

AS OF January 1, 2025

**TEACHERS (Appointed pre 07/1/2007)
FAMILY 8% INDIVIDUAL 8%**

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	118.36	1,361.17	1,479.53		59.18	680.58	739.77
Empire Fam	269.42	3,098.38	3,367.80		134.71	1,549.19	1,683.90
HIP Ind	147.07	1,691.35	1,838.42		73.54	845.67	919.21
HIP Fam	360.33	4,143.77	4,504.10		180.16	2,071.89	2,252.05

**TEACHERS (Appointed post 07/1/2007 to 12/31/16)
FAMILY 8% INDIVIDUAL 8%**

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	118.36	1,361.17	1,479.53		59.18	680.58	739.77
Empire Fam	269.42	3,098.38	3,367.80		134.71	1,549.19	1,683.90
HIP Ind	147.07	1,691.35	1,838.42		73.54	845.67	919.21
HIP Fam	360.33	4,143.77	4,504.10		180.16	2,071.89	2,252.05

TEACHERS (Appointed after 1/1/17) 10% Individual and 15% Family

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	147.95	1,331.58	1,479.53		73.98	665.79	739.77
Empire Fam	505.17	2,862.63	3,367.80		252.59	1,431.32	1,683.90
HIP Ind	183.84	1,654.58	1,838.42		91.92	827.29	919.21
HIP Fam	675.62	3,828.49	4,504.10		337.81	1,914.24	2,252.05

TEACHING ASSISTANTS Individual 5%/Family 5% (12 month payroll)

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	73.98	1,405.55	1,479.53		36.99	702.78	739.77
Empire Fam	168.39	3,199.41	3,367.80		84.20	1,599.71	1,683.90
HIP Ind	91.92	1,746.50	1,838.42		45.96	873.25	919.21
HIP Fam	225.21	4,278.90	4,504.10		112.60	2,139.45	2,252.05

AS OF January 1, 2025

**BUILDING ADMS (Appointed pre 07/01/2005)
FAMILY 10% INDIVIDUAL 10%**

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	147.95	1,331.58	1,479.53		73.98	665.79	739.77
Empire Fam	336.78	3,031.02	3,367.80		168.39	1,515.51	1,683.90
HIP Ind	183.84	1,654.58	1,838.42		91.92	827.29	919.21
HIP Fam	450.41	4,053.69	4,504.10		225.21	2,026.85	2,252.05

CENTRAL OFFICE ADMS 0% (Appointed pre 01/1/2007)

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	0.00	1,479.53	1,479.53		0.00	739.77	739.77
Empire Fam	0.00	3,367.80	3,367.80		0.00	1,683.90	1,683.90
HIP Ind	0.00	1,838.42	1,838.42		0.00	919.21	919.21
HIP Fam	0.00	4,504.10	4,504.10		0.00	2,252.05	2,252.05

**BUILDING ADMS Individual 10% Family 11% (Appointed post 07/1/2005 - 2/24/2017) &
CENTRAL OFFICE ADMS (Appointed post 1/2/2007)**

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	147.95	1,331.58	1,479.53		73.98	665.79	739.77
Empire Fam	370.46	2,997.34	3,367.80		185.23	1,498.67	1,683.90
HIP Ind	183.84	1,654.58	1,838.42		91.92	827.29	919.21
HIP Fam	495.45	4,008.65	4,504.10		247.73	2,004.32	2,252.05

BUILDING ADMS (Appointed after 2/24/2017) 10% indiv, 15% family

	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	147.95	1,331.58	1,479.53		73.98	665.79	739.77
Empire Fam	505.17	2,862.63	3,367.80		252.59	1,431.32	1,683.90
HIP Ind	183.84	1,654.58	1,838.42		91.92	827.29	919.21
HIP Fam	675.62	3,828.49	4,504.10		337.81	1,914.24	2,252.05

AS OF January 1, 2025

TEAMSTERS appointed prior to 7/1/16 12 Month - Individual 10% / Family 5%

	MONTHLY		
	Employee	Employer	Carrier
Empire Ind	147.95	1,331.58	1,479.53
Empire Fam	168.39	3,199.41	3,367.80
HIP Ind	183.84	1,654.58	1,838.42
HIP Fam	225.21	4,278.90	4,504.10

	PER PAY		
	Employee	Employer	Carrier
Empire Ind	73.98	665.79	739.77
Empire Fam	84.20	1,599.71	1,683.90
HIP Ind	91.92	827.29	919.21
HIP Fam	112.60	2,139.45	2,252.05

Teamsters appointed 7/1/16 and after 12 Month - Individual 20% / Family 10%

	MONTHLY		
	Employee	Employer	Carrier
Empire Ind	295.91	1,183.62	1,479.53
Empire Fam	336.78	3,031.02	3,367.80
HIP Ind	367.68	1,470.74	1,838.42
HIP Fam	450.41	4,053.69	4,504.10

	PER PAY		
	Employee	Employer	Carrier
Empire Ind	147.95	591.81	739.77
Empire Fam	168.39	1,515.51	1,683.90
HIP Ind	183.84	735.37	919.21
HIP Fam	225.21	2,026.85	2,252.05

TEAMSTERS appointed prior to 7/1/16 10 Month - Individual 10% / Family 5%

	MONTHLY		
	Employee	Employer	Carrier
Empire Ind	177.54	1,597.89	1,775.44
Empire Fam	202.07	3,839.29	4,041.36
HIP Ind	220.61	1,985.49	2,206.10
HIP Fam	270.25	5,134.67	5,404.92

	PER PAY		
	Employee	Employer	Carrier
Empire Ind	88.77	798.95	887.72
Empire Fam	101.03	1,919.65	2,020.68
HIP Ind	110.31	992.75	1,103.05
HIP Fam	135.12	2,567.34	2,702.46

Teamsters appointed 7/1/16 and after 10 Month - Individual 20% / Family 10%

	MONTHLY		
	Employee	Employer	Carrier
Empire Ind	355.09	1,420.35	1,775.44
Empire Fam	404.14	3,637.22	4,041.36
HIP Ind	441.22	1,764.88	2,206.10
HIP Fam	540.49	4,864.43	5,404.92

	PER PAY		
	Employee	Employer	Carrier
Empire Ind	177.54	710.17	887.72
Empire Fam	202.07	1,818.61	2,020.68
HIP Ind	220.61	619.03	1,103.05
HIP Fam	270.25	1,706.20	2,702.46

TEAMSTER BETWEEN 20 AND 35 HRS PER WEEK (10 MONTH PAYROLL) 50%

	MONTHLY		
	Employee	Employer	Carrier
Empire Ind	887.72	887.72	1,775.44
Empire Fam	2,020.68	2,020.68	4,041.36
HIP Ind	1,103.05	1,103.05	2,206.10
HIP Fam	2,702.46	2,702.46	5,404.92

	PER PAY		
	Employee	Employer	Carrier
Empire Ind	443.86	443.86	887.72
Empire Fam	1,010.34	1,010.34	2,020.68
HIP Ind	551.53	551.53	1,103.05
HIP Fam	1,351.23	1,351.23	2,702.46