



**Eastern Atlantic States**  
REGIONAL COUNCIL OF CARPENTERS

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

**FOUR COUNTY RATE – Bucks, Chester, Delaware & Montgomery Counties**  
**Commercial, Industrial, and Institutional Employers**  
**Rate Code Number: 602**

| <u>WAGE RATE AND FRINGE BENEFITS</u>          | <u>Increase @ 5/1/2020</u> | <u>5/1/2020 TO 4/30/2021</u> |
|---|----------------------------|------------------------------|
| 4-County Wage Rate                            | \$0.73                     | \$41.20                      |
| <b><u>FRINGE BENEFITS</u></b>                 |                            |                              |
| Health & Welfare                              |                            | \$ 9.50                      |
| Cafeteria Plan                                |                            | \$ .75                       |
| HRA   |                            | \$ .75                       |
| Pension                                       | \$0.30                     | \$11.29                      |
| Annuity                                       |                            | \$ 4.50                      |
| Carpenters' Savings Plan                      |                            | \$ .75                       |
| Apprenticeship (JAC)                          |                            | \$ 0.55                      |
| Industry Advancement Program                  |                            | \$ 0.35                      |
| Carpenters International Training Fund (CITF) |                            | \$ 0.15                      |
| Carpenters Contractors Trust (CCT)            |                            | \$ 0.15                      |
| UBC Industry Advancement Fund (UBC IAF)       |                            | \$ 0.05                      |
| <b>TOTAL FRINGE BENEFITS</b>                  |                            | <b>\$28.79</b>               |
| <b>TOTAL JOURNEYMAN'S PACKAGE – 4 County</b>  |                            | <b>\$69.99</b>               |

**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)\*\***

**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.**