



WAGE SCALE AND FRINGE BENEFIT PACKAGE

EFFECTIVE NOVEMBER 1, 2025 THROUGH APRIL 30, 2026

	<u>NOVEMBER 1, 2025</u>	
JOURNEYMAN WAGE RATE	\$	46.50
HEALTH AND WELFARE	\$	8.60
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>74.72</u>
WELDER (\$.90 Additional per hour)	\$	47.40
FOREMAN (10% above Journeyman Rate)	\$	51.15
GENERAL FOREMAN (20% above Journeyman Rate)	\$	55.80
PIPING SUPERINTENDENT (30% above Journeyman Rate)	\$	60.45
GENERAL SUPERINTENDENT (40% above Journeyman Rate)	\$	65.10
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, 2025 THROUGH APRIL 30, 2026

WAGE RATE

	<u>November 1, 2025</u>
Level 1 - 40% of Journeyman Wage - 12 Month Probation	\$ 18.60
Level 2 - 45% of Journeyman Wage	\$ 20.93
Level 3 - 50% of Journeyman Wage	\$ 23.25
Level 4 - 65% of Journeyman Wage	\$ 30.23
Level 5 - 80% of Journeyman Wage	\$ 37.20
Journeyman Wage Rate	\$ 46.50

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	\$ 8.60	\$ 8.60	\$ 8.60	\$ 8.60	\$ 8.60	\$ 8.60
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:	\$ 28.22	\$ 12.35	\$ 12.63	\$ 28.08	\$ 28.08	\$ 28.08

MEMBER PAID:

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 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, 2025 THROUGH APRIL 30, 2026

WAGE RATE

	<u>November 1, 2025</u>
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Journeyman Wage Rate	\$ 46.50

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	\$ 8.60	\$ 8.60	\$ 8.60	\$ 8.60	\$ 8.60	\$ 8.60
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:	\$ 28.22	\$ 12.35	\$ 18.97	\$ 21.04	\$ 23.15	\$ 25.26

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