

Attachment 1
Effective 10/01/2025

Insulators LOCAL NO. 46

Journeyman	\$40.92
Foreman (+10%)*	\$45.01
General Foreman (+15%)*	\$47.06

Fringe Benefits

Health and Welfare	\$8.99/hour
Pension & Pension Rehab	\$7.60/hour
Annuity Fund	\$3.50/hour
Local Apprentice Training Fund	\$0.20/hour
Helmets to Hardhats	\$0.05/hour

Apprentice Rates

1st year	70% of Journeyman	\$28.64
2nd year	80% of Journeyman	\$32.74
3rd year	90% of Journeyman	\$36.83
4th year	95% of Journeyman	\$38.87

**Differential based on Foreman 10% and General Foreman 15% above Journeyman*