

**Heat and Frost Insulators Local 12
Regular CBA
Mechanic Wage Scale
6/1/2026 thru 5/31/2027**

Hours Paid	Total Package	Welfare	HRA	Annuity	Pension	AJEF	LMCT of HFIW Local 12	**Vacation	Base Wage	PAC Fund	Int'l Asm't Fund	Bldg Fund	Taxable Income Includes: Vacation, Base Wage, Int'l Asm't, PAC & Bldg Fund	Check payable to: Benefit Funds of Local 12	5% of Taxable Income	This sum contains the Int'l Asm't, PAC & Bldg Fund Check payable to: Local 12 General Fund	Check payable to: Insulation Industry Promo Fund *Non Assoc Members assessed \$1.80 per hr
1	\$111.77	\$17.00	\$1.80	\$10.85	\$6.90	\$1.26	\$0.70	\$7.00	\$64.43	\$0.05	\$0.28	\$1.50	\$73.26	\$45.51	\$3.66	\$5.49	\$1.00
2	\$223.54	\$34.00	\$3.60	\$21.70	\$13.80	\$2.52	\$1.40	\$14.00	\$128.86	\$0.10	\$0.56	\$3.00	\$146.52	\$91.02	\$7.33	\$10.99	\$2.00
3	\$335.31	\$51.00	\$5.40	\$32.55	\$20.70	\$3.78	\$2.10	\$21.00	\$193.29	\$0.15	\$0.84	\$4.50	\$219.78	\$136.53	\$10.99	\$16.48	\$3.00
4	\$447.08	\$68.00	\$7.20	\$43.40	\$27.60	\$5.04	\$2.80	\$28.00	\$257.72	\$0.20	\$1.12	\$6.00	\$293.04	\$182.04	\$14.65	\$21.97	\$4.00
5	\$558.85	\$85.00	\$9.00	\$54.25	\$34.50	\$6.30	\$3.50	\$35.00	\$322.15	\$0.25	\$1.40	\$7.50	\$366.30	\$227.55	\$18.32	\$27.47	\$5.00
6	\$670.62	\$102.00	\$10.80	\$65.10	\$41.40	\$7.56	\$4.20	\$42.00	\$386.58	\$0.30	\$1.68	\$9.00	\$439.56	\$273.06	\$21.98	\$32.96	\$6.00
7	\$782.39	\$119.00	\$12.60	\$75.95	\$48.30	\$8.82	\$4.90	\$49.00	\$451.01	\$0.35	\$1.96	\$10.50	\$512.82	\$318.57	\$25.64	\$38.45	\$7.00
8	\$894.16	\$136.00	\$14.40	\$86.80	\$55.20	\$10.08	\$5.60	\$56.00	\$515.44	\$0.40	\$2.24	\$12.00	\$586.08	\$364.08	\$29.30	\$43.94	\$8.00
9	\$1,005.93	\$153.00	\$16.20	\$97.65	\$62.10	\$11.34	\$6.30	\$63.00	\$579.87	\$0.45	\$2.52	\$13.50	\$659.34	\$409.59	\$32.97	\$49.44	\$9.00
10	\$1,117.70	\$170.00	\$18.00	\$108.50	\$69.00	\$12.60	\$7.00	\$70.00	\$644.30	\$0.50	\$2.80	\$15.00	\$732.60	\$455.10	\$36.63	\$54.93	\$10.00
11	\$1,229.47	\$187.00	\$19.80	\$119.35	\$75.90	\$13.86	\$7.70	\$77.00	\$708.73	\$0.55	\$3.08	\$16.50	\$805.86	\$500.61	\$40.29	\$60.42	\$11.00
12	\$1,341.24	\$204.00	\$21.60	\$130.20	\$82.80	\$15.12	\$8.40	\$84.00	\$773.16	\$0.60	\$3.36	\$18.00	\$879.12	\$546.12	\$43.96	\$65.92	\$12.00
13	\$1,453.01	\$221.00	\$23.40	\$141.05	\$89.70	\$16.38	\$9.10	\$91.00	\$837.59	\$0.65	\$3.64	\$19.50	\$952.38	\$591.63	\$47.62	\$71.41	\$13.00
14	\$1,564.78	\$238.00	\$25.20	\$151.90	\$96.60	\$17.64	\$9.80	\$98.00	\$902.02	\$0.70	\$3.92	\$21.00	\$1,025.64	\$637.14	\$51.28	\$76.90	\$14.00
15	\$1,676.55	\$255.00	\$27.00	\$162.75	\$103.50	\$18.90	\$10.50	\$105.00	\$966.45	\$0.75	\$4.20	\$22.50	\$1,098.90	\$682.65	\$54.95	\$82.40	\$15.00
16	\$1,788.32	\$272.00	\$28.80	\$173.60	\$110.40	\$20.16	\$11.20	\$112.00	\$1,030.88	\$0.80	\$4.48	\$24.00	\$1,172.16	\$728.16	\$58.61	\$87.89	\$16.00
17	\$1,900.09	\$289.00	\$30.60	\$184.45	\$117.30	\$21.42	\$11.90	\$119.00	\$1,095.31	\$0.85	\$4.76	\$25.50	\$1,245.42	\$773.67	\$62.27	\$93.38	\$17.00
18	\$2,011.86	\$306.00	\$32.40	\$195.30	\$124.20	\$22.68	\$12.60	\$126.00	\$1,159.74	\$0.90	\$5.04	\$27.00	\$1,318.68	\$819.18	\$65.93	\$98.87	\$18.00
19	\$2,123.63	\$323.00	\$34.20	\$206.15	\$131.10	\$23.94	\$13.30	\$133.00	\$1,224.17	\$0.95	\$5.32	\$28.50	\$1,391.94	\$864.69	\$69.60	\$104.37	\$19.00
20	\$2,235.40	\$340.00	\$36.00	\$217.00	\$138.00	\$25.20	\$14.00	\$140.00	\$1,288.60	\$1.00	\$5.60	\$30.00	\$1,465.20	\$910.20	\$73.26	\$109.86	\$20.00
21	\$2,347.17	\$357.00	\$37.80	\$227.85	\$144.90	\$26.46	\$14.70	\$147.00	\$1,353.03	\$1.05	\$5.88	\$31.50	\$1,538.46	\$955.71	\$76.92	\$115.35	\$21.00
22	\$2,458.94	\$374.00	\$39.60	\$238.70	\$151.80	\$27.72	\$15.40	\$154.00	\$1,417.46	\$1.10	\$6.16	\$33.00	\$1,611.72	\$1,001.22	\$80.59	\$120.85	\$22.00
23	\$2,570.71	\$391.00	\$41.40	\$249.55	\$158.70	\$28.98	\$16.10	\$161.00	\$1,481.89	\$1.15	\$6.44	\$34.50	\$1,684.98	\$1,046.73	\$84.25	\$126.34	\$23.00
24	\$2,682.48	\$408.00	\$43.20	\$260.40	\$165.60	\$30.24	\$16.80	\$168.00	\$1,546.32	\$1.20	\$6.72	\$36.00	\$1,758.24	\$1,092.24	\$87.91	\$131.83	\$24.00
25	\$2,794.25	\$425.00	\$45.00	\$271.25	\$172.50	\$31.50	\$17.50	\$175.00	\$1,610.75	\$1.25	\$7.00	\$37.50	\$1,831.50	\$1,137.75	\$91.58	\$137.33	\$25.00
26	\$2,906.02	\$442.00	\$46.80	\$282.10	\$179.40	\$32.76	\$18.20	\$182.00	\$1,675.18	\$1.30	\$7.28	\$39.00	\$1,904.76	\$1,183.26	\$95.24	\$142.82	\$26.00
27	\$3,017.79	\$459.00	\$48.60	\$292.95	\$186.30	\$34.02	\$18.90	\$189.00	\$1,739.61	\$1.35	\$7.56	\$40.50	\$1,978.02	\$1,228.77	\$98.90	\$148.31	\$27.00
28	\$3,129.56	\$476.00	\$50.40	\$303.80	\$193.20	\$35.28	\$19.60	\$196.00	\$1,804.04	\$1.40	\$7.84	\$42.00	\$2,051.28	\$1,274.28	\$102.56	\$153.80	\$28.00
29	\$3,241.33	\$493.00	\$52.20	\$314.65	\$200.10	\$36.54	\$20.30	\$203.00	\$1,868.47	\$1.45	\$8.12	\$43.50	\$2,124.54	\$1,319.79	\$106.23	\$159.30	\$29.00
30	\$3,353.10	\$510.00	\$54.00	\$325.50	\$207.00	\$37.80	\$21.00	\$210.00	\$1,932.90	\$1.50	\$8.40	\$45.00	\$2,197.80	\$1,365.30	\$109.89	\$164.79	\$30.00
31	\$3,464.87	\$527.00	\$55.80	\$336.35	\$213.90	\$39.06	\$21.70	\$217.00	\$1,997.33	\$1.55	\$8.68	\$46.50	\$2,271.06	\$1,410.81	\$113.55	\$170.28	\$31.00
32	\$3,576.64	\$544.00	\$57.60	\$347.20	\$220.80	\$40.32	\$22.40	\$224.00	\$2,061.76	\$1.60	\$8.96	\$48.00	\$2,344.32	\$1,456.32	\$117.22	\$175.78	\$32.00
33	\$3,688.41	\$561.00	\$59.40	\$358.05	\$227.70	\$41.58	\$23.10	\$231.00	\$2,126.19	\$1.65	\$9.24	\$49.50	\$2,417.58	\$1,501.83	\$120.88	\$181.27	\$33.00
34	\$3,800.18	\$578.00	\$61.20	\$368.90	\$234.60	\$42.84	\$23.80	\$238.00	\$2,190.62	\$1.70	\$9.52	\$51.00	\$2,490.84	\$1,547.34	\$124.54	\$186.76	\$34.00
35	\$3,911.95	\$595.00	\$63.00	\$379.75	\$241.50	\$44.10	\$24.50	\$245.00	\$2,255.05	\$1.75	\$9.80	\$52.50	\$2,564.10	\$1,592.85	\$128.21	\$192.26	\$35.00
* 36	\$4,023.72	\$612.00	\$64.80	\$390.60	\$248.40	\$45.36	\$25.20	\$252.00	\$2,319.48	\$1.80	\$10.08	\$54.00	\$2,637.36	\$1,638.36	\$131.87	\$197.75	\$36.00
* 37	\$4,135.49	\$629.00	\$66.60	\$401.45	\$255.30	\$46.62	\$25.90	\$259.00	\$2,383.91	\$1.85	\$10.36	\$55.50	\$2,710.62	\$1,683.87	\$135.53	\$203.24	\$37.00
* 38	\$4,247.26	\$646.00	\$68.40	\$412.30	\$262.20	\$47.88	\$26.60	\$266.00	\$2,448.34	\$1.90	\$10.64	\$57.00	\$2,783.88	\$1,729.38	\$139.19	\$208.73	\$38.00
* 39	\$4,359.03	\$663.00	\$70.20	\$423.15	\$269.10	\$49.14	\$27.30	\$273.00	\$2,512.77	\$1.95	\$10.92	\$58.50	\$2,857.14	\$1,774.89	\$142.86	\$214.23	\$39.00
* 40	\$4,470.80	\$680.00	\$72.00	\$434.00	\$276.00	\$50.40	\$28.00	\$280.00	\$2,577.20	\$2.00	\$11.20	\$60.00	\$2,930.40	\$1,820.40	\$146.52	\$219.72	\$40.00

* These hours are straight time on Int'l. Maintenance Agreement jobs, Weekday and Saturday Overtime is @ time and one half and Sunday and Holidays Overtime are at double time

** Vacation Fund, International Assessment Fund, Building Fund, PAC Fund are added to the Working Assessment and calculated in the taxable income.

*** Mandatory Uniform Travel Expenses are \$12.50 per day (excludes PLA/NMA)

printed in house.

**Heat and Frost Insulators Local 12
Regular CBA
4th Year Apprentice 75% Wage Scale
6/1/2026 thru 5/31/2027**

Hours Paid	Total Package	Welfare	HRA	Annuity	Pension	AJEF	LMCT of HFIW Local 12	**Vacation	Base Wage	PAC Fund	Int'l Asm't Fund	Bldg Fund	Taxable Income Includes: Vacation, Base Wage, Int'l Asm't, PAC & Bldg Fund	Check payable to: Benefit Funds of Local 12	5% of Taxable Income	This sum contains the Int'l Asm't, PAC & Bldg Fund Check payable to: Local 12 General Fund	Check payable to: Insulation Industry Promo Fund *Non Assoc Members assessed \$1.35 per hr
1	\$83.85	\$12.75	\$1.35	\$8.14	\$5.18	\$0.95	\$0.53	\$5.25	\$48.32	\$0.04	\$0.21	\$1.13	\$54.95	\$34.15	\$2.75	\$4.13	\$0.75
2	\$167.70	\$25.50	\$2.70	\$16.28	\$10.36	\$1.90	\$1.06	\$10.50	\$96.64	\$0.08	\$0.42	\$2.26	\$110.96	\$68.30	\$5.55	\$8.31	\$1.50
3	\$251.55	\$38.25	\$4.05	\$24.42	\$15.54	\$2.85	\$1.59	\$15.75	\$144.96	\$0.12	\$0.63	\$3.39	\$166.44	\$102.45	\$8.32	\$12.46	\$2.25
4	\$335.40	\$51.00	\$5.40	\$32.56	\$20.72	\$3.80	\$2.12	\$21.00	\$193.28	\$0.16	\$0.84	\$4.52	\$221.92	\$136.60	\$11.10	\$16.62	\$3.00
5	\$419.25	\$63.75	\$6.75	\$40.70	\$25.90	\$4.75	\$2.65	\$26.25	\$241.60	\$0.20	\$1.05	\$5.65	\$277.40	\$170.75	\$13.87	\$20.77	\$3.75
6	\$503.10	\$76.50	\$8.10	\$48.84	\$31.08	\$5.70	\$3.18	\$31.50	\$289.92	\$0.24	\$1.26	\$6.78	\$332.88	\$204.90	\$16.64	\$24.92	\$4.50
7	\$586.95	\$89.25	\$9.45	\$56.98	\$36.26	\$6.65	\$3.71	\$36.75	\$338.24	\$0.28	\$1.47	\$7.91	\$388.36	\$239.05	\$19.42	\$29.08	\$5.25
8	\$670.80	\$102.00	\$10.80	\$65.12	\$41.44	\$7.60	\$4.24	\$42.00	\$386.56	\$0.32	\$1.68	\$9.04	\$443.84	\$273.20	\$22.19	\$33.23	\$6.00
9	\$754.65	\$114.75	\$12.15	\$73.26	\$46.62	\$8.55	\$4.77	\$47.25	\$434.88	\$0.36	\$1.89	\$10.17	\$499.32	\$307.35	\$24.97	\$37.39	\$6.75
10	\$838.50	\$127.50	\$13.50	\$81.40	\$51.80	\$9.50	\$5.30	\$52.50	\$483.20	\$0.40	\$2.10	\$11.30	\$554.80	\$341.50	\$27.74	\$41.54	\$7.50
11	\$922.35	\$140.25	\$14.85	\$89.54	\$56.98	\$10.45	\$5.83	\$57.75	\$531.52	\$0.44	\$2.31	\$12.43	\$610.28	\$375.65	\$30.51	\$45.69	\$8.25
12	\$1,006.20	\$153.00	\$16.20	\$97.68	\$62.16	\$11.40	\$6.36	\$63.00	\$579.84	\$0.48	\$2.52	\$13.56	\$665.76	\$409.80	\$33.29	\$49.85	\$9.00
13	\$1,090.05	\$165.75	\$17.55	\$105.82	\$67.34	\$12.35	\$6.89	\$68.25	\$628.16	\$0.52	\$2.73	\$14.69	\$721.24	\$443.95	\$36.06	\$54.00	\$9.75
14	\$1,173.90	\$178.50	\$18.90	\$113.96	\$72.52	\$13.30	\$7.42	\$73.50	\$676.48	\$0.56	\$2.94	\$15.82	\$776.72	\$478.10	\$38.84	\$58.16	\$10.50
15	\$1,257.75	\$191.25	\$20.25	\$122.10	\$77.70	\$14.25	\$7.95	\$78.75	\$724.80	\$0.60	\$3.15	\$16.95	\$832.20	\$512.25	\$41.61	\$62.31	\$11.25
16	\$1,341.60	\$204.00	\$21.60	\$130.24	\$82.88	\$15.20	\$8.48	\$84.00	\$773.12	\$0.64	\$3.36	\$18.08	\$887.68	\$546.40	\$44.38	\$66.46	\$12.00
17	\$1,425.45	\$216.75	\$22.95	\$138.38	\$88.06	\$16.15	\$9.01	\$89.25	\$821.44	\$0.68	\$3.57	\$19.21	\$943.16	\$580.55	\$47.16	\$70.62	\$12.75
18	\$1,509.30	\$229.50	\$24.30	\$146.52	\$93.24	\$17.10	\$9.54	\$94.50	\$869.76	\$0.72	\$3.78	\$20.34	\$998.64	\$614.70	\$49.93	\$74.77	\$13.50
19	\$1,593.15	\$242.25	\$25.65	\$154.66	\$98.42	\$18.05	\$10.07	\$99.75	\$918.08	\$0.76	\$3.99	\$21.47	\$1,054.12	\$648.85	\$52.71	\$78.93	\$14.25
20	\$1,677.00	\$255.00	\$27.00	\$162.80	\$103.60	\$19.00	\$10.60	\$105.00	\$966.40	\$0.80	\$4.20	\$22.60	\$1,109.60	\$683.00	\$55.48	\$83.08	\$15.00
21	\$1,760.85	\$267.75	\$28.35	\$170.94	\$108.78	\$19.95	\$11.13	\$110.25	\$1,014.72	\$0.84	\$4.41	\$23.73	\$1,165.08	\$717.15	\$58.25	\$87.23	\$15.75
22	\$1,844.70	\$280.50	\$29.70	\$179.08	\$113.96	\$20.90	\$11.66	\$115.50	\$1,063.04	\$0.88	\$4.62	\$24.86	\$1,220.56	\$751.30	\$61.03	\$91.39	\$16.50
23	\$1,928.55	\$293.25	\$31.05	\$187.22	\$119.14	\$21.85	\$12.19	\$120.75	\$1,111.36	\$0.92	\$4.83	\$25.99	\$1,276.04	\$785.45	\$63.80	\$95.54	\$17.25
24	\$2,012.40	\$306.00	\$32.40	\$195.36	\$124.32	\$22.80	\$12.72	\$126.00	\$1,159.68	\$0.96	\$5.04	\$27.12	\$1,331.52	\$819.60	\$66.58	\$99.70	\$18.00
25	\$2,096.25	\$318.75	\$33.75	\$203.50	\$129.50	\$23.75	\$13.25	\$131.25	\$1,208.00	\$1.00	\$5.25	\$28.25	\$1,387.00	\$853.75	\$69.35	\$103.85	\$18.75
26	\$2,180.10	\$331.50	\$35.10	\$211.64	\$134.68	\$24.70	\$13.78	\$136.50	\$1,256.32	\$1.04	\$5.46	\$29.38	\$1,442.48	\$887.90	\$72.12	\$108.00	\$19.50
27	\$2,263.95	\$344.25	\$36.45	\$219.78	\$139.86	\$25.65	\$14.31	\$141.75	\$1,304.64	\$1.08	\$5.67	\$30.51	\$1,497.96	\$922.05	\$74.90	\$112.16	\$20.25
28	\$2,347.80	\$357.00	\$37.80	\$227.92	\$145.04	\$26.60	\$14.84	\$147.00	\$1,352.96	\$1.12	\$5.88	\$31.64	\$1,553.44	\$956.20	\$77.67	\$116.31	\$21.00
29	\$2,431.65	\$369.75	\$39.15	\$236.06	\$150.22	\$27.55	\$15.37	\$152.25	\$1,401.28	\$1.16	\$6.09	\$32.77	\$1,608.92	\$990.35	\$80.45	\$120.47	\$21.75
30	\$2,515.50	\$382.50	\$40.50	\$244.20	\$155.40	\$28.50	\$15.90	\$157.50	\$1,449.60	\$1.20	\$6.30	\$33.90	\$1,664.40	\$1,024.50	\$83.22	\$124.62	\$22.50
31	\$2,599.35	\$395.25	\$41.85	\$252.34	\$160.58	\$29.45	\$16.43	\$162.75	\$1,497.92	\$1.24	\$6.51	\$35.03	\$1,719.88	\$1,058.65	\$85.99	\$128.77	\$23.25
32	\$2,683.20	\$408.00	\$43.20	\$260.48	\$165.76	\$30.40	\$16.96	\$168.00	\$1,546.24	\$1.28	\$6.72	\$36.16	\$1,775.36	\$1,092.80	\$88.77	\$132.93	\$24.00
33	\$2,767.05	\$420.75	\$44.55	\$268.62	\$170.94	\$31.35	\$17.49	\$173.25	\$1,594.56	\$1.32	\$6.93	\$37.29	\$1,830.84	\$1,126.95	\$91.54	\$137.08	\$24.75
34	\$2,850.90	\$433.50	\$45.90	\$276.76	\$176.12	\$32.30	\$18.02	\$178.50	\$1,642.88	\$1.36	\$7.14	\$38.42	\$1,886.32	\$1,161.10	\$94.32	\$141.24	\$25.50
35	\$2,934.75	\$446.25	\$47.25	\$284.90	\$181.30	\$33.25	\$18.55	\$183.75	\$1,691.20	\$1.40	\$7.35	\$39.55	\$1,941.80	\$1,195.25	\$97.09	\$145.39	\$26.25
* 36	\$3,018.60	\$459.00	\$48.60	\$293.04	\$186.48	\$34.20	\$19.08	\$189.00	\$1,739.52	\$1.44	\$7.56	\$40.68	\$1,997.28	\$1,229.40	\$99.86	\$149.54	\$27.00
* 37	\$3,102.45	\$471.75	\$49.95	\$301.18	\$191.66	\$35.15	\$19.61	\$194.25	\$1,787.84	\$1.48	\$7.77	\$41.81	\$2,052.76	\$1,263.55	\$102.64	\$153.70	\$27.75
* 38	\$3,186.30	\$484.50	\$51.30	\$309.32	\$196.84	\$36.10	\$20.14	\$199.50	\$1,836.16	\$1.52	\$7.98	\$42.94	\$2,108.24	\$1,297.70	\$105.41	\$157.85	\$28.50
* 39	\$3,270.15	\$497.25	\$52.65	\$317.46	\$202.02	\$37.05	\$20.67	\$204.75	\$1,884.48	\$1.56	\$8.19	\$44.07	\$2,163.72	\$1,331.85	\$108.19	\$162.01	\$29.25
* 40	\$3,354.00	\$510.00	\$54.00	\$325.60	\$207.20	\$38.00	\$21.20	\$210.00	\$1,932.80	\$1.60	\$8.40	\$45.20	\$2,219.20	\$1,366.00	\$110.96	\$166.16	\$30.00

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*** Mandatory Uniform Travel Expenses are \$12.50 per day (excludes PLA/NMA) printed in house.

Heat and Frost Insulators Local 12
Regular CBA
3rd Year Apprentice 65% Wage Scale
6/1/2026 thru 5/31/2027

Hours Paid	Total Package	Welfare	HRA	Annuity	Pension	AJEF	LMCT of HFIW Local 12	**Vacation	Base Wage	PAC Fund	Int'l Asmt Fund	Bldg Fund	Taxable Income Includes: Vacation, Base Wage, Int'l Asmt, PAC & Bldg Fund	Check payable to: Benefit Funds of Local 12	5% of Taxable Income	This sum contains the Int'l Asmt, PAC & Bldg Fund Check payable to: Local 12 General Fund	Check payable to: Insulation Industry Promo Fund *Non Assoc Members assessed \$1.17 per hr
1	\$72.66	\$11.05	\$1.17	\$7.05	\$4.49	\$0.82	\$0.46	\$4.55	\$41.88	\$0.03	\$0.18	\$0.98	\$47.62	\$29.59	\$2.38	\$3.57	\$0.65
2	\$145.32	\$22.10	\$2.34	\$14.10	\$8.98	\$1.64	\$0.92	\$9.10	\$83.76	\$0.06	\$0.36	\$1.96	\$96.16	\$59.18	\$4.81	\$7.19	\$1.30
3	\$217.98	\$33.15	\$3.51	\$21.15	\$13.47	\$2.46	\$1.38	\$13.65	\$125.64	\$0.09	\$0.54	\$2.94	\$144.24	\$88.77	\$7.21	\$10.78	\$1.95
4	\$290.64	\$44.20	\$4.68	\$28.20	\$17.96	\$3.28	\$1.84	\$18.20	\$167.52	\$0.12	\$0.72	\$3.92	\$192.32	\$118.36	\$9.62	\$14.38	\$2.60
5	\$363.30	\$55.25	\$5.85	\$35.25	\$22.45	\$4.10	\$2.30	\$22.75	\$209.40	\$0.15	\$0.90	\$4.90	\$240.40	\$147.95	\$12.02	\$17.97	\$3.25
6	\$435.96	\$66.30	\$7.02	\$42.30	\$26.94	\$4.92	\$2.76	\$27.30	\$251.28	\$0.18	\$1.08	\$5.88	\$288.48	\$177.54	\$14.42	\$21.56	\$3.90
7	\$508.62	\$77.35	\$8.19	\$49.35	\$31.43	\$5.74	\$3.22	\$31.85	\$293.16	\$0.21	\$1.26	\$6.86	\$336.56	\$207.13	\$16.83	\$25.16	\$4.55
8	\$581.28	\$88.40	\$9.36	\$56.40	\$35.92	\$6.56	\$3.68	\$36.40	\$335.04	\$0.24	\$1.44	\$7.84	\$384.64	\$236.72	\$19.23	\$28.75	\$5.20
9	\$653.94	\$99.45	\$10.53	\$63.45	\$40.41	\$7.38	\$4.14	\$40.95	\$376.92	\$0.27	\$1.62	\$8.82	\$432.72	\$266.31	\$21.64	\$32.35	\$5.85
10	\$726.60	\$110.50	\$11.70	\$70.50	\$44.90	\$8.20	\$4.60	\$45.50	\$418.80	\$0.30	\$1.80	\$9.80	\$480.80	\$295.90	\$24.04	\$35.94	\$6.50
11	\$799.26	\$121.55	\$12.87	\$77.55	\$49.39	\$9.02	\$5.06	\$50.05	\$460.68	\$0.33	\$1.98	\$10.78	\$528.88	\$325.49	\$26.44	\$39.53	\$7.15
12	\$871.92	\$132.60	\$14.04	\$84.60	\$53.88	\$9.84	\$5.52	\$54.60	\$502.56	\$0.36	\$2.16	\$11.76	\$576.96	\$355.08	\$28.85	\$43.13	\$7.80
13	\$944.58	\$143.65	\$15.21	\$91.65	\$58.37	\$10.66	\$5.98	\$59.15	\$544.44	\$0.39	\$2.34	\$12.74	\$625.04	\$384.67	\$31.25	\$46.72	\$8.45
14	\$1,017.24	\$154.70	\$16.38	\$98.70	\$62.86	\$11.48	\$6.44	\$63.70	\$586.32	\$0.42	\$2.52	\$13.72	\$673.12	\$414.26	\$33.66	\$50.32	\$9.10
15	\$1,089.90	\$165.75	\$17.55	\$105.75	\$67.35	\$12.30	\$6.90	\$68.25	\$628.20	\$0.45	\$2.70	\$14.70	\$721.20	\$443.85	\$36.06	\$53.91	\$9.75
16	\$1,162.56	\$176.80	\$18.72	\$112.80	\$71.84	\$13.12	\$7.36	\$72.80	\$670.08	\$0.48	\$2.88	\$15.68	\$769.28	\$473.44	\$38.46	\$57.50	\$10.40
17	\$1,235.22	\$187.85	\$19.89	\$119.85	\$76.33	\$13.94	\$7.82	\$77.35	\$711.96	\$0.51	\$3.06	\$16.66	\$817.36	\$503.03	\$40.87	\$61.10	\$11.05
18	\$1,307.88	\$198.90	\$21.06	\$126.90	\$80.82	\$14.76	\$8.28	\$81.90	\$753.84	\$0.54	\$3.24	\$17.64	\$865.44	\$532.62	\$43.27	\$64.69	\$11.70
19	\$1,380.54	\$209.95	\$22.23	\$133.95	\$85.31	\$15.58	\$8.74	\$86.45	\$795.72	\$0.57	\$3.42	\$18.62	\$913.52	\$562.21	\$45.68	\$68.29	\$12.35
20	\$1,453.20	\$221.00	\$23.40	\$141.00	\$89.80	\$16.40	\$9.20	\$91.00	\$837.60	\$0.60	\$3.60	\$19.60	\$961.60	\$591.80	\$48.08	\$71.88	\$13.00
21	\$1,525.86	\$232.05	\$24.57	\$148.05	\$94.29	\$17.22	\$9.66	\$95.55	\$879.48	\$0.63	\$3.78	\$20.58	\$1,009.68	\$621.39	\$50.48	\$75.47	\$13.65
22	\$1,598.52	\$243.10	\$25.74	\$155.10	\$98.78	\$18.04	\$10.12	\$100.10	\$921.36	\$0.66	\$3.96	\$21.56	\$1,057.76	\$650.98	\$52.89	\$79.07	\$14.30
23	\$1,671.18	\$254.15	\$26.91	\$162.15	\$103.27	\$18.86	\$10.58	\$104.65	\$963.24	\$0.69	\$4.14	\$22.54	\$1,105.84	\$680.57	\$55.29	\$82.66	\$14.95
24	\$1,743.84	\$265.20	\$28.08	\$169.20	\$107.76	\$19.68	\$11.04	\$109.20	\$1,005.12	\$0.72	\$4.32	\$23.52	\$1,153.92	\$710.16	\$57.70	\$86.26	\$15.60
25	\$1,816.50	\$276.25	\$29.25	\$176.25	\$112.25	\$20.50	\$11.50	\$113.75	\$1,047.00	\$0.75	\$4.50	\$24.50	\$1,202.00	\$739.75	\$60.10	\$89.85	\$16.25
26	\$1,889.16	\$287.30	\$30.42	\$183.30	\$116.74	\$21.32	\$11.96	\$118.30	\$1,088.88	\$0.78	\$4.68	\$25.48	\$1,250.08	\$769.34	\$62.50	\$93.44	\$16.90
27	\$1,961.82	\$298.35	\$31.59	\$190.35	\$121.23	\$22.14	\$12.42	\$122.85	\$1,130.76	\$0.81	\$4.86	\$26.46	\$1,298.16	\$798.93	\$64.91	\$97.04	\$17.55
28	\$2,034.48	\$309.40	\$32.76	\$197.40	\$125.72	\$22.96	\$12.88	\$127.40	\$1,172.64	\$0.84	\$5.04	\$27.44	\$1,346.24	\$828.52	\$67.31	\$100.63	\$18.20
29	\$2,107.14	\$320.45	\$33.93	\$204.45	\$130.21	\$23.78	\$13.34	\$131.95	\$1,214.52	\$0.87	\$5.22	\$28.42	\$1,394.32	\$858.11	\$69.72	\$104.23	\$18.85
30	\$2,179.80	\$331.50	\$35.10	\$211.50	\$134.70	\$24.60	\$13.80	\$136.50	\$1,256.40	\$0.90	\$5.40	\$29.40	\$1,442.40	\$887.70	\$72.12	\$107.82	\$19.50
31	\$2,252.46	\$342.55	\$36.27	\$218.55	\$139.19	\$25.42	\$14.26	\$141.05	\$1,298.28	\$0.93	\$5.58	\$30.38	\$1,490.48	\$917.29	\$74.52	\$111.41	\$20.15
32	\$2,325.12	\$353.60	\$37.44	\$225.60	\$143.68	\$26.24	\$14.72	\$145.60	\$1,340.16	\$0.96	\$5.76	\$31.36	\$1,538.56	\$946.88	\$76.93	\$115.01	\$20.80
33	\$2,397.78	\$364.65	\$38.61	\$232.65	\$148.17	\$27.06	\$15.18	\$150.15	\$1,382.04	\$0.99	\$5.94	\$32.34	\$1,586.64	\$976.47	\$79.33	\$118.60	\$21.45
34	\$2,470.44	\$375.70	\$39.78	\$239.70	\$152.66	\$27.88	\$15.64	\$154.70	\$1,423.92	\$1.02	\$6.12	\$33.32	\$1,634.72	\$1,006.06	\$81.74	\$122.20	\$22.10
35	\$2,543.10	\$386.75	\$40.95	\$246.75	\$157.15	\$28.70	\$16.10	\$159.25	\$1,465.80	\$1.05	\$6.30	\$34.30	\$1,682.80	\$1,035.65	\$84.14	\$125.79	\$22.75
36	\$2,615.76	\$397.80	\$42.12	\$253.80	\$161.64	\$29.52	\$16.56	\$163.80	\$1,507.68	\$1.08	\$6.48	\$35.28	\$1,730.88	\$1,065.24	\$86.54	\$129.38	\$23.40
37	\$2,688.42	\$408.85	\$43.29	\$260.85	\$166.13	\$30.34	\$17.02	\$168.35	\$1,549.56	\$1.11	\$6.66	\$36.26	\$1,778.96	\$1,094.83	\$88.95	\$132.98	\$24.05
38	\$2,761.08	\$419.90	\$44.46	\$267.90	\$170.62	\$31.16	\$17.48	\$172.90	\$1,591.44	\$1.14	\$6.84	\$37.24	\$1,827.04	\$1,124.42	\$91.35	\$136.57	\$24.70
39	\$2,833.74	\$430.95	\$45.63	\$274.95	\$175.11	\$31.98	\$17.94	\$177.45	\$1,633.32	\$1.17	\$7.02	\$38.22	\$1,875.12	\$1,154.01	\$93.76	\$140.17	\$25.35
40	\$2,906.40	\$442.00	\$46.80	\$282.00	\$179.60	\$32.80	\$18.40	\$182.00	\$1,675.20	\$1.20	\$7.20	\$39.20	\$1,923.20	\$1,183.60	\$96.16	\$143.76	\$26.00

* These hours are straight time on Int'l. Maintenance Agreement jobs, Weekday and Saturday Overtime is @ time and one half and Sunday and Holidays Overtime are at double time

** Vacation Fund, International Assessment Fund, Building Fund, PAC Fund are added to the Working Assessment and calculated in the taxable income.

*** Mandatory Uniform Travel Expenses are \$12.50 per day (excludes PLA/NMA)

printed in house.

**Heat and Frost Insulators Local 12
Regular CBA
3rd Year Apprentice 65% Wage Scale
6/1/2026 thru 5/31/2027**

Hours Paid	Total Package	Welfare	HRA	Annuity	Pension	AJEF	LMCT of HFIW Local 12	**Vacation	Base Wage	PAC Fund	Int'l Asm't Fund	Bldg Fund	Taxable Income Includes: Vacation, Base Wage, Int'l Asm't, PAC & Bldg Fund	Check payable to: Benefit Funds of Local 12	5% of Taxable Income	This sum contains the Int'l Asm't, PAC & Bldg Fund Check payable to: Local 12 General Fund	Check payable to: Insulation Industry Promo Fund *Non Assoc Members assessed \$1.17 per hr
1	\$72.66	\$11.05	\$1.17	\$7.05	\$4.49	\$0.82	\$0.46	\$4.55	\$41.88	\$0.03	\$0.18	\$0.98	\$47.62	\$29.59	\$2.38	\$3.57	\$0.65
2	\$145.32	\$22.10	\$2.34	\$14.10	\$8.98	\$1.64	\$0.92	\$9.10	\$83.76	\$0.06	\$0.36	\$1.96	\$96.16	\$59.18	\$4.81	\$7.19	\$1.30
3	\$217.98	\$33.15	\$3.51	\$21.15	\$13.47	\$2.46	\$1.38	\$13.65	\$125.64	\$0.09	\$0.54	\$2.94	\$144.24	\$88.77	\$7.21	\$10.78	\$1.95
4	\$290.64	\$44.20	\$4.68	\$28.20	\$17.96	\$3.28	\$1.84	\$18.20	\$167.52	\$0.12	\$0.72	\$3.92	\$192.32	\$118.36	\$9.62	\$14.38	\$2.60
5	\$363.30	\$55.25	\$5.85	\$35.25	\$22.45	\$4.10	\$2.30	\$22.75	\$209.40	\$0.15	\$0.90	\$4.90	\$240.40	\$147.95	\$12.02	\$17.97	\$3.25
6	\$435.96	\$66.30	\$7.02	\$42.30	\$26.94	\$4.92	\$2.76	\$27.30	\$251.28	\$0.18	\$1.08	\$5.88	\$288.48	\$177.54	\$14.42	\$21.56	\$3.90
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8	\$581.28	\$88.40	\$9.36	\$56.40	\$35.92	\$6.56	\$3.68	\$36.40	\$335.04	\$0.24	\$1.44	\$7.84	\$384.64	\$236.72	\$19.23	\$28.75	\$5.20
9	\$653.94	\$99.45	\$10.53	\$63.45	\$40.41	\$7.38	\$4.14	\$40.95	\$376.92	\$0.27	\$1.62	\$8.82	\$432.72	\$266.31	\$21.64	\$32.35	\$5.85
10	\$726.60	\$110.50	\$11.70	\$70.50	\$44.90	\$8.20	\$4.60	\$45.50	\$418.80	\$0.30	\$1.80	\$9.80	\$480.80	\$295.90	\$24.04	\$35.94	\$6.50
11	\$799.26	\$121.55	\$12.87	\$77.55	\$49.39	\$9.02	\$5.06	\$50.05	\$460.68	\$0.33	\$1.98	\$10.78	\$528.88	\$325.49	\$26.44	\$39.53	\$7.15
12	\$871.92	\$132.60	\$14.04	\$84.60	\$53.88	\$9.84	\$5.52	\$54.60	\$502.56	\$0.36	\$2.16	\$11.76	\$576.96	\$355.08	\$28.85	\$43.13	\$7.80
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19	\$1,380.54	\$209.95	\$22.23	\$133.95	\$85.31	\$15.58	\$8.74	\$86.45	\$795.72	\$0.57	\$3.42	\$18.62	\$913.52	\$562.21	\$45.68	\$68.29	\$12.35
20	\$1,453.20	\$221.00	\$23.40	\$141.00	\$89.80	\$16.40	\$9.20	\$91.00	\$837.60	\$0.60	\$3.60	\$19.60	\$961.60	\$591.80	\$48.08	\$71.88	\$13.00
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31	\$2,252.46	\$342.55	\$36.27	\$218.55	\$139.19	\$25.42	\$14.26	\$141.05	\$1,298.28	\$0.93	\$5.58	\$30.38	\$1,490.48	\$917.29	\$74.52	\$111.41	\$20.15
32	\$2,325.12	\$353.60	\$37.44	\$225.60	\$143.68	\$26.24	\$14.72	\$145.60	\$1,340.16	\$0.96	\$5.76	\$31.36	\$1,538.56	\$946.88	\$76.93	\$115.01	\$20.80
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* 36	\$2,615.76	\$397.80	\$42.12	\$253.80	\$161.64	\$29.52	\$16.56	\$163.80	\$1,507.68	\$1.08	\$6.48	\$35.28	\$1,730.88	\$1,065.24	\$86.54	\$129.38	\$23.40
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2nd Year Apprentice 55% Wage Scale
6/1/2026 thru 5/31/2027**

Hours Paid	Total Package	Welfare	HRA	Annuity	Pension	AJEF	LMCT of HFIW Local 12	**Vacation	Base Wage	PAC Fund	Int'l Asm't Fund	Bldg Fund	Taxable Income Includes: Vacation, Base Wage, Int'l Asm't, PAC & Bldg Fund	Check payable to: Benefit Funds of Local 12	5% of Taxable Income	This sum contains the Int'l Asm't, PAC & Bldg Fund Check payable to: Local 12 General Fund	Check payable to: Insulation Industry Promo Fund *Non Assoc Members assessed \$0.99 per hr
1	\$61.49	\$9.35	\$0.99	\$5.97	\$3.80	\$0.69	\$0.39	\$3.85	\$35.44	\$0.03	\$0.15	\$0.83	\$40.30	\$25.04	\$2.02	\$3.03	\$0.55
2	\$122.98	\$18.70	\$1.98	\$11.94	\$7.60	\$1.38	\$0.78	\$7.70	\$70.88	\$0.06	\$0.30	\$1.66	\$81.38	\$50.08	\$4.07	\$6.87	\$1.10
3	\$184.47	\$28.05	\$2.97	\$17.91	\$11.40	\$2.07	\$1.17	\$11.55	\$106.32	\$0.09	\$0.45	\$2.49	\$122.07	\$75.12	\$6.10	\$10.30	\$1.65
4	\$245.96	\$37.40	\$3.96	\$23.88	\$15.20	\$2.76	\$1.56	\$15.40	\$141.76	\$0.12	\$0.60	\$3.32	\$162.76	\$100.16	\$8.14	\$13.74	\$2.20
5	\$307.45	\$46.75	\$4.95	\$29.85	\$19.00	\$3.45	\$1.95	\$19.25	\$177.20	\$0.15	\$0.75	\$4.15	\$203.45	\$125.20	\$10.17	\$17.17	\$2.75
6	\$368.94	\$56.10	\$5.94	\$35.82	\$22.80	\$4.14	\$2.34	\$23.10	\$212.64	\$0.18	\$0.90	\$4.98	\$244.14	\$150.24	\$12.21	\$20.61	\$3.30
7	\$430.43	\$65.45	\$6.93	\$41.79	\$26.60	\$4.83	\$2.73	\$26.95	\$248.08	\$0.21	\$1.05	\$5.81	\$284.83	\$175.28	\$14.24	\$24.04	\$3.85
8	\$491.92	\$74.80	\$7.92	\$47.76	\$30.40	\$5.52	\$3.12	\$30.80	\$283.52	\$0.24	\$1.20	\$6.64	\$325.52	\$200.32	\$16.28	\$27.48	\$4.40
9	\$553.41	\$84.15	\$8.91	\$53.73	\$34.20	\$6.21	\$3.51	\$34.65	\$318.96	\$0.27	\$1.35	\$7.47	\$366.21	\$225.36	\$18.31	\$30.91	\$4.95
10	\$614.90	\$93.50	\$9.90	\$59.70	\$38.00	\$6.90	\$3.90	\$38.50	\$354.40	\$0.30	\$1.50	\$8.30	\$406.90	\$250.40	\$20.35	\$34.35	\$5.50
11	\$676.39	\$102.85	\$10.89	\$65.67	\$41.80	\$7.59	\$4.29	\$42.35	\$389.84	\$0.33	\$1.65	\$9.13	\$447.59	\$275.44	\$22.38	\$37.78	\$6.05
12	\$737.88	\$112.20	\$11.88	\$71.64	\$45.60	\$8.28	\$4.68	\$46.20	\$425.28	\$0.36	\$1.80	\$9.96	\$488.28	\$300.48	\$24.41	\$41.21	\$6.60
13	\$799.37	\$121.55	\$12.87	\$77.61	\$49.40	\$8.97	\$5.07	\$50.05	\$460.72	\$0.39	\$1.95	\$10.79	\$528.97	\$325.52	\$26.45	\$44.65	\$7.15
14	\$860.86	\$130.90	\$13.86	\$83.58	\$53.20	\$9.66	\$5.46	\$53.90	\$496.16	\$0.42	\$2.10	\$11.62	\$569.66	\$350.56	\$28.48	\$48.08	\$7.70
15	\$922.35	\$140.25	\$14.85	\$89.55	\$57.00	\$10.35	\$5.85	\$57.75	\$531.60	\$0.45	\$2.25	\$12.45	\$610.35	\$375.60	\$30.52	\$51.52	\$8.25
16	\$983.84	\$149.60	\$15.84	\$95.52	\$60.80	\$11.04	\$6.24	\$61.60	\$567.04	\$0.48	\$2.40	\$13.28	\$651.04	\$400.64	\$32.55	\$54.95	\$8.80
17	\$1,045.33	\$158.95	\$16.83	\$101.49	\$64.60	\$11.73	\$6.63	\$65.45	\$602.48	\$0.51	\$2.55	\$14.11	\$691.73	\$425.68	\$34.59	\$58.39	\$9.35
18	\$1,106.82	\$168.30	\$17.82	\$107.46	\$68.40	\$12.42	\$7.02	\$69.30	\$637.92	\$0.54	\$2.70	\$14.94	\$732.42	\$450.72	\$36.62	\$61.82	\$9.90
19	\$1,168.31	\$177.65	\$18.81	\$113.43	\$72.20	\$13.11	\$7.41	\$73.15	\$673.36	\$0.57	\$2.85	\$15.77	\$773.11	\$475.76	\$38.66	\$65.26	\$10.45
20	\$1,229.80	\$187.00	\$19.80	\$119.40	\$76.00	\$13.80	\$7.80	\$77.00	\$708.80	\$0.60	\$3.00	\$16.60	\$813.80	\$500.80	\$40.69	\$68.69	\$11.00
21	\$1,291.29	\$196.35	\$20.79	\$125.37	\$79.80	\$14.49	\$8.19	\$80.85	\$744.24	\$0.63	\$3.15	\$17.43	\$854.49	\$525.84	\$42.72	\$72.12	\$11.55
22	\$1,352.78	\$205.70	\$21.78	\$131.34	\$83.60	\$15.18	\$8.58	\$84.70	\$779.68	\$0.66	\$3.30	\$18.26	\$895.18	\$550.88	\$44.76	\$75.56	\$12.10
23	\$1,414.27	\$215.05	\$22.77	\$137.31	\$87.40	\$15.87	\$8.97	\$88.55	\$815.12	\$0.69	\$3.45	\$19.09	\$935.87	\$575.92	\$46.79	\$78.99	\$12.65
24	\$1,475.76	\$224.40	\$23.76	\$143.28	\$91.20	\$16.56	\$9.36	\$92.40	\$850.56	\$0.72	\$3.60	\$19.92	\$976.56	\$600.96	\$48.83	\$82.43	\$13.20
25	\$1,537.25	\$233.75	\$24.75	\$149.25	\$95.00	\$17.25	\$9.75	\$96.25	\$886.00	\$0.75	\$3.75	\$20.75	\$1,017.25	\$626.00	\$50.86	\$85.86	\$13.75
26	\$1,598.74	\$243.10	\$25.74	\$155.22	\$98.80	\$17.94	\$10.14	\$100.10	\$921.44	\$0.78	\$3.90	\$21.58	\$1,057.94	\$651.04	\$52.90	\$89.30	\$14.30
27	\$1,660.23	\$252.45	\$26.73	\$161.19	\$102.60	\$18.63	\$10.53	\$103.95	\$956.88	\$0.81	\$4.05	\$22.41	\$1,098.63	\$676.08	\$54.93	\$92.73	\$14.85
28	\$1,721.72	\$261.80	\$27.72	\$167.16	\$106.40	\$19.32	\$10.92	\$107.80	\$992.32	\$0.84	\$4.20	\$23.24	\$1,139.32	\$701.12	\$56.97	\$96.17	\$15.40
29	\$1,783.21	\$271.15	\$28.71	\$173.13	\$110.20	\$20.01	\$11.31	\$111.65	\$1,027.76	\$0.87	\$4.35	\$24.07	\$1,180.01	\$726.16	\$59.00	\$99.60	\$15.95
30	\$1,844.70	\$280.50	\$29.70	\$179.10	\$114.00	\$20.70	\$11.70	\$115.50	\$1,063.20	\$0.90	\$4.50	\$24.90	\$1,220.70	\$751.20	\$61.04	\$103.04	\$16.50
31	\$1,906.19	\$289.85	\$30.69	\$185.07	\$117.80	\$21.39	\$12.09	\$119.35	\$1,098.64	\$0.93	\$4.65	\$25.73	\$1,261.39	\$776.24	\$63.07	\$106.47	\$17.05
32	\$1,967.68	\$299.20	\$31.68	\$191.04	\$121.60	\$22.08	\$12.48	\$123.20	\$1,134.08	\$0.96	\$4.80	\$26.56	\$1,302.08	\$801.28	\$65.10	\$109.90	\$17.60
33	\$2,029.17	\$308.55	\$32.67	\$197.01	\$125.40	\$22.77	\$12.87	\$127.05	\$1,169.52	\$0.99	\$4.95	\$27.39	\$1,342.77	\$826.32	\$67.14	\$113.34	\$18.15
34	\$2,090.66	\$317.90	\$33.66	\$202.98	\$129.20	\$23.46	\$13.26	\$130.90	\$1,204.96	\$1.02	\$5.10	\$28.22	\$1,383.46	\$851.36	\$69.17	\$116.77	\$18.70
35	\$2,152.15	\$327.25	\$34.65	\$208.95	\$133.00	\$24.15	\$13.65	\$134.75	\$1,240.40	\$1.05	\$5.25	\$29.05	\$1,424.15	\$876.40	\$71.21	\$120.21	\$19.25
* 36	\$2,213.64	\$336.60	\$35.64	\$214.92	\$136.80	\$24.84	\$14.04	\$138.60	\$1,275.84	\$1.08	\$5.40	\$29.88	\$1,464.84	\$901.44	\$73.24	\$123.64	\$19.80
* 37	\$2,275.13	\$345.95	\$36.63	\$220.89	\$140.60	\$25.53	\$14.43	\$142.45	\$1,311.28	\$1.11	\$5.55	\$30.71	\$1,505.53	\$926.48	\$75.28	\$127.08	\$20.35
* 38	\$2,336.62	\$355.30	\$37.62	\$226.86	\$144.40	\$26.22	\$14.82	\$146.30	\$1,346.72	\$1.14	\$5.70	\$31.54	\$1,546.22	\$951.52	\$77.31	\$130.51	\$20.90
* 39	\$2,398.11	\$364.65	\$38.61	\$232.83	\$148.20	\$26.91	\$15.21	\$150.15	\$1,382.16	\$1.17	\$5.85	\$32.37	\$1,586.91	\$976.56	\$79.35	\$133.95	\$21.45
* 40	\$2,459.60	\$374.00	\$39.60	\$238.80	\$152.00	\$27.60	\$15.60	\$154.00	\$1,417.60	\$1.20	\$6.00	\$33.20	\$1,627.60	\$1,001.60	\$81.38	\$137.38	\$22.00

* These hours are straight time on Int'l. Maintenance Agreement jobs, Weekday and Saturday Overtime is @ time and one half and Sunday and Holidays Overtime are at double time
 ** Vacation Fund, International Assessment Fund, Building Fund, PAC Fund are added to the Working Assessment and calculated in the taxable income.
 *** Mandatory Uniform Travel Expenses are \$12.50 per day (excludes PLA/NMA) printed in house.

Heat and Frost Insulators Local 12
Regular CBA
1st Year Apprentice 45% Wage Scale
6/1/2026 thru 5/31/2027

Hours Paid	Total Package	Welfare	HRA	Annuity	Pension	AJEF	LMCT of HFIW Local 12	**Vacation	Base Wage	PAC Fund	Int'l Asm't Fund	Bldg Fund	Taxable Income Includes: Vacation, Base Wage, Int'l Asm't, PAC & Bldg Fund	Check payable to: Benefit Funds of Local 12	5% of Taxable Income	This sum contains the Int'l Asm't, PAC & Bldg Fund Check payable to: Local 12 General Fund	Check payable to: Insulation Industry Promo Fund *Non Assoc Members assessed \$0.81 per hr
1	\$50.31	\$7.65	\$0.81	\$4.88	\$3.11	\$0.57	\$0.32	\$3.15	\$28.99	\$0.02	\$0.13	\$0.68	\$32.97	\$20.49	\$1.65	\$2.48	\$0.45
2	\$100.62	\$15.30	\$1.62	\$9.76	\$6.22	\$1.14	\$0.64	\$6.30	\$57.98	\$0.04	\$0.26	\$1.36	\$66.58	\$40.98	\$3.33	\$5.63	\$0.90
3	\$150.93	\$22.95	\$2.43	\$14.64	\$9.33	\$1.71	\$0.96	\$9.45	\$86.97	\$0.06	\$0.39	\$2.04	\$99.87	\$61.47	\$4.99	\$8.44	\$1.35
4	\$201.24	\$30.60	\$3.24	\$19.52	\$12.44	\$2.28	\$1.28	\$12.60	\$115.96	\$0.08	\$0.52	\$2.72	\$133.16	\$81.96	\$6.66	\$11.26	\$1.80
5	\$251.55	\$38.25	\$4.05	\$24.40	\$15.55	\$2.85	\$1.60	\$15.75	\$144.95	\$0.10	\$0.65	\$3.40	\$166.45	\$102.45	\$8.32	\$14.07	\$2.25
6	\$301.86	\$45.90	\$4.86	\$29.28	\$18.66	\$3.42	\$1.92	\$18.90	\$173.94	\$0.12	\$0.78	\$4.08	\$199.74	\$122.94	\$9.99	\$16.89	\$2.70
7	\$352.17	\$53.55	\$5.67	\$34.16	\$21.77	\$3.99	\$2.24	\$22.05	\$202.93	\$0.14	\$0.91	\$4.76	\$233.03	\$143.43	\$11.65	\$19.70	\$3.15
8	\$402.48	\$61.20	\$6.48	\$39.04	\$24.88	\$4.56	\$2.56	\$25.20	\$231.92	\$0.16	\$1.04	\$5.44	\$266.32	\$163.92	\$13.32	\$22.52	\$3.60
9	\$452.79	\$68.85	\$7.29	\$43.92	\$27.99	\$5.13	\$2.88	\$28.35	\$260.91	\$0.18	\$1.17	\$6.12	\$299.61	\$184.41	\$14.98	\$25.33	\$4.05
10	\$503.10	\$76.50	\$8.10	\$48.80	\$31.10	\$5.70	\$3.20	\$31.50	\$289.90	\$0.20	\$1.30	\$6.80	\$332.90	\$204.90	\$16.65	\$28.15	\$4.50
11	\$553.41	\$84.15	\$8.91	\$53.68	\$34.21	\$6.27	\$3.52	\$34.65	\$318.89	\$0.22	\$1.43	\$7.48	\$366.19	\$225.39	\$18.31	\$30.96	\$4.95
12	\$603.72	\$91.80	\$9.72	\$58.56	\$37.32	\$6.84	\$3.84	\$37.80	\$347.88	\$0.24	\$1.56	\$8.16	\$399.48	\$245.88	\$19.97	\$33.77	\$5.40
13	\$654.03	\$99.45	\$10.53	\$63.44	\$40.43	\$7.41	\$4.16	\$40.95	\$376.87	\$0.26	\$1.69	\$8.84	\$432.77	\$266.37	\$21.64	\$36.59	\$5.85
14	\$704.34	\$107.10	\$11.34	\$68.32	\$43.54	\$7.98	\$4.48	\$44.10	\$405.86	\$0.28	\$1.82	\$9.52	\$466.06	\$286.86	\$23.30	\$39.40	\$6.30
15	\$754.65	\$114.75	\$12.15	\$73.20	\$46.65	\$8.55	\$4.80	\$47.25	\$434.85	\$0.30	\$1.95	\$10.20	\$499.35	\$307.35	\$24.97	\$42.22	\$6.75
16	\$804.96	\$122.40	\$12.96	\$78.08	\$49.76	\$9.12	\$5.12	\$50.40	\$463.84	\$0.32	\$2.08	\$10.88	\$532.64	\$327.84	\$26.63	\$45.03	\$7.20
17	\$855.27	\$130.05	\$13.77	\$82.96	\$52.87	\$9.69	\$5.44	\$53.55	\$492.83	\$0.34	\$2.21	\$11.56	\$565.93	\$348.33	\$28.30	\$47.85	\$7.65
18	\$905.58	\$137.70	\$14.58	\$87.84	\$55.98	\$10.26	\$5.76	\$56.70	\$521.82	\$0.36	\$2.34	\$12.24	\$599.22	\$368.82	\$29.96	\$50.66	\$8.10
19	\$955.89	\$145.35	\$15.39	\$92.72	\$59.09	\$10.83	\$6.08	\$59.85	\$550.81	\$0.38	\$2.47	\$12.92	\$632.51	\$389.31	\$31.63	\$53.48	\$8.55
20	\$1,006.20	\$153.00	\$16.20	\$97.60	\$62.20	\$11.40	\$6.40	\$63.00	\$579.80	\$0.40	\$2.60	\$13.60	\$665.80	\$409.80	\$33.29	\$56.29	\$9.00
21	\$1,056.51	\$160.65	\$17.01	\$102.48	\$65.31	\$11.97	\$6.72	\$66.15	\$608.79	\$0.42	\$2.73	\$14.28	\$699.09	\$430.29	\$34.95	\$59.10	\$9.45
22	\$1,106.82	\$168.30	\$17.82	\$107.36	\$68.42	\$12.54	\$7.04	\$69.30	\$637.78	\$0.44	\$2.86	\$14.96	\$732.38	\$450.78	\$36.62	\$61.92	\$9.90
23	\$1,157.13	\$175.95	\$18.63	\$112.24	\$71.53	\$13.11	\$7.36	\$72.45	\$666.77	\$0.46	\$2.99	\$15.64	\$765.67	\$471.27	\$38.28	\$64.73	\$10.35
24	\$1,207.44	\$183.60	\$19.44	\$117.12	\$74.64	\$13.68	\$7.68	\$75.60	\$695.76	\$0.48	\$3.12	\$16.32	\$798.96	\$491.76	\$39.95	\$67.55	\$10.80
25	\$1,257.75	\$191.25	\$20.25	\$122.00	\$77.75	\$14.25	\$8.00	\$78.75	\$724.75	\$0.50	\$3.25	\$17.00	\$832.25	\$512.25	\$41.61	\$70.36	\$11.25
26	\$1,308.06	\$198.90	\$21.06	\$126.88	\$80.86	\$14.82	\$8.32	\$81.90	\$753.74	\$0.52	\$3.38	\$17.68	\$865.54	\$532.74	\$43.28	\$73.18	\$11.70
27	\$1,358.37	\$206.55	\$21.87	\$131.76	\$83.97	\$15.39	\$8.64	\$85.05	\$782.73	\$0.54	\$3.51	\$18.36	\$898.83	\$553.23	\$44.94	\$75.99	\$12.15
28	\$1,408.68	\$214.20	\$22.68	\$136.64	\$87.08	\$15.96	\$8.96	\$88.20	\$811.72	\$0.56	\$3.64	\$19.04	\$932.12	\$573.72	\$46.61	\$78.81	\$12.60
29	\$1,458.99	\$221.85	\$23.49	\$141.52	\$90.19	\$16.53	\$9.28	\$91.35	\$840.71	\$0.58	\$3.77	\$19.72	\$965.41	\$594.21	\$48.27	\$81.62	\$13.05
30	\$1,509.30	\$229.50	\$24.30	\$146.40	\$93.30	\$17.10	\$9.60	\$94.50	\$869.70	\$0.60	\$3.90	\$20.40	\$998.70	\$614.70	\$49.94	\$84.44	\$13.50
31	\$1,559.61	\$237.15	\$25.11	\$151.28	\$96.41	\$17.67	\$9.92	\$97.65	\$898.69	\$0.62	\$4.03	\$21.08	\$1,031.99	\$635.19	\$51.60	\$87.25	\$13.95
32	\$1,609.92	\$244.80	\$25.92	\$156.16	\$99.52	\$18.24	\$10.24	\$100.80	\$927.68	\$0.64	\$4.16	\$21.76	\$1,065.28	\$655.68	\$53.26	\$90.06	\$14.40
33	\$1,660.23	\$252.45	\$26.73	\$161.04	\$102.63	\$18.81	\$10.56	\$103.95	\$956.67	\$0.66	\$4.29	\$22.44	\$1,098.57	\$676.17	\$54.93	\$92.88	\$14.85
34	\$1,710.54	\$260.10	\$27.54	\$165.92	\$105.74	\$19.38	\$10.88	\$107.10	\$985.66	\$0.68	\$4.42	\$23.12	\$1,131.86	\$696.66	\$56.59	\$95.69	\$15.30
35	\$1,760.85	\$267.75	\$28.35	\$170.80	\$108.85	\$19.95	\$11.20	\$110.25	\$1,014.65	\$0.70	\$4.55	\$23.80	\$1,165.15	\$717.15	\$58.26	\$98.51	\$15.75
* 36	\$1,811.16	\$275.40	\$29.16	\$175.68	\$111.96	\$20.52	\$11.52	\$113.40	\$1,043.64	\$0.72	\$4.68	\$24.48	\$1,198.44	\$737.64	\$59.92	\$101.32	\$16.20
* 37	\$1,861.47	\$283.05	\$29.97	\$180.56	\$115.07	\$21.09	\$11.84	\$116.55	\$1,072.63	\$0.74	\$4.81	\$25.16	\$1,231.73	\$758.13	\$61.59	\$104.14	\$16.65
* 38	\$1,911.78	\$290.70	\$30.78	\$185.44	\$118.18	\$21.66	\$12.16	\$119.70	\$1,101.62	\$0.76	\$4.94	\$25.84	\$1,265.02	\$778.62	\$63.25	\$106.95	\$17.10
* 39	\$1,962.09	\$298.35	\$31.59	\$190.32	\$121.29	\$22.23	\$12.48	\$122.85	\$1,130.61	\$0.78	\$5.07	\$26.52	\$1,298.31	\$799.11	\$64.92	\$109.77	\$17.55
* 40	\$2,012.40	\$306.00	\$32.40	\$195.20	\$124.40	\$22.80	\$12.80	\$126.00	\$1,159.60	\$0.80	\$5.20	\$27.20	\$1,331.60	\$819.60	\$66.58	\$112.58	\$18.00

These hours are straight time on Int'l. Maintenance Agreement jobs, Weekday and Saturday Overtime is @ time and one half and Sunday and Holidays Overtime are at double time

Vacation Fund, International Assessment Fund, Building Fund, PAC Fund are added to the Working Assessment and calculated in the taxable income.

Mandatory Uniform Travel Expenses are \$12.50 per day (excludes PLA/NMA)

printed in house.