

**HEAT AND FROST INSULATORS and ALLIED WORKERS
LOCAL UNION 16**

3801 PARK ROAD, BENICIA, CA. 94510

TEL: (707)-748-1616 Fax: (707)-748-1620 E-MAIL: local16sf@sbcglobal.net

ABATEMENT – SCHEDULE A
WAGE AND FRINGE RATES - EFFECTIVE 1/01/21 thru 12/31/21

<u>CLASSIFICATIONS:</u>	<u>WAGE</u>	<u>VACATION</u>	<u>DUES</u>
HMH WORKER	\$29.06		\$1.67
HMH SPECIALIST	\$32.68		\$1.88
HMH MECHANIC	\$38.78	\$3.00 (INCL.)	\$2.23

VACATION: Included in base wage.

<u>FRINGES:</u>	<u>HMH WORKER</u>	<u>HMH SPCL</u>	<u>HMH MECHANIC</u>
Base Wage	\$29.06	\$32.68	\$38.78
Health & Welfare	\$ 7.95	\$ 7.95	\$ 7.95
Medical Monitoring	\$ 0.10	\$ 0.10	\$ 0.10
Med. Mon. Admin	\$ 0.01	\$ 0.01	\$ 0.01
Asbestos Training Fund	\$ 0.30	\$ 0.30	\$ 0.30
Industry Promo.	\$ 0.06	\$ 0.06	\$ 0.06
Pension	\$ 1.50	\$ 1.50	\$ 2.25
Vacation Admin.	\$ 0.00	\$ 0.00	\$ 0.02

TOTAL:	\$38.98	\$42.60	\$49.47
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- All hours worked in facilities that require BATC training shall receive \$0.75 per hour above the applicable wage rates.
- Dues check-off is per hour worked, and is to be deducted from Employees check and submitted on the Monthly Remittance Forms. Dues shall be deducted in the amount per hour worked as determined by Local Union 16. The amount is currently 5.75% of Base Wages per hour worked.
- Insulators working under the Asbestos Abatement Agreement, fringe benefits will be paid per the Master Agreement with the following exceptions: Apprentice Training fund - \$0.85; Medical Monitoring Admin. - \$0.01; Medical Monitoring - \$0.10.
- Those employees who have been directed by the employer to obtain and maintain all requirements for SPCL and HMH Mechanic shall be paid no less than \$2.00 above HMH worker rates.

APPLIES TO ALL COUNTIES REFERENCED IN SECTION 8 OF THE ABATEMENT AGREEMENT:

Chris Greaney
BUSINESS MANAGER / LOCAL 16

Craig Rossi
EXECUTIVE VICE-PRESIDENT OF NCACA