

## Steamfitter Building Trades Journeymen Rate

Wage and Benefit increases effective June 1, 2008 through May 31, 2009

Basic hour rate	<b>increase</b>	<b>\$1.25</b>	<b>\$31.78</b> per hour
Health & Welfare	no change		\$ 5.44 per hour
Retiree Subsidy	no change		\$ 1.00 per hour
Healthcare Reimbursement Acct.			\$ 1.00 per hour
Retirement Security	<b>increase</b>	<b>\$ .55</b>	<b>\$ 3.00</b> per hour
Pension	no change		\$ 5.25 per hour
Industry Fund	no change		\$ .20 per hour
Apprentice Fund	no change		\$ .60 per hour
UA Training Fund	no change		\$ .05 per hour

Total Package **\$1.80** **\$48.32 per hour**

### **Payroll Deductions:**

Credit Union	no change		\$ .25 per hour and up
Building Fund	<b>increase</b>	<b>\$ .15</b>	<b>\$ .23</b> per hour
PAC Fund	no change		\$ .10 per hour
Fraternal Fund	no change		\$ .06 per hour
Building Trades	no change		\$ .01 per hour
Market Recovery	no change		\$ .25 per hour
Dues Deduction			3 % of the gross
<b>**401K</b>	<b>optional</b>		<b>\$1.00 to \$5.00 per hr (\$1.00 increments)</b>

*All contributions payable on **hours paid**, with the exception of the Industry Fund, which is payable on **hours worked**.*

**Foreman Rates:**      2 to 7 men - \$1.50      8 to 13 men - \$1.75  
Area Foreman - \$2.25      General Foreman - \$2.75

**\*\* Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

**Note: A 401K contribution election form must be filled out.**

## Steamfitter Journeymen Rate

Wage and Benefit increases effective June 1, 2008 through May 31, 2009

Basic hourly rate	<b>increase</b>	<b>\$1.25</b>	<b>\$33.53</b>	per hour
Health & Welfare	no change		\$ 5.44	per hour
Retiree Subsidy	no change		\$ 1.00	per hour
Healthcare Reimbursement Acct.			\$ 1.00	per hour
Retirement Security	<b>increase</b>	<b>\$.55</b>	<b>\$ 3.00</b>	per hour
Pension	no change		\$ 5.25	per hour
Industry Fund	no change		\$ .20	per hour
Apprentice Fund	no change		\$ .60	per hour
UA Training Fund	no change		\$ .05	per hour
Total Package		<b>\$1.80</b>	<b><u>\$50.07</u></b>	<b>per hour</b>
<b>Payroll Deductions:</b>				
Credit Union	no change		\$ .25	per hour and up
Building Fund	<b>increase</b>	<b>\$.15</b>	<b>\$.23</b>	per hour
PAC Fund	no change		\$ .10	per hour
Fraternal Fund	no change		\$ .06	per hour
Building Trades	no change		\$ .01	per hour
Market Recovery	no change		\$ .25	per hour
Dues Deduction			3 %	of the gross
<b>**401K</b>	<b>optional</b>		<b>\$1.00 to \$5.00 per hr</b>	<b>(\$1.00 increments)</b>

*All contributions payable on **hours paid**, with the exception of the Industry Fund, which is payable on **hours worked**.*

**\*\* Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

**Note: A 401K contribution election form must be filled out.**

**Note:** The first foreman on an industrial job to be paid general foreman rate (\$2.75) as per Collective Bargaining Agreement, pg. #17.

## 1<sup>st</sup> through 4<sup>th</sup> Year Apprentice Rates

Wage and Benefit increases effective June 1, 2008 through May 31, 2009

### CONSTRUCTION AND SERVICE APPRENTICE RATES PERCENTAGE IS BASED ON \$31.78 PER HOUR

#### New Apprentices June 1, 2008 – NO PAYROLL DEDUCTIONS FOR 1<sup>ST</sup> YR APPRENTICES

1 <sup>st</sup> yr	<u>June</u>	1 <sup>st</sup> six months	35% + Health and Welfare
	Dec	2 <sup>nd</sup> six months	40% + Health and Welfare

#### Current 1<sup>st</sup> yr. advancing to 2<sup>nd</sup> yr

#### 2<sup>ND</sup> YEAR APPRENTICES PAYROLL DEDUCTIONS START AFTER THEIR INITIATED ON JUNE 1, 2008

2 <sup>nd</sup> yr	<u>June</u>	3 <sup>rd</sup> six months	45% + H & W + 45% Retirement Security
	Dec	4 <sup>th</sup> six months	50% + H & W + 50% Retirement Security

#### Current 2<sup>nd</sup> yr. advancing to 3<sup>rd</sup> yr

3 <sup>rd</sup> yr	<u>June</u>	5 <sup>th</sup> six months	55% + H & W + 55% Retirement Security
	Dec	6 <sup>th</sup> six months	60% + H & W + 100% Retirement Security

#### Current 3<sup>rd</sup> yr. advancing to 4<sup>th</sup> yr

4 <sup>th</sup> yr	<u>June</u>	7 <sup>th</sup> six months	65% + H & W + 100% Retirement Security
	Dec	8 <sup>th</sup> six months	70% + H & W + Full Benefit Package

#### Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	<b>increase</b>	\$.15	<b>\$.23</b> per hour
PAC Fund	no change		\$.10 per hour
Fraternal Fund	no change		\$.06 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction			3 % of the gross
<b>**401K</b>	<b>optional</b>		<b>\$1.00 to \$5.00 per hr (\$1.00 increments)</b>

All contributions payable on **hours paid** with the exception of the Industry Fund, which is payable on **hours worked**.

**\*\* Beginning January 1, 2007** – Local Union #449 members only may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

**Note: A 401K contribution election form must be filled out.**

**2<sup>nd</sup> & 3<sup>rd</sup> yr Construction Apprentices mandatory rotation**

**Mechanical Equipment Service Journeymen Rate**  
**(Service & Maintenance)**

Wage and Benefit increases effective **June 1, 2008 through May 31, 2009**

Basic hourly rate	<b>increase</b>	<b>\$1.25</b>	<b>\$26.23</b> per hour
Health & Welfare	no change		\$ 5.44 per hour
Retiree Subsidy	no change		\$ 1.00 per hour
Healthcare Reimbursement Acct.			\$ 1.00 per hour
Retirement Security	<b>increase</b>	<b>\$ .55</b>	<b>\$ 3.00</b> per hour
Pension	no change		\$ 5.25 per hour
Industry Fund	no change		\$ .20 per hour
Apprentice Fund	no change		\$ .60 per hour
UA Training Fund	no change		<u>\$ .05</u> per hour
 Total Package		<b>\$1.80</b>	<b><u>\$42.77 per hour</u></b>

**Payroll Deductions:**

Credit Union	no change		\$.25 per hour and up
Building Fund	<b>increase</b>	<b>\$ .15</b>	<b>\$.23</b> per hour
PAC Fund	no change		\$.10 per hour
Fraternal Fund	no change		\$.06 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction			3 % of the gross
<b>**401K</b>	<b>optional</b>		<b>\$1.00 to \$5.00 per hr (\$1.00 increments)</b>

*All contributions payable on **hours paid** with the exception of the Industry Fund, which is payable on **hours worked**.*

**\*\* Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

**Note: A 401K contribution election form must be filled out.**

<b><u>Foreman Rates:</u></b>	2 to 7 men - \$1.50	8 to 13 men - \$1.75
	Area Foreman - \$2.25	General Foreman - \$2.75

## 5<sup>th</sup> Year Apprentices Rates

Wage and Benefit increases effective June 1, 2008 through May 31, 2009

Construction Apprentices percentage based on \$31.78

Service Apprentices percentage based on \$26.23

<b>Existing</b>	4 <sup>th</sup> yr. <b>Mar</b>	8 <sup>th</sup> six months	<b>80% + H &amp; W + Full Benefit Package</b>
	5 <sup>th</sup> yr. <b>Sept</b>	9 <sup>th</sup> six months	<b>85% + H &amp; W + Full Benefit Package</b>
	<u><b>Mar</b></u>	10 <sup>th</sup> six months	<b>85% + H &amp; W + Full Benefit Package</b>

### **Payroll Deductions:**

Credit Union	no change		\$.25	per hour and up
Building Fund	<b>increase</b>	<b>\$.15</b>	<b>\$.23</b>	per hour
PAC Fund	no change		\$.10	per hour
Fraternal Fund	no change		\$.06	per hour
Building Trades	no change		\$.01	per hour
Market Recovery	no change		\$.25	per hour
Dues Deduction			3 %	of the gross
<b>**401K</b>	<b>optional</b>		<b>\$1.00 to \$5.00</b>	<b>per hr (\$1.00 increments)</b>

All contributions payable on **hours paid** with the exception of the Industry Fund, which is payable on **hours worked**.

**\*\* Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

**Note: A 401K contribution election form must be filled out.**

### Steamfitter Residential Journeymen Rate

Wage and Benefit increases effective June 1, 2008 through May 31, 2009

Basic hourly rate	<b>increase</b>	<b>\$0.50</b>	\$18.56 per hour
Health & Welfare	no change		\$ 3.79 per hour
Retirement Security	no change		\$ 1.65 per hour
Pension	no change		<u>\$ 2.45 per hour</u>
Total Package			<b><u>\$26.45 per hour</u></b>

#### **Payroll Deductions:**

Credit Union	no change	\$ .25 per hour and up
Building Fund	no change	\$ .13 per hour
PAC Fund	no change	\$ .05 per hour
Fraternal Fund	no change	\$ .06 per hour
Building Trades	no change	\$ .01 per hour
Market Recovery	no change	\$ .15 per hour
Dues Deduction	no change	3 % of the gross
<b>**401K</b>	<b>optional</b>	<b>\$1.00 to \$5.00 per hr (\$1.00 increments)</b>

*All contributions payable on **hours paid.***

**\*\* Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

**Note: A 401K contribution election form must be filled out.**