



WAGE SCALE AND FRINGE BENEFIT PACKAGE
EFFECTIVE MAY 1, 2025 THROUGH OCTOBER 31, 2025

May 1, 2025

JOURNEYMAN WAGE RATE	\$	46.10
HEALTH AND WELFARE	\$	7.85
LOCAL UNION PENSION	\$	14.08
NATIONAL PENSION	\$	1.37
APPRENTICESHIP	\$	1.55
INT. TRAINING FUND	\$	0.10
INDUSTRY ADVANCEMENT	\$	0.28
LMCC	\$	0.14
RETIREE HEALTHCARE SUPPLEMENT	\$	1.30
401K DC	\$	0.80

TOTAL WAGE PACKAGE:

\$ 73.57

WELDER (\$.90 Additional per hour)	\$	47.00
FOREMAN (10% above Journeyman Rate)	\$	50.71
GENERAL FOREMAN (20% above Journeyman Rate)	\$	55.32
PIPING SUPERINTENDENT (30% above Journeyman Rate)	\$	59.93
GENERAL SUPERINTENDENT (40% above Journeyman Rate)	\$	64.54

MEMBER PAID: BLDG / WORK ASSESSMENT 3.50% OF GROSS WAGES
 ORGANIZING/SUBSIDY FUND 1.00% OF GROSS WAGES
 PAC FUNDS (w/ CHECK-OFF CARD) \$0.10 PER HOUR WORKED





APPRENTICESHIP WAGE SCALE AND FRINGE BENEFIT PACKAGE
INDENTURED BEFORE MAY 1, 2023 (REFLECTED ON WORK REFERRAL)
EFFECTIVE MAY 1, 2025 THROUGH OCTOBER 31, 2025

WAGE RATE

	<u>May 1, 2025</u>
Level 1 - 40% of Journeyman Wage - 12 Month Probation	\$ 18.44
Level 2 - 45% of Journeyman Wage	\$ 20.75
Level 3 - 50% of Journeyman Wage	\$ 23.05
Level 4 - 65% of Journeyman Wage	\$ 29.97
Level 5 - 80% of Journeyman Wage	\$ 36.88
Journeyman Wage Rate	\$ 46.10

FRINGE BENEFITS

	<u>Journeyman</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>	<u>Level 5</u>
HEALTH AND WELFARE	\$ 7.85	\$ 7.85	\$ 7.85	\$ 7.85	\$ 7.85	\$ 7.85
LOCAL UNION PENSION	\$ 14.08	\$ -	\$ -	\$ 14.08	\$ 14.08	\$ 14.08
NATIONAL PENSION	\$ 1.37	\$ -	\$ -	\$ 1.37	\$ 1.37	\$ 1.37
APPRENTICESHIP	\$ 1.55	\$ 1.55	\$ 1.55	\$ 1.55	\$ 1.55	\$ 1.55
INT. TRAINING FUND	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
INDUSTRY ADVANCEMENT	\$ 0.28	\$ -	\$ 0.28	\$ 0.28	\$ 0.28	\$ 0.28
LMCC	\$ 0.14	\$ -	\$ -	\$ -	\$ -	\$ -
401K DC	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80
RETIREE HEALTHCARE SUPPLEMENT	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
TOTAL FRINGE BENEFITS:	\$ 27.47	\$ 11.60	\$ 11.88	\$ 27.33	\$ 27.33	\$ 27.33

MEMBER PAID:

BLDG/WORK ASSESSMENT 3.50% OF GROSS WAGES
 ORGANIZING/SUBSIDY FUND 1.00% OF GROSS WAGES
 PAC FUNDS (w/ CHECK-OFF CARD) \$0.10 PER HOUR WORKED





APPRENTICESHIP WAGE SCALE AND FRINGE BENEFIT PACKAGE
INDENTURED AFTER MAY 1, 2023 (REFLECTED ON WORK REFERRAL)
EFFECTIVE MAY 1, 2025 THROUGH OCTOBER 31, 2025

WAGE RATE

	May 1, 2025
Level 1 - 40% of Journeyman Wage - 12 Month Probation	\$ 18.44
Level 2 - 45% of Journeyman Wage	\$ 20.75
Level 3 - 50% of Journeyman Wage	\$ 23.05
Level 4 - 65% of Journeyman Wage	\$ 29.97
Level 5 - 80% of Journeyman Wage	\$ 36.88
Journeyman Wage Rate	\$ 46.10

FRINGE BENEFITS

	Journeyman	Level 1	Level 2	Level 3	Level 4	Level 5
HEALTH AND WELFARE	\$ 7.85	\$ 7.85	\$ 7.85	\$ 7.85	\$ 7.85	\$ 7.85
LOCAL UNION PENSION	\$ 14.08	\$ -	\$ 6.34	\$ 7.04	\$ 9.15	\$ 11.26
NATIONAL PENSION	\$ 1.37	\$ -	\$ -	\$ 1.37	\$ 1.37	\$ 1.37
APPRENTICESHIP	\$ 1.55	\$ 1.55	\$ 1.55	\$ 1.55	\$ 1.55	\$ 1.55
INT. TRAINING FUND	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
INDUSTRY ADVANCEMENT	\$ 0.28	\$ -	\$ 0.28	\$ 0.28	\$ 0.28	\$ 0.28
LMCC	\$ 0.14	\$ -	\$ -	\$ -	\$ -	\$ -
401K DC	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80
RETIREE HEALTHCARE SUPPLEMENT	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
TOTAL FRINGE BENEFITS:	\$ 27.47	\$ 11.60	\$ 18.22	\$ 20.29	\$ 22.40	\$ 24.51

MEMBER PAID:

BLDG/WORK ASSESSMENT 3.50% OF GROSS WAGES
 ORGANIZING/SUBSIDY FUND 1.00% OF GROSS WAGES
 PAC FUNDS (w/ CHECK-OFF CARD) \$0.10 PER HOUR WORKED