

Refrigeration, Air Conditioning & Service Division (UA-NJ)
 Economic Package
 Effective March 1, 2016
 (Rates Per Hour)

Employee Class		Gross Wages Per Hour	Payroll Deductions				Welfare Fund*	Pension Fund*	Education Fund*	Industry Fund*	Annuity Fund*	ITF*	MSCA**	Total Package
			Vacation Fund**	PAC**	Market Recovery**	Assessment**								
JOURNEYMAN	100%	\$37.18	\$1.00	\$0.05	\$0.30	\$0.74	\$10.76	\$4.00	\$0.62	\$0.25	\$4.40	\$0.10	\$0.07	\$57.38
APPRENTICES who entered the program before March 1, 2013:														
3rd year B	65%	24.17	0.65	0.03	0.20	\$0.48	6.99	2.60	0.40	0.16	2.86	0.10	0.05	\$37.33
4th year B	75%	27.89	0.75	0.04	0.23	\$0.56	8.07	3.00	0.47	0.19	3.30	0.10	0.05	\$43.07
5th year B	85%	31.60	0.85	0.04	0.26	\$0.63	9.15	3.40	0.53	0.21	3.74	0.10	0.06	\$48.79
APPRENTICES who entered the program after March 1, 2013:														
1st year	40%	14.87	0.40	0.02	0.12	\$0.30	5.92	1.60	0.25	0.10	1.76	0.10	0.03	\$24.63
2nd year	50%	18.59	0.50	0.03	0.15	\$0.37	5.92	2.00	0.31	0.13	2.20	0.10	0.04	\$29.29
3rd year	60%	22.31	0.60	0.03	0.18	\$0.45	6.46	2.40	0.37	0.15	2.64	0.10	0.04	\$34.47
4th year	70%	26.03	0.70	0.04	0.21	\$0.52	7.53	2.80	0.43	0.18	3.08	0.10	0.05	\$40.20
5th year	80%	29.74	0.80	0.04	0.24	\$0.59	8.61	3.20	0.50	0.20	3.52	0.10	0.06	\$45.93

* Contribution rate is based on hours paid (gross hours).

** Contribution rate is based on hours worked (actual hours).