

**BUILDING OUTSTATE  
WAGES AND FRINGE BENEFIT SUMMARY**

Dear Signatory Contractor,

Below, you will find the wage break down for the Building Outstate Agreement for Heavy Construction Laborers' Local #663 which will be effective April 1, 2018 for the following counties: Barton, Bates, Benton, Camden, Cedar, Henry, Hickory, Johnson, Morgan, Pettis, and Vernon. The increase to the Agreement is \$0.90 (ninety cents), which is to be distributed as follows:

**\$ .50 (fifty cents) on Wage  
\$ .15 (fifteen cents) on SMART fund  
\$ .05 (five cents) on Health & Welfare  
\$ .20 (twenty cents) on Pension**

**General Laborer**

<b>Wage *</b>	<b>\$22.00</b>
<b>Vacation</b>	<b>\$ 1.00</b>
<b>Health &amp; Welfare</b>	<b>\$ 7.00</b>
<b>Pension</b>	<b>\$ 3.40</b>
<b>Training</b>	<b>\$ .38</b>
<b>Industry Advancement Fund</b>	<b>\$ .28</b>
<b>SMART fund</b>	<b>\$ .70</b>
<b>CISAP</b>	<b><u>\$ .05</u></b>
	<b>\$34.81</b>

**1<sup>st</sup> Semi Skilled**

<b>Wage *</b>	<b>\$23.50</b>
<b>Vacation</b>	<b>\$ 1.00</b>
<b>Health &amp; Welfare</b>	<b>\$ 7.00</b>
<b>Pension</b>	<b>\$ 3.40</b>
<b>Training</b>	<b>\$ .38</b>
<b>Industry Advancement Fund</b>	<b>\$ .28</b>
<b>SMART fund</b>	<b>\$ .70</b>
<b>CISAP</b>	<b><u>\$ .05</u></b>
	<b>\$36.31</b>

\* Supplemental dues of 5% of gross wages (taxable income) per hour is included in wage rate.

# *Heavy Construction Laborers' Local No. 663*

AFFILIATED WITH THE AFL-CIO

**KANSAS CITY OFFICE**  
7820 PROSPECT  
KANSAS CITY, MO 64132  
PHONE: 816-444-0062  
FAX: 816-822-9906  
www.lu663.com



**CLEVER OFFICE**  
P.O. BOX 233  
505 SOUTH WALNUT  
CLEVER, MO 65631  
PHONE: 417-743-3222  
FAX: 417-743-2955

Wednesday, April 11<sup>th</sup>, 2018

Dear Signatory Contractor,

I hope this letter finds you well.

Pursuant to the collective bargaining agreement by and between The Builders' Association and Heavy Construction Laborers' Local #663, starting April 1<sup>st</sup>, 2018, Local #663 will move from a dollar amount for Supplemental Dues to a percentage. Although you may deal with a percentage arrangement for supplemental dues for other crafts, there are many different ways of calculating them and we wanted to write a letter to serve as a quick reference guide detailing how you'll calculate Supplemental Dues for our/your Laborers.

Starting April 1<sup>st</sup>, 2018, Supplemental Dues will be calculated at a rate of five percent (5%) of the actual wage paid, excluding the Vacation Savings. No fringe benefits will be included in the calculation of Supplemental Dues. Whether you pay the contractual rate, over the contractual rate, or the rate of another craft which may be substantially higher, Supplemental Dues of five percent (5%) will be calculated off the wage actually paid, including the overtime rate.

If you have any further questions, please feel free to contact us at anytime.

Thank you for being a Union contractor and supporting a living wage.

Have a good day.

Sincerely,

A handwritten signature in black ink, appearing to read 'JMendenhall'.

Jason Mendenhall  
President  
Business Manager