMPENSATION:** \$35.00 Per Day Plus Mileage for Miles in Excess  
of 35 From the Shop

Refer to the Collective Bargaining Agreement for  
Information, Additional Rates & Scheduled Increases

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# APPRENTICE RATES

**EFFECTIVE APRIL 1, 2020**

**With the exception of First Period (60%) Apprentices**, contributions to Pension, Health & Welfare, Industry, Apprenticeship, IUPAT FTI-LMCF and the STAR Program are to be paid in full at rates established by the current Collective Bargaining Agreement. Payroll deductions for Administrative Dues Check-Off and Market Recovery Fund hourly contributions are paid by all Apprentices.

**FIRST PERIOD (60%) APPRENTICES:** Fringe benefits are limited to Health & Welfare, Vacation-Holiday Pay and Industry Fund; Pension, Apprenticeship, IUPAT FTI-LMCF and the STAR Program contributions are not due. 60% Apprentices are required to pay Administrative Dues Check-Off and Market Recovery Fund.

**ADMINISTRATIVE DUES CHECK-OFF**

3.72% PER CENT OF GROSS WAGES

**MARKET RECOVERY FUND**

ALL APPRENTICES: \$ 1.00 PER HOUR WORKED

<b>RATE</b>	<b>WAGE</b>	<b>VACATION</b>	<b>PENSION CONTRIBUTION</b>
60%	\$18.55	4% of Gross - \$ .74	----None ----
<b>Benefit Contributions are limited to Health &amp; Welfare, Vacation-Holiday Pay, and Industry Fund. Payroll Deductions are required for Dues Check-Off and Market Recovery Fund.</b>			
65%	\$20.10	4% of Gross - \$ .80	65% of \$5.50 = \$ 3.58 Hour Surcharge + 4.12
70%	\$21.64	4% of Gross - \$ .87	70% of \$5.50 = \$ 3.85 Hour Surcharge + 4.12
75%	\$23.19	4% of Gross - \$ .93	75% of \$5.50 = \$ 4.13 Hour Surcharge + 4.12
80%	\$24.74	4% of Gross - \$ .99	80% of \$5.50 = \$ 4.40 Hour Surcharge + 4.12
85%	\$26.28	4% of Gross - \$ 1.05	85% of \$5.50 = \$ 4.68 Hour Surcharge + 4.12
90%	\$27.83	4% of Gross - \$ 1.12	90% of \$5.50 = \$ 4.95 Hour Surcharge + 4.12
95%	\$29.37	4% of Gross - \$ 1.18	95% of \$5.50 = \$ 5.23 Hour Surcharge + 4.12
JOURNEYMAN	\$30.92	6% of Gross - \$ 1.85	\$ 5.50 HOUR SURCHARGE + 4.12

Wage and Vacation-Holiday Pay Is Based on 4% of Gross Pay  
On Straight-time and Overtime Hours