



**Eastern Atlantic States**  
REGIONAL COUNCIL OF CARPENTERS

1803 Spring Garden Street, Philadelphia, PA 19130 | Phone: 215-569-1634 | EASCARPENTERS.ORG

**HEAVY & HIGHWAY EMPLOYERS**  
**EFFECTIVE 5/1/2020 - 4/30/2021**  
**APPRENTICE FRINGE BENEFITS**

Rate #	Year	Total	H&W	Cafeteria Plan	HRA	Pension	Annuity	CSP	JAC	CITF
6-11	1	\$18.69	10.34	.75	.75	5.65	.25	.25	.55	.15
6-12	2	\$19.69	10.34	.75	.75	5.65	.75	.75	.55	.15
6-13	3	\$20.69	10.34	.75	.75	5.65	1.75	.75	.55	.15
6-14	4	\$21.69	10.34	.75	.75	5.65	2.75	.75	.55	.15

**WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES**

3.50% of Gross Wages - Regional Council Dues

0.50% of Gross Wages to Political Education Committee

\$0.85 per Hour to Jobs Recovery Dues

\$0.05 per Hour to International Per Capita Tax

**\*\*\$0.10 per Hour to (MAP) Member Assistance Program (New Employee Deduction)\*\***

**APPRENTICE WAGES**

Period	Hours	Percentage	City
1	0 - 2000Hrs	40%	\$19.78
2	2001 - 4000Hrs	50%	\$24.73
3	4001 - 6000Hrs	60%	\$29.68
4	6001 - 8000Hrs	80%	\$39.57

**JOURNEYMAN RATE**

**\$49.46**

**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.**