

SCHEDULE "A"
COLORADO STATEWIDE INDEPENDENT BUILDING AGREEMENT
2019-2022 WAGE RATES APPLICABLE TO LOCAL 720

NOTE: This Agreement shall be effective as of the first full pay period after May 1, 2019, and subsequent increases effective the first full pay period after date of increase.

	5/1/19	5/1/20	5/1/21
Journeyman	\$19.22	\$20.03	\$20.84

FRINGE BENEFITS:

Health & Welfare	\$4.75	\$4.75	\$4.75
Pension	\$1.36	\$1.48	\$1.61
Vacation	\$0.70	\$0.70	\$0.70
E & Training/Apprenticeship	\$0.68	\$0.68	\$0.68
LECET	\$0.03	\$0.03	\$0.03
CLMCC	\$0.00	\$0.00	\$0.00
Training Incentive***	\$0.25	\$0.25	\$0.25

Vacation is added to the hourly wage for the purpose of taxation.

Foreman: \$1.00 per hour above the Journeyman Laborer base hourly wage rate.

Leadman: \$ 0.75 per hour above the Journeyman Laborer base hourly wage rate

Administrative Dues Deduction: \$0.89 per hour to be deducted from employee's wages pursuant to a voluntary dues deduction authorization. The Union will give 30 days prior notice for any change in the rate.

1. In addition to the minimum new employee training described below, Journeymen may qualify for extra Training Incentive Pay each year upon completion of an additional twelve (12) hours of approved training. Said twelve (12) hours of training must be taken each year in order to maintain the Incentive Pay. The Union will be responsible for providing this training for each employee, and for providing notice to the appropriate Employer. The Union will track training hours for employees, and issue training cards as appropriate. This training shall be in the areas of safety, concrete technology, power tools/equipment, scaffold building, excavating and trenching/safety, OSHA respiratory education, English / Construction & Safety. Employers who provide in-house training, shall notify the Union upon completion of the in-house training classes. The Employer shall report the type of training and the hours credited toward the employee's annual upgrade training incentive.

2. Each new employee referred by the Union will be required to have completed sixteen (16) hours of training in safety Awareness, MSDS and tool Recognition prior to the start of Employment. The Union will issue cards to indicate compliance. This training is a requirement of employment and time spent in training will not be paid by any employer.