



WAGE SCALE AND FRINGE BENEFIT PACKAGE

EFFECTIVE NOVEMBER 1, 2024 THROUGH APRIL 30, 2025

NOVEMBER 1, 2024

JOURNEYMAN WAGE RATE	\$	45.65
HEALTH AND WELFARE	\$	7.10
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:	\$	<u>72.37</u>
WELDER (\$.90 Additional per hour)	\$	46.55
FOREMAN (10% above Journeyman Rate)	\$	50.22
GENERAL FOREMAN (20% above Journeyman Rate)	\$	54.78
PIPING SUPERINTENDENT (30% above Journeyman Rate)	\$	59.35
GENERAL SUPERINTENDENT (40% above Journeyman Rate)	\$	63.91

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 NOVEMBER 1, 2024 THROUGH APRIL 30, 2025

WAGE RATE

	<u>November 1, 2024</u>
Level 1 - 40% of Journeyman Wage - 12 Month Probation	\$ 18.26
Level 2 - 45% of Journeyman Wage	\$ 20.54
Level 3 - 50% of Journeyman Wage	\$ 22.83
Level 4 - 65% of Journeyman Wage	\$ 29.67
Level 5 - 80% of Journeyman Wage	\$ 36.52
Journeyman Wage Rate	\$ 45.65

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	\$ 7.10	\$ 7.10	\$ 7.10	\$ 7.10	\$ 7.10	\$ 7.10
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
RETIREEE HEALTHCARE SUPPLEMENT	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
TOTAL FRINGE BENEFITS:	\$ 26.72	\$ 10.85	\$ 11.13	\$ 26.58	\$ 26.58	\$ 26.58

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 NOVEMBER 1, 2024 THROUGH APRIL 30, 2025

WAGE RATE	<u>November 1, 2024</u>
Level 1 - 40% of Journeyman Wage - 12 Month Probation	\$ 18.26
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Journeyman Wage Rate	\$ 45.65

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	\$ 7.10	\$ 7.10	\$ 7.10	\$ 7.10	\$ 7.10	\$ 7.10
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
RETIREEE HEALTHCARE SUPPLEMENT	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
TOTAL FRINGE BENEFITS:	\$ 26.72	\$ 10.85	\$ 17.47	\$ 19.54	\$ 21.65	\$ 23.76

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 ORGANIZING/SUBSIDY FUND 1.00% OF GROSS WAGES
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ADDITIONAL CLASSIFICATIONS

EFFECTIVE NOVEMBER 1, 2024 THROUGH APRIL 30, 2025

	UNION ACRONYM	BENEFITS ACRONYM	WAGE	HEALTH & WELFARE	RETIREMENT ^{1*}	JAC	IAF	ITF	LMCC	RET SUP.	MSCA ^{2*}
METAL TRADESMAN	MT/T	MA	MIN. %35 OF JOURNEYMAN WAGE	\$7.10	\$1.00	\$1.55	\$0.28	\$0.10	\$0.14	\$1.30	
JOURNEYMAN ASSISTANT	JA/JA	JA	MIN. %35 OF JOURNEYMAN WAGE	\$7.10						\$1.30	
MECHANICAL EQUIPMENT SERVICE TRADESMAN	MEST/T	MQ	MIN. %40 OF JOURNEYMAN WAGE	\$7.10	\$1.75	\$1.55	\$0.28	\$0.10	\$0.14	\$1.30	\$0.06
MECHANICAL EQUIPMENT SERVICE SERVICEMAN	MES/S	MS	MIN. %50 OF JOURNEYMAN WAGE	\$7.10	\$3.00	\$1.55	\$0.28	\$0.10	\$0.14	\$1.30	\$0.06

1* - MEST/T & MESS/S ARE GIVEN THE CHOICE OF NATIONAL PENSION, LOCAL PENSION OR LOCAL 401K DC AND THEIR REFERRAL WILL REFLECT WHICH FUND. THE MT/T CONTRIBUTION IS TO NATIONAL PENSION ONLY.

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 ORGANIZING/SUBSIDY FUND 1.00% OF GROSS WAGES
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2* - PAID DIRECTLY TO: MECHANICAL SERVICE CONTRACTORS OF AMERICA
 1385 PICCARD DRIVE
 ROCKVILLE, MD 20850
 PHONE: 301-869-5800

