

Steamfitter Building Trades Journeymen Rate

Wage and Benefit increases effective **June 1, 2013 through May 31, 2014**

Basic hour rate	increase	\$1.00	\$38.48 per hour
Health & Welfare package:			
Health Insurance	no change		\$ 4.94 per hour
Retiree Subsidy	no change		\$ 1.50 per hour
Healthcare Reimbur.	no change		\$ 1.50 per hour
Retirement Security	increase	\$.20	\$ 3.55 per hour
Pension	no change		\$ 6.35 per hour
Industry Fund	no change		\$.35 per hour
Apprentice Fund	increase	\$.10	\$.80 per hour
UA Training Fund	no change		<u>\$.10</u> per hour
 Total Package		 \$1.30	 <u>\$57.57 per hour</u>

Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.40 per hour
PAC Fund	no change		\$.25 per hour
Fraternal Fund	no change		\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.50 per hour
Dues Deduction			3 % of the gross
**401K	optional		\$.25 to \$7.00 per hr (\$.25 increments)

*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 -	\$2.25
8 to 13 men -	\$2.50
Area Foreman -	\$3.15
General Foreman -	\$3.65

Note: A 401K contribution election form must be filled out- Local Union 449 members only

Steamfitter Journeymen Rate

Wage and Benefit increases effective June 1, 2013 through May 31, 2014

Basic hourly rate	increase	\$1.00	\$41.83	per hour
Health & Welfare package:				
Health Insurance	no change		\$ 4.94	per hour
Retiree Subsidy	no change		\$ 1.50	per hour
Healthcare Reimbur.	no change		\$ 1.50	per hour
Retirement Security	increase	\$.20	\$ 3.55	per hour
Pension	no change		\$ 6.35	per hour
Industry Fund	no change		\$.35	per hour
Apprentice Fund	increase	\$.10	\$.80	per hour
UA Training Fund	no change		<u>\$.10</u>	per hour
Total Package		\$1.30	<u>\$60.92</u>	per hour

Payroll Deductions:

Credit Union	no change		\$.25	per hour and up
Building Fund	no change		\$.40	per hour
PAC Fund	no change		\$.25	per hour
Fraternal Fund	no change		\$.08	per hour
Building Trades	no change		\$.01	per hour
Market Recovery	no change		\$.50	per hour
Dues Deduction			3 %	of the gross
**401K	optional		\$.25 to \$7.00	per hr (\$.25 increments)

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

Note: A 401K contribution election form must be filled out – Local Union 449 members only

The **first foreman** on an industrial job to be paid **general foreman** rate (**\$3.65**) as per Collective Bargaining Agreement.

Apprentice Rates

Wage and Benefit increases effective June 1, 2013 through May 31, 2014

CONSTRUCTION AND SERVICE APPRENTICE RATES PERCENTAGE IS BASED ON BUILDING TRADES JOURNEYMAN RATE PER HOUR

New Apprentices June 1, 2013 – NO PAYROLL DEDUCTIONS FOR 1ST YR APPRENTICES

1 st yr	<u>June</u>	1 st six months	45% + Health and Welfare
	Dec	2 nd six months	50% + Health and Welfare

2ND YEAR APPRENTICES PAYROLL DEDUCTIONS START AFTER THEIR INITIATED ON JUNE 1, 2014

2 nd yr	<u>June</u>	3 rd six months	55% + H & W + 55% Retirement Security
	Dec	4 th six months	60% + H & W + 60% Retirement Security
3 rd yr	<u>June</u>	5 th six months	65% + H & W + 65% Retirement Security
	Dec	6 th six months	70% + H & W + 100% Retirement Security
4 th yr	<u>June</u>	7 th six months	75% + H & W + 100% Retirement Security
	Dec	8 th six months	80% + H & W + Full Benefit Package
5 th yr.	<u>June</u>	9 th six months	82% + H & W + Full Benefit Package
	Dec	10 th six months	82% + H & W + Full Benefit package

Payroll Deductions:

Credit Union	no change	\$.25	per hour and up
Building Fund	no change	\$.40	per hour
PAC Fund	no change	\$.25	per hour
Fraternal Fund	no change	\$.08	per hour
Building Trades	no change	\$.01	per hour
Market Recovery	no change	\$.50	per hour
Dues Deduction			3 % of the gross
**401K	optional		\$.25 to \$7.00 per hr (\$.25 increments)

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

All contributions payable on **hours paid** with the exception of the Industry Fund, Health Insurance and Retiree Subsidy, which is payable on **hours worked**. (The HRA portion of the Health & Welfare package, shall be based on hours paid), for Mechanical Equipment Service work.

Note: A 401K contribution election form must be filled out – Local Union 449 members only.

2nd & 3rd yr Construction Apprentices mandatory rotation

Mechanical Equipment Service Journeymen Rate
(Service & Maintenance)

Wage and Benefit increases effective **June 1, 2013 through May 31, 2014**

Basic hourly rate	increase	\$1.00	\$33.98 per hour
Health & Welfare package:			
Health Insurance	no change		\$ 4.94 per hour
Retiree Subsidy	no change		\$ 1.50 per hour
Healthcare Reimbur. (HRA)	no change		\$ 1.50 per hour
Retirement Security	increase	\$.20	\$ 3.55 per hour
Pension	no change		\$ 6.35 per hour
Industry Fund	no change		\$.35 per hour
Apprentice Fund	increase	\$.10	\$.80 per hour
UA Training Fund	no change		\$.10 per hour
Total Package		\$1.30	<u>\$53.07 per hour</u>

Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.40 per hour
PAC Fund	no change		\$.25 per hour
Fraternal Fund	no change		\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.50 per hour
Dues Deduction			3 % of the gross
**401K	optional		\$.25 to \$7.00 per hr (\$.25 increments)

*All contributions payable on **hours paid** with the exception of the Industry Fund, Health Insurance and Retiree Subsidy, which is payable on **hours worked**. (The HRA portion of the Health & Welfare package, shall be based on hours paid.)*

Note: A 401K contribution election form must be filled out – Local Union 449 members only

Foreman Rates:

2 to 7 men -	\$2.25
8 to 13 men -	\$2.50
Area Foreman -	\$3.15
General Foreman -	\$3.65

Metal Tradesmen

Wage and Benefit increases effective June 1, 2013 through May 31, 2014

1 st yr	35% of the Steamfitter Building Trades Journeyman rate
2 nd yr	40% of the Steamfitter Building Trades Journeyman rate
3 rd yr	45% of the Steamfitter Building Trades Journeyman rate

Fringes:

Health & Welfare Package:

Health Insurance	no change	\$4.94 per hour worked
Retiree subsidy	no change	\$1.50 per hour worked
Retirement Security	no change	\$1.50 per hour paid

Payroll Deductions:

Credit Union	no change	\$.25 per hour and up
Building Fund	no change	\$.20 per hour
PAC Fund	no change	\$.125 per hour
Fraternal Fund	no change	\$.04 per hour
Building Trades	no change	\$.005 per hour
Market Recovery	no change	\$.25 per hour
Dues Deduction		2 % of the gross
**401K	optional	\$.25 to \$7.00 per hr (\$.25 increments)

All contributions payable on **hours paid** with the exception Health Insurance and Retiree Subsidy, which is payable on **hours worked**. (The Retirement Security benefit shall be based on hours paid.)

Note: A 401K contribution election form must be filled out – Local Union 449 members only

Service Production Worker

Wage and Benefit increases effective June 1, 2013 through May 31, 2014

Basic hourly rate is **30%** of Building Trades Journeyman rate

Fringes:

Health & Welfare Package:

Health Insurance	no change	\$4.94 per hour worked
Retiree subsidy	no change	\$1.50 per hour worked

Payroll Deductions:

Credit Union	no change	\$.25 per hour and up
Building Fund	no change	\$.20 per hour
PAC Fund	no change	\$.125 per hour
Fraternal Fund	no change	\$.04 per hour
Building Trades	no change	\$.005 per hour
Market Recovery	no change	\$.25 per hour
Dues Deduction		2 % of the gross
**401K	optional	\$.25 to \$7.00 per hr (\$.25 increments)

All contributions payable on **hours paid** with the exception Health Insurance and Retiree Subsidy, which is payable on **hours worked**.

Steamfitter Residential Journeymen Rate

Wage and Benefit increases effective June 1, 2013 through May 31, 2014

Basic hourly rate	increase	\$.30	\$22.61 per hour
Health & Welfare	no change		\$ 4.54 per hour
Retirement Security	increase	\$.10	\$ 1.85 per hour
Pension	increase	\$.10	\$ 2.90 per hour
U.A. Training Fund	no change		<u>\$.10</u> per hour
Total Package		\$.50	<u>\$32.00</u> per hour

Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.40 per hour
PAC Fund	no change		\$.25 per hour
Fraternal Fund	no change		\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.50 per hour
Dues Deduction	no change		3 % of the gross
**401K	optional		\$.25 to \$7.00 per hr (\$0.25 increments)

All contributions payable on hours paid.

Note: A 401K contribution election form must be filled out – Local Union 449 members only

Gas Production Workers Rate

Wage and Benefit increases effective
June 1, 2013 through May 31, 2014

Basic hourly rate is **45%** of Building Trades Journeyman rate

Fringes:

Health & Welfare package:

Health Insurance	\$ 4.94 per hour worked
Retiree Subsidy	\$ 1.50 per hour worked

Retirement Security	\$ 1.50 per hour paid
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Payroll Deductions:

Credit Union	no change	\$.25 per hour and up
Building Fund	no change	\$.20 per hour
PAC Fund	no change	\$.125 per hour
Fraternal Fund	no change	\$.04 per hour
Building Trades	no change	\$.005 per hour
Market Recovery	no change	\$.25 per hour
Dues Deduction		2 % of the gross
**401K	optional	\$.25 to \$7.00 per hr (\$.25 increments)

*All contributions payable on **hours paid** with the exception of Health Insurance and Retiree Subsidy, which is payable on **hours worked**. (The retirement security benefit shall be based on hours paid.)*