

GREATER SOUTH FLORIDA
AGREEMENT
REBAR ADDENDUM

BETWEEN

LOCAL UNION NO. 272, MIAMI, FLORIDA
LOCAL UNION NO. 402, WEST PALM BEACH, FLORIDA

Of the

**INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL, ORNAMENTAL AND REINFORCING
IRONWORKERS**

And

**SOUTHEASTERN COUNCIL OF IRONWORKER
EMPLOYERS, INC.**

October 1, 2007 through September 30, 2010

GREATER SOUTH FLORIDA AGREEMENT
REBAR ADDENDUM

This Agreement, made and entered into this first day of July 19, 2007, and effective October 1, 2007, by and between:

LOCAL UNION NO. 272 – MIAMI, FLORIDA
LOCAL UNION NO. 402 – WEST PALM BEACH, FLORIDA

And

SOUTHEASTERN COUNCIL OF IRONWORKER EMPLOYERS, INC.

ARTICLE 1 – PREAMBLE

This ADDENDUM is intended by the parties to be applicable to the Employer's Work limited to that performed in connection with the erection and/or placing of reinforcing steel products, post tensioning materials, accessories and allied products. This Rebar Addendum is supplementary to and dependent upon the Greater South Florida Agreement covering the employment of Ironworkers exclusively in the Jurisdictions of Ironworkers Local Union No. 272 and Local Union No. 402. It is agreed that this Agreement shall at all times run concurrent with, and shall only be effective so long as the Greater South Florida Agreement is in effect.

ARTICLE 2- UNION ACCESS/VISITATION

2.1 – The Union and its Business Manager and Business Agents shall have admission to the jobsites of the Employer at such time as employees are engaged in work at such jobsites for the purposes of meeting with the employees concerning wages, hours and working conditions.

2.2 – The Employer agrees to secure access to any area where employees are performing work pursuant to this agreement while Employers are on said premises. The Business Agent will report to the General Contractors office and produce proof of Workman's Compensation insurance.

ARTICLE 3 – WAGE RATES AND FRINGE BENEFITS

3.1.- All benefits shall be paid on a straight time basis, on all hours worked, and remitted to the Fund Escrow Agent on forms provided by the Union. Effective the first full payroll period on or after date of this Addendum the hourly rate for wages and benefits for each hour worked shall be as indicated herein below:

3.2.- JOURNEYMAN WAGES AND BENEFITS

3.3 – No Holiday can be used as a make up day. On an 5-8 work week anything over 32 hours is time and one half per hour. On a 4-10 work week anything over 30 hours is time and one half per hour.

3.4 – If an employee is hired mid week and thru no fault of his own has not obtained 40 hours and works Friday in a 4-10 schedule or Saturday in a 5-8 schedule the new hire will be paid time and one half.

IRONWORKERS LOCAL UNION NO. 272

EFFECTIVE October 1, 2007

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman	\$17.65	\$3.55	\$1.08	\$0.25	\$0.04	\$0.05	\$22.62
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE April 1, 2008

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman	\$17.65	\$3.55	\$1.38	\$0.25	\$0.04	\$0.05	\$22.92
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE October 1, 2008

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman	\$17.65	\$3.55	\$1.73	\$0.25	\$0.04	\$0.05	\$23.27
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE April 1, 2009

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman	\$17.95	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05	\$23.62
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE October 1, 2009

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman	\$18.30	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05	\$23.97
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE April 1, 2010

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman	\$18.65	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05	\$24.32
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

IRONWORKERS LOCAL UNION NO. 402

EFFECTIVE October 1, 2007

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman 1	\$17.83	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 22.72
Journeyman 2	\$15.58	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 20.47
Journeyman 3	\$14.43	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 19.32
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE April 1, 2008

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman 1	\$18.13	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 23.02
Journeyman 2	\$15.88	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 20.77
Journeyman 3	\$14.73	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 19.62
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE October 1, 2008

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman 1	\$18.48	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 23.37
Journeyman 2	\$16.23	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 21.12
Journeyman 3	\$15.08	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 19.97
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE April 1, 2009

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman 1	\$18.83	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 23.72
Journeyman 2	\$16.58	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 21.47
Journeyman 3	\$15.43	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 20.32
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE October 1, 2009

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman 1	\$19.18	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 24.07
Journeyman 2	\$16.93	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 21.82
Journeyman 3	\$15.78	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 20.67
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

EFFECTIVE April 1, 2010

Classification	Wages	Health	Pension	JATC	IMPACT	MCF	Total
Journeyman 1	\$19.53	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 24.42
Journeyman 2	\$17.28	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 22.17
Journeyman 3	\$16.13	\$3.65	\$1.00	\$.15	\$0.04	\$0.05	\$ 21.02
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00

3.5 – APPRENTICE WAGES AND BENEFITS

3.5.1 - Apprentices shall be paid wages and benefits as set forth in the Greater South Florida Agreement for Apprentices, except that Apprentices' wages shall not exceed wages set forth herein for Journeymen listed on pages 1 and 2 of this Addendum.

3.6.- NON-JOURNEYMAN DEFINITIONS, WAGES AND BENEFITS:

3.6.1- **Non-Journeyman** – Any Ironworker who has not attained Journeyman status by successfully completing the Ironworker Apprenticeship Program; or who is not a Journeyman Ironworker or Journeyman Rodman. All Apprentices (Probationary, Indentured and Non-Indentured), or any person who has not taken and passed a Practical Journeyman Rodman's test. Non-Journeyman Pay Scale is differentiated from the Indentured Apprentice Pay Scale as follows:

INDENTURED APPRENTICES WAGES AND BENEFITS

LOCAL 272 APPRENTICE PAY SCALE – EFFECTIVE October 1, 2007

Classification	%	Wages	Health	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	50%	\$11.67	\$0.75	\$0.25	\$0.04	\$0.05	\$12.76
2 nd 6 Mos. 1000 Hrs.	55%	\$12.84	\$0.75	\$0.25	\$0.04	\$0.05	\$13.93
3 rd 6 Mos. 1000 Hrs.	60%	\$14.01	\$0.75	\$0.25	\$0.04	\$0.05	\$15.10
4 th 6 Mos. 1000 Hrs.	65%	\$15.18	\$3.55	\$0.25	\$0.04	\$0.05	\$19.07
5 th 6 Mos. 1000 Hrs.	70%	\$16.34	\$3.55	\$0.25	\$0.04	\$0.05	\$20.23
6 th 6 Mos. 1000 Hrs.	75%	\$17.51	\$3.55	\$0.25	\$0.04	\$0.05	\$21.40
7 th 6 Mos. 1000 Hrs.	80%	\$18.68	\$3.55	\$0.25	\$0.04	\$0.05	\$22.57

- Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

INDENTURED APPRENTICES WAGES AND BENEFITS

LOCAL 272 APPRENTICE PAY SCALE – EFFECTIVE April 1, 2008

Classification	%	Wages	Health	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	50%	\$11.87	\$0.75	\$0.25	\$0.04	\$0.05	\$12.96
2 nd 6 Mos. 1000 Hrs.	55%	\$13.06	\$0.75	\$0.25	\$0.04	\$0.05	\$14.15
3 rd 6 Mos. 1000 Hrs.	60%	\$14.25	\$0.75	\$0.25	\$0.04	\$0.05	\$15.34
4 th 6 Mos. 1000 Hrs.	65%	\$15.44	\$3.55	\$0.25	\$0.04	\$0.05	\$19.33
5 th 6 Mos. 1000 Hrs.	70%	\$16.62	\$3.55	\$0.25	\$0.04	\$0.05	\$20.51
6 th 6 Mos. 1000 Hrs.	75%	\$17.81	\$3.55	\$0.25	\$0.04	\$0.05	\$21.70
7 th 6 Mos. 1000 Hrs.	80%	\$19.00	\$3.55	\$0.25	\$0.04	\$0.05	\$22.89

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

INDENTURED APPRENTICES WAGES AND BENEFITS

LOCAL 272 APPRENTICE PAY SCALE – EFFECTIVE October 1, 2008

Classification	%	Wages	Health	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	50%	\$12.10	\$0.75	\$0.25	\$0.04	\$0.05	\$13.19
2 nd 6 Mos. 1000 Hrs.	55%	\$13.31	\$0.75	\$0.25	\$0.04	\$0.05	\$14.40
3 rd 6 Mos. 1000 Hrs.	60%	\$14.52	\$0.75	\$0.25	\$0.04	\$0.05	\$15.61
4 th 6 Mos. 1000 Hrs.	65%	\$15.73	\$3.55	\$0.25	\$0.04	\$0.05	\$19.62
5 th 6 Mos. 1000 Hrs.	70%	\$16.94	\$3.55	\$0.25	\$0.04	\$0.05	\$20.83
6 th 6 Mos. 1000 Hrs.	75%	\$18.15	\$3.55	\$0.25	\$0.04	\$0.05	\$22.04
7 th 6 Mos. 1000 Hrs.	80%	\$19.36	\$3.55	\$0.25	\$0.04	\$0.05	\$23.25

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

INDENTURED APPRENTICES WAGES AND BENEFITS

LOCAL 272 APPRENTICE PAY SCALE – EFFECTIVE April 1, 2009

Classification	%	Wages	Health	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	50%	\$12.32	\$0.75	\$0.25	\$0.04	\$0.05	\$13.41
2 nd 6 Mos. 1000 Hrs.	55%	\$13.56	\$0.75	\$0.25	\$0.04	\$0.05	\$14.65
3 rd 6 Mos. 1000 Hrs.	60%	\$14.79	\$0.75	\$0.25	\$0.04	\$0.05	\$15.88
4 th 6 Mos. 1000 Hrs.	65%	\$16.02	\$3.55	\$0.25	\$0.04	\$0.05	\$19.91
5 th 6 Mos. 1000 Hrs.	70%	\$17.25	\$3.55	\$0.25	\$0.04	\$0.05	\$21.14
6 th 6 Mos. 1000 Hrs.	75%	\$18.48	\$3.55	\$0.25	\$0.04	\$0.05	\$22.37
7 th 6 Mos. 1000 Hrs.	80%	\$19.72	\$3.55	\$0.25	\$0.04	\$0.05	\$23.61

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

INDENTURED APPRENTICES WAGES AND BENEFITS

LOCAL 272 APPRENTICE PAY SCALE – EFFECTIVE October 1, 2009

Classification	%	Wages	Health	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	50%	\$12.57	\$0.75	\$0.25	\$0.04	\$0.05	\$13.66
2 nd 6 Mos. 1000 Hrs.	55%	\$13.83	\$0.75	\$0.25	\$0.04	\$0.05	\$14.92
3 rd 6 Mos. 1000 Hrs.	60%	\$15.09	\$0.75	\$0.25	\$0.04	\$0.05	\$16.18
4 th 6 Mos. 1000 Hrs.	65%	\$16.35	\$3.55	\$0.25	\$0.04	\$0.05	\$20.24
5 th 6 Mos. 1000 Hrs.	70%	\$17.60	\$3.55	\$0.25	\$0.04	\$0.05	\$21.49
6 th 6 Mos. 1000 Hrs.	75%	\$18.86	\$3.55	\$0.25	\$0.04	\$0.05	\$22.75
7 th 6 Mos. 1000 Hrs.	80%	\$20.12	\$3.55	\$0.25	\$0.04	\$0.05	\$24.01

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

INDENTURED APPRENTICES WAGES AND BENEFITS

LOCAL 272 APPRENTICE PAY SCALE – EFFECTIVE April 1, 2010

Classification	%	Wages	Health	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	50%	\$12.82	\$0.75	\$0.25	\$0.04	\$0.05	\$13.91
2 nd 6 Mos. 1000 Hrs.	55%	\$14.11	\$0.75	\$0.25	\$0.04	\$0.05	\$15.20
3 rd 6 Mos. 1000 Hrs.	60%	\$15.39	\$0.75	\$0.25	\$0.04	\$0.05	\$16.48
4 th 6 Mos. 1000 Hrs.	65%	\$16.67	\$3.55	\$0.25	\$0.04	\$0.05	\$20.56
5 th 6 Mos. 1000 Hrs.	70%	\$17.95	\$3.55	\$0.25	\$0.04	\$0.05	\$21.84
6 th 6 Mos. 1000 Hrs.	75%	\$19.23	\$3.55	\$0.25	\$0.04	\$0.05	\$23.12
7 th 6 Mos. 1000 Hrs.	80%	\$20.52	\$3.55	\$0.25	\$0.04	\$0.05	\$24.41

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

LOCAL 272 NON-JOURNEYMEN PAY SCALE

EFFECTIVE OCTOBER 1, 2007

Classification	Wages	Health	JATC	IMPACT	MCF	Total
.1 ST	\$11.30	\$.75	\$0.25	\$0.04	\$0.05	\$12.39
2 ND	\$12.30	\$.75	\$0.25	\$0.04	\$0.05	\$13.39
3 RD	\$13.30	\$.75	\$0.25	\$0.04	\$0.05	\$14.39
4 TH	\$14.30	\$.75	\$0.25	\$0.04	\$0.05	\$15.39
5 TH	\$15.30	\$.75	\$0.25	\$0.04	\$0.05	\$16.39
6 TH	\$16.30	\$.75	\$0.25	\$0.04	\$0.05	\$17.39
7 TH	\$17.30	\$.75	\$0.25	\$0.04	\$0.05	\$18.39

LOCAL 272 NON-JOURNEYMEN PAY SCALE

EFFECTIVE APRIL 1, 2008

Classification	Wages	Health	JATC	IMPACT	MCF	Total
.1 ST	\$11.60	\$.75	\$0.25	\$0.04	\$0.05	\$12.69
2 ND	\$12.60	\$.75	\$0.25	\$0.04	\$0.05	\$13.69
3 RD	\$13.60	\$.75	\$0.25	\$0.04	\$0.05	\$14.69
4 TH	\$14.60	\$.75	\$0.25	\$0.04	\$0.05	\$15.69
5 TH	\$15.60	\$.75	\$0.25	\$0.04	\$0.05	\$16.69
6 TH	\$16.60	\$.75	\$0.25	\$0.04	\$0.05	\$17.69
7 TH	\$17.60	\$.75	\$0.25	\$0.04	\$0.05	\$18.69

EFFECTIVE OCTOBER 1, 2008

Classification	Wages	Health	JATC	IMPACT	MCF	Total
.1 ST	\$11.95	\$.75	\$0.25	\$0.04	\$0.05	\$13.04
2 ND	\$12.95	\$.75	\$0.25	\$0.04	\$0.05	\$14.04
3 RD	\$13.95	\$.75	\$0.25	\$0.04	\$0.05	\$15.04
4 TH	\$14.95	\$.75	\$0.25	\$0.04	\$0.05	\$16.04
5 TH	\$15.95	\$.75	\$0.25	\$0.04	\$0.05	\$17.04
6 TH	\$16.95	\$.75	\$0.25	\$0.04	\$0.05	\$18.04
7 TH	\$17.95	\$.75	\$0.25	\$0.04	\$0.05	\$19.04

LOCAL 272 NON-JOURNEYMEN PAY SCALE

EFFECTIVE APRIL 1, 2009

Classification	Wages	Health	JATC	IMPACT	MCF	Total
.1 ST	\$12.30	\$.75	\$0.25	\$0.04	\$0.05	\$13.39
2 ND	\$13.30	\$.75	\$0.25	\$0.04	\$0.05	\$14.39
3 RD	\$14.30	\$.75	\$0.25	\$0.04	\$0.05	\$15.39
4 TH	\$15.30	\$.75	\$0.25	\$0.04	\$0.05	\$16.39
5 TH	\$16.30	\$.75	\$0.25	\$0.04	\$0.05	\$17.39
6 TH	\$17.30	\$.75	\$0.25	\$0.04	\$0.05	\$18.39
7 TH	\$18.30	\$.75	\$0.25	\$0.04	\$0.05	\$19.39

LOCAL 272 NON-JOURNEYMEN PAY SCALE

EFFECTIVE OCTOBER 1, 2009

Classification	Wages	Health	JATC	IMPACT	MCF	Total
.1 ST	\$12.65	\$.75	\$0.25	\$0.04	\$0.05	\$13.74
2 ND	\$13.65	\$.75	\$0.25	\$0.04	\$0.05	\$14.74
3 RD	\$14.65	\$.75	\$0.25	\$0.04	\$0.05	\$15.74
4 TH	\$15.65	\$.75	\$0.25	\$0.04	\$0.05	\$16.74
5 TH	\$16.65	\$.75	\$0.25	\$0.04	\$0.05	\$17.74
6 TH	\$17.65	\$.75	\$0.25	\$0.04	\$0.05	\$18.74
7 TH	\$18.65	\$.75	\$0.25	\$0.04	\$0.05	\$19.74

LOCAL 272 NON-JOURNEYMEN PAY SCALE

EFFECTIVE APRIL 1, 2010

Classification	Wages	Health	JATC	IMPACT	MCF	Total
.1 ST	\$13.00	\$.75	\$0.25	\$0.04	\$0.05	\$14.09
2 ND	\$14.00	\$.75	\$0.25	\$0.04	\$0.05	\$15.09
3 RD	\$15.00	\$.75	\$0.25	\$0.04	\$0.05	\$16.09
4 TH	\$16.00	\$.75	\$0.25	\$0.04	\$0.05	\$17.09
5 TH	\$17.00	\$.75	\$0.25	\$0.04	\$0.05	\$18.09
6 TH	\$18.00	\$.75	\$0.25	\$0.04	\$0.05	\$19.09
7 TH	\$19.00	\$.75	\$0.25	\$0.04	\$0.05	\$20.09

LOCAL 402 APPRENTICE PAY SCALE

EFFECTIVE October 1, 2007

Classification	%	Wages	Health	Pension	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	60%	\$12.98	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$13.97
2 nd 6 Mos. 1000 Hrs.	65%	\$14.06	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$15.05
3 rd 6 Mos. 1000 Hrs.	70%	\$15.14	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$16.13
4 th 6 Mos. 1000 Hrs.	75%	\$16.22	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$20.11
5 th 6 Mos. 1000 Hrs.	80%	\$17.30	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$21.19
6 th 6 Mos. 1000 Hrs.	85%	\$18.38	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$22.27
7 th 6 Mos. 1000 Hrs.	90%	\$19.46	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$23.35
8 th 6 Mos. 1000 Hrs.	95%	\$20.54	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$24.43

LOCAL 402 APPRENTICE PAY SCALE

EFFECTIVE April 1, 2008

Classification	%	Wages	Health	Pension	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	60%	\$13.13	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$14.12
2 nd 6 Mos. 1000 Hrs.	65%	\$14.22	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$15.21
3 rd 6 Mos. 1000 Hrs.	70%	\$15.31	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$16.30
4 th 6 Mos. 1000 Hrs.	75%	\$16.41	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$20.30
5 th 6 Mos. 1000 Hrs.	80%	\$17.50	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$21.39
6 rd 6 Mos. 1000 Hrs.	85%	\$18.59	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$22.48
7 th 6 Mos. 1000 Hrs.	90%	\$19.69	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$23.58
8 th 6 Mos. 1000 Hrs.	95%	\$20.78	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$24.67

LOCAL 402 APPRENTICE PAY SCALE

EFFECTIVE October 1, 2008

Classification	%	Wages	Health	Pension	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	60%	\$13.28	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$14.27
2 nd 6 Mos. 1000 Hrs.	65%	\$14.38	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$15.37
3 rd 6 Mos. 1000 Hrs.	70%	\$15.49	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$16.48
4 th 6 Mos. 1000 Hrs.	75%	\$16.59	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$20.48
5 th 6 Mos. 1000 Hrs.	80%	\$17.70	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$21.59
6 rd 6 Mos. 1000 Hrs.	85%	\$18.81	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$22.70
7 th 6 Mos. 1000 Hrs.	90%	\$19.91	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$23.80
8 th 6 Mos. 1000 Hrs.	95%	\$21.02	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$24.91

LOCAL 402 APPRENTICE PAY SCALE

EFFECTIVE April 1, 2009

Classification	%	Wages	Health	Pension	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	60%	\$13.43	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$14.42
2 nd 6 Mos. 1000 Hrs.	65%	\$14.54	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$15.53
3 rd 6 Mos. 1000 Hrs.	70%	\$15.66	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$16.65
4 th 6 Mos. 1000 Hrs.	75%	\$16.78	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$20.67
5 th 6 Mos. 1000 Hrs.	80%	\$17.90	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$21.79
6 rd 6 Mos. 1000 Hrs.	85%	\$19.02	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$22.91
7 th 6 Mos. 1000 Hrs.	90%	\$20.14	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$24.03
8 th 6 Mos. 1000 Hrs.	95%	\$21.26	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$25.15

LOCAL 402 APPRENTICE PAY SCALE

EFFECTIVE October 1, 2009

Classification	%	Wages	Health	Pension	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	60%	\$13.58	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$14.57
2 nd 6 Mos. 1000 Hrs.	65%	\$14.71	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$15.70
3 rd 6 Mos. 1000 Hrs.	70%	\$15.84	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$16.83
4 th 6 Mos. 1000 Hrs.	75%	\$16.97	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$20.86
5 th 6 Mos. 1000 Hrs.	80%	\$18.10	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$21.99
6 rd 6 Mos. 1000 Hrs.	85%	\$19.23	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$23.12
7 th 6 Mos. 1000 Hrs.	90%	\$20.36	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$24.25
8 th 6 Mos. 1000 Hrs.	95%	\$21.49	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$25.38

LOCAL 402 APPRENTICE PAY SCALE
EFFECTIVE April 1, 2010

Classification	%	Wages	Health	Pension	JATC	IMPACT	MCF	Total
1 st 6 Mos. 1000 Hrs.	60%	\$13.73	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$14.72
2 nd 6 Mos. 1000 Hrs.	65%	\$14.87	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$15.86
3 rd 6 Mos. 1000 Hrs.	70%	\$16.01	\$.75	\$0.00	\$0.15	\$0.04	\$0.05	\$17.00
4 th 6 Mos. 1000 Hrs.	75%	\$17.16	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$21.05
5 th 6 Mos. 1000 Hrs.	80%	\$18.30	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$22.19
6 rd 6 Mos. 1000 Hrs.	85%	\$19.44	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$23.33
7 th 6 Mos. 1000 Hrs.	90%	\$20.59	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$24.48
8 th 6 Mos. 1000 Hrs.	95%	\$21.73	\$3.65	\$0.00	\$0.15	\$0.04	\$0.05	\$25.62

3.6.2.- **Apprentice**- Any Ironworker enrolled in the State Registered Ironworker Apprenticeship Program; or any Ironworker enrolled in the Non-Registered Ironworker Apprenticeship Program.

3.6.3.- **Indentured Apprentice**- Any Ironworker enrolled in the State Registered Ironworker Apprenticeship Program. Pay scales for Indentured Apprentices are differentiated from the Non-Journeyman pay scale.

3.6.4.- **Non-Indentured Apprentice** – Any Ironworker enrolled in the Non-Registered Ironworker Apprenticeship Program.

3.6.- Any Non-Journeyman who has been cancelled from the State Registered or Non-State Registered Apprentice Ironworker Program (and has not been readmitted by action of the Joint Training Committee) or who has dropped out of the Program shall not be permitted to register for employment or to enter the Apprenticeship Program of any Local Union covered by this Agreement, such person may not be dispatched as a Journeyman or Non-Journeyman.

3.7.- BENEFIT CONTRIBUTIONS

3.7.1.- During the first eight thousand (8,000) hours of a Non-Journeyman Ironworker’s employment as a Non-Journeyman Ironworker, regardless of classification with an exception - *the exclusion of Indentured Apprentices as stated below in section 2.6.1.1*, Health and Welfare contributions will not be paid. After the completion of said 8,000 hours of employment, the Non-Journeyman Ironworker shall receive contributions as required by Plan “A” benefits. Local 272 Plan “A” contribution rates are \$3.40 per hour. Local 402 Plan “A” contribution rates are \$3.50 per hour.

3.7.1.1 – During the first three thousand (3,000) hours of an Indentured Apprentice’s employment as an Indentured Apprentice, Health and Welfare contributions will not be paid. After the completion of said 3,000 hours of employment, the Indentured Apprentice shall receive contributions as required by Plan “A” benefits. Local 272 plan “A” contribution rates are \$3.40 per hour. Local 402 Plan “A” contribution rates are \$3.50 per hour.

3.7.2.- During the first eight thousand (8,000) hours of a Non-Journeyman Ironworker’s employment as a Non-Journeyman Ironworker, regardless of classification, there shall be no pension contributions paid. After the completion of said 8,000 hours of employment, the Non-Journeyman Ironworker shall receive pension contributions.

3.7.3.- Employee applicants, whether Probationary, Pre-, Non-Indentured or Indentured Apprentice Ironworkers, will be “slotted” by mutual agreement of the Union, JATC, and the Employer.

ARTICLE 4 – RATIOS

The Targeted Ratio of Journeymen to Apprentice and/or Non-Journeyman Ironworker is one to one, however, it is mutually recognized and agreed that it will take a significant period of time to absorb into the system the current and former Non-Journeyman Employees of the Employer. In the interim, the ratio of Journeymen to Non-Journeymen will probably exceed the targeted ratio

ARTICLE 5 – PORTABILITY

5.1.- The Trustees of the Pension Funds of Local Union 272 entered into a Reciprocal Agreement October 29, 1992 providing for a “Money Follows the Man Reciprocal”. Under the terms of this Agreement, an Employee working within the area of this agreement may authorize the transfer of Pension contributions for hours worked in a non-home Local, 272, to the Employee’s home local, 272, to prevent any loss of eligibility or benefits as the case may be. The method of reporting and payment of Employer contributions and check-offs required under the Agreement shall be governed as follows: The hours worked on Monday determine the jurisdiction into which the contributions will be reported and paid for any one-calendar week. The jurisdiction when the majority of such hours are worked on Monday is the jurisdiction where the hours worked for that week shall be reported and paid.

5.2.- A condition precedent to the Employee’s exercise of the “Money Follows The Man” privilege is that the Employee must have executed an authorization for such transfer to be made. The Authorization Form will be provided upon the Employee’s request from the Non-Home Local in whose jurisdiction the work is being performed.

5.3.- It is further agreed that the Employer may transfer Employees from job to job, in and out of jurisdictions covered by this Agreement, subject to giving the Union notification prior to the start of such job, the name, location and expected duration of the work. Local Union 272 specifically waive any requirement that may be imposed by other agreements, rules, and regulations for such Local Union 272 book carrying Journeyman, Apprentice Ironworker Employees to “clear in” or pay “dobies” or other fees that may otherwise be required in connection with the Employer’s transferring such Employee from one covered jurisdiction to another. Notwithstanding anything contained herein, the Employee has the obligation to telephone the Business Agent in whose jurisdiction he is working advising that he has started work in that Agent’s area.

5.4.- The aforementioned practice is granted and extended by the Unions on an “honor” basis. Should it be determined by any party to this Agreement that an Employer is either failing systematically to notify the Union of job starts, or is reporting hours worked in either jurisdiction systematically contrary to this Section, then such party may bar such Employer from availing the privileges granted and extended by the Union to the Employer and the Employees by this Section subject to due process through the grievance procedure.

ARTICLE 6 – REFERRAL PRACTICE

The Union will establish a written procedure that when approved by the Employer will clearly set forth that it is the Union’s promise and a condition of this Agreement that the Union will not take any action causing the removal of the Employer’s Employee, or cause such Employee to quit or otherwise enable such Employee of the Employer to become available for dispatching or referral to work for another Employer or for work not covered by the Greater South Florida Agreement – Rebar Addendum without mutual agreement between the Union and the Employer.

ARTICLE 7 – REFERRAL OF EMPLOYEE APPLICANTS

No Employee applicant shall be referred by the Union to the Employer at wages higher than provided under the Greater South Florida Agreement – Rebar Addendum. Except as otherwise provided herein, all other practices contained in the Hiring Hall Agreement shall be in force and apply. It is understood that Foremen and General Foremen receive the pay differential in the Greater South Florida Agreement.

ARTICLE 8 – WORK SCHEDULES

The Employer may establish the starting and quitting times, the time of the un-paid one-half hour lunch period, shifts, and sliding shifts as the case may be. The Employer shall notify the Local Union in whose jurisdiction the work is being performed, of such schedule and/or schedule changes as may be established from time to time.

8.1 - Coffee Breaks: There shall be one 15 minute coffee break or rest break period in the morning . When either a regular scheduled eight or nine-hour shift is in effect and works ten hours or more, there shall be a 15 minute break in the afternoon as well. When a regular ten-hour or longer shift is in effect, there shall be a 15 minute break in the afternoon.

8.2 – Drug Testing: When a employer requires a pre screening for drug testing prior to employment, said employee shall be paid two (2) hours pay.

8.3 – Parking: When a job-site requires employees to pay for parking and there is no access to free parking within a five (5) block radius, the employer shall reimburse said employee for parking weekly.

ARTICLE 9 – DURATION

This Addendum shall extend through the duration of the in effect Greater South Florida Agreement to which it attaches.

ARTICLE 10 – WORK SCHEDULES

The Employer may establish the starting and quitting times, the time of the un-paid one-half hour lunch period, shifts, and sliding shifts as the case may be. The Employer shall notify the Local Union in whose jurisdiction the work is being performed, of such schedule and/or schedule changes as may be established from time to time.

ARTICLE 11 – DURATION

This Addendum shall extend through the duration of the in effect Greater South Florida Agreement to which it attaches.

ARTICLE 12 – ARBITRATION

Both parties will be bound by the grievance procedures outlined in the Greater South Florida Agreement.

IN WITNESS WHEREOF, this Addendum has been executed by the parties hereto as of the date first set forth herein above.

**FOR THE UNION:
IRONWORKERS LOCAL UNION NO. 272**

IRONWORKERS LOCAL UNION NO. 402

Dewey Tyler, Business Manager/FST

Sean Mitchell, Business Manager/FST

FOR THE EMPLOYERS:

**BY: SOUTHEASTERN COUNCIL OF IRONWORKER
EMPLOYERS, INC.**

Al Bergel, President

