



KEYSTONE+MOUNTAIN+LAKES REGIONAL COUNCIL OF CARPENTERS

**COMMERCIAL: COUNTIES OF NEW CASTLE AND KENT IN THE STATE OF DELAWARE
AND THE COUNTIES OF CECIL, KENT, QUEEN ANNE'S AND CAROLINE IN THE STATE OF MARYLAND**

EFFECTIVE 5/1/2019 - 4/30/2020

APPRENTICE FRINGE BENEFITS

Indentured After May 1, 2011

Rate #	Year	Total	H&W	Cafeteria Plan	Pension	Annuity	CSP	JAC	IAP	CCT	UBC LM
130-11	1	\$17.05	9.50	0.50	5.50	.50	0.00	.55	.30	.15	.05
130-12	2	\$17.55	9.50	0.50	5.50	.50	0.50	.55	.30	.15	.05
130-13	3	\$18.55	9.50	0.50	5.50	.50	1.50	.55	.30	.15	.05
130-14	4	\$18.55	9.50	0.50	5.50	.50	1.50	.55	.30	.15	.05

WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES

4% of Gross Wages - Regional Council Dues

\$0.15 per Hour to Carpenters International Training Fund

\$0.90 per Hour to Jobs Recovery Dues (Increased \$.05)

\$0.05 per Hour to International Per Capita Tax

APPRENTICE WAGES

Period	Percentage	Base	Scaffold	Refinery
1	46%	\$14.91	\$15.26	\$17.11
2	59%	\$19.13	\$19.57	\$21.94
3	71%	\$23.02	\$23.55	\$26.40
4	85%	\$27.56	\$28.19	\$31.61

JOURNEYMAN RATE - Base \$32.42

JOURNEYMAN RATE - Scaffold \$33.17

JOURNEYMAN RATE - Refinery \$37.19

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 fails 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.