

# LOCAL 19 HEAT FROST INSULATORS

LOCAL 19  
HEAT AND FROST INSULATORS  
WAGE AND BENEFIT SCHEDULE  
June 1, 2022- May 31, 2023

	10.0%	18%
	JOURNEYMAN	FOREMAN
WAGES	\$40.68	\$44.75
HEALTH & WELFARE	\$12.60	\$12.60
PENSION	\$13.37	\$13.37
ANNUITY	\$9.05	\$9.05
EDUCATION	\$0.58	\$0.58
LMCTF	\$0.45	\$0.45
Int'l LMCT	\$0.05	\$0.05
INDUSTRY	\$0.10	\$0.10
<b>TOTAL</b>	<b>\$76.88</b>	<b>\$80.95</b>
<b>DUES</b>	<b>\$3.27</b>	<b>\$3.44</b>

	1st Year 50%	2nd Year 65%	3rd Year 70%	4th Year 85%
	APPREN	APPREN	APPREN.	APPREN.
WAGES	\$20.34	\$26.44	\$28.48	\$34.58
HEALTH & WELFARE	\$12.60	\$12.60	\$12.60	\$12.60
PENSION	\$0.00	\$13.37	\$13.37	\$13.37
ANNUITY	\$0.00	\$0.00	\$4.53	\$4.53
EDUCATION	\$0.58	\$0.58	\$0.58	\$0.58
LMCTF	\$0.45	\$0.45	\$0.45	\$0.45
Int'l LMCT	\$0.05	\$0.05	\$0.05	\$0.05
INDUSTRY	\$0.10	\$0.10	\$0.10	\$0.10
<b>TOTAL</b>	<b>\$34.12</b>	<b>\$53.59</b>	<b>\$60.16</b>	<b>\$66.26</b>
<b>DUES</b>	<b>\$1.45</b>	<b>\$2.28</b>	<b>\$2.56</b>	<b>\$2.82</b>

# LOCAL 19 HEAT & FROST INSULATORS

LOCAL 19  
HEAT AND FROST INSULATORS  
IMPROVERS WAGE AND BENEFIT SCHEDULE  
June 1, 2022 - May 31, 2023

IMPROVERS	0-11 MON 45%	12-17 MON 55%	18-23 MON 60%	24-29 MON 65%
WAGES	\$18.31	\$22.37	\$24.41	\$26.44
HEALTH & WELFARE	\$12.60	\$12.60	\$12.60	\$12.60
PENSION	\$0.00	\$13.37	\$13.37	\$13.37
EDUCATION	\$0.58	\$0.58	\$0.58	\$0.58
LMCTF	\$0.45	\$0.45	\$0.45	\$0.45
INT'L LMCT	\$0.05	\$0.05	\$0.05	\$0.05
INDUSTRY	\$0.10	\$0.10	\$0.10	\$0.10
TOTAL	\$32.09	\$49.52	\$51.56	\$53.59
DUES	\$1.36	\$2.10	\$2.19	\$2.28
IMPROVERS	30-35 MON 70%	36-41 MON 75%	42-47 MON 80%	48-59 MON 85%
WAGES	\$28.48	\$30.51	\$32.54	\$34.58
HEALTH & WELFARE	\$12.60	\$12.60	\$12.60	\$12.60
PENSION	\$13.37	\$13.37	\$13.37	\$13.37
EDUCATION	\$0.58	\$0.58	\$0.58	\$0.58
LMCTF	\$0.45	\$0.45	\$0.45	\$0.45
INT'L LMCT	\$0.05	\$0.05	\$0.05	\$0.05
INDUSTRY	\$0.10	\$0.10	\$0.10	\$0.10
TOTAL	\$55.63	\$57.66	\$59.69	\$61.73
DUES	\$2.36	\$2.45	\$2.54	\$2.62

**DUES AND ALL BENEFITS ARE BASED UPON TOTAL HOURS WORKED**

HEAT FROST INSULATORS LOCAL #19 CONTRIBUTION SCHEDULE EFFECTIVE 6/1/2022

BENEFIT	CONTRIBUTION RATE RATE	MAKE CHECK or ONLINE PAYABLE TO:	SEND CHECK or ONLINE PAYMENTS (IF APPLICABLE) AND REPORT TO:	ONLINE PAYMENT OPTION
PENSION	\$13.37 ALL HRS. WORKED	BUILDING TRADES UNITED PENSION TRUST FUND 262-784-7880	BUILDING TRADES PENSION P.O. BOX 520 ELM GROVE, WI 53122-0520	YES
HEALTH AND WELFARE	\$12.60 ALL HRS. WORKED	LOCAL 19 & 127 WELFARE FUND 414-577-3705	First State Bank P.O. Box 150 Clintonville, WI 54929-0150* <b>* EFF 4/2019</b>	YES
ANNUITY	\$9.05 ALL HRS. WORKED	UNION INDIVIDUAL ACCOUNT RETIREMENT ACCOUNT 1-800-272-4248 OPTION #2	<b>Iron Workers Local 8</b> <b>P.O. Box 94423</b> <b>Chicago, IL 60690</b> <b>*EFF: 12/1/2019</b>	YES
ED FUND	\$0.58 ALL HRS. WORKED	LOCAL 19 EDUCATION FUND 262-548-9606	LOCAL 19 HEAT & FROST INSULATORS N27W23155 ROUNDY DRIVE PEWAUKEE, WI 53072	MUST MAIL CHECK
INDUSTRY ADVANCE FUND	\$0.10 ALL HOURS WORKED	WISCONSIN INSULATION ADVANCEMENT FUND	WICA P.O. BOX 26797 MILWAUKEE, WI 53226	MUST MAIL CHECK
UNION DUES	SEE ATTACHED SHEET ALL HRS. WORKED	LOCAL 19 HEAT & FROST INSULATORS 262-548-9606	LOCAL 19 HEAT & FROST INSULATORS N27W23155 ROUNDY DRIVE PEWAUKEE, WI 53072	MUST MAIL CHECK
LOCAL #19 LMCTF	\$0.45 ALL HRS. WORKED	LOCAL #19 LMCTF 262-548-9606	LOCAL 19 HEAT & FROST INSULATORS N27W23155 ROUNDY DRIVE PEWAUKEE, WI 53072	MUST MAIL CHECK
INT'L LMCTF	\$0.05 ALL HRS. WORKED	LOCAL 19 INT'L LMCTF 262-548-9606	LOCAL 19 HEAT & FROST INSULATORS N27W23155 ROUNDY DRIVE PEWAUKEE, WI 53072	MUST MAIL CHECK

The above payments due by the 15th of each month following the reporting month.

8 SEPARATE PAYMENTS OR CHECKS TO BE MADE MONTHLY



## INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ALLIED WORKERS

Local No. 19 City Milwaukee State WI  
Address N27 W23155 Roundy Drive Pewaukee, WI 53072  
(262) 548-9606 Heatandfrost19@insulators19.com

May 17, 2022

Local 19 Employers,

Local 19 and WICA sit down periodically to discuss ways of improving our market, increasing manhours, creating safer working environments, and protecting labor peace. During these discussions this year, we have come to some mutually agreed upon terms that both parties feel will continue to help in all of these areas going forward and gives us all peace of mind knowing we have labor peace ahead and what future increases will be, to aid in bidding future projects. Enclosed we have included a breakdown of the amendment that was signed by both WICA and Local 19 and was ratified by vote by Local 19 membership. The amendment, which includes 6 line items, goes into effect immediately, and effectively will extend our agreement until May 31, 2026. If you have any questions, please feel free to contact us at Local 19 or at WICA. We look forward to continuing to work in harmony with you in every way possible to protect and promote our market and maintaining a safe and stable working environment.

## AMENDMENT TO CONTRACT

**a. Section 21.2 (d) CORE**

Both parties agree to encourage and promote the CORE program, as it continues to evolve, which is designed for the health and wellbeing of every member.

**b. Section 21.2 (c)**

Both parties agree, in a concerted effort to promote and maintain safe workplaces, to actively participate in the safety plans *set forth and agreed upon by WICA and Local 19*.

**c. Section 21.2 (b)**

OSHA 30 training classes will be put on by Local 19 and offered to all members. Expenses for OSHA 30 classes will be split equally between both parties, Local 19 and Wisconsin Insulation Advancement Fund. All members of Local 19 will successfully complete OSHA 30 prior to December 31, 2023. Any current members who have not completed OSHA 30 prior to December 31, 2023 will no longer be eligible for the completion stipends.

**d. Section 9.4 Union Annuity Plan**

(3) In order for employees to make elective, pre-tax employee 401(k) contributions to the Fund, the employee must specify the amount to be deducted in conformance with the terms and conditions established by the Trustees, on a form prescribed by the Plan Administrator. The fund will provide to the employer any required documentation to validate the fund is compliant with 401k pre-tax exemptions per IRS tax guidelines.

**e. Section 7.1 Wage Rates**

June 1, 2023 there shall be an increase of \$2.35, out of which \$0.05 going to IAF

June 1, 2024 there shall be an increase of \$2.40

June 1, 2025 there shall be an increase of \$2.50

**f. Article XXII, Section 22.2**

Change termination date to read "May 31, 2026"