

#### WAGE SCALE AND FRINGE BENEFIT PACKAGE

#### EFFECTIVE NOVEMBER 1, 2025 THROUGH APRIL 30, 2026

	NOVEMBER	R 1, 2025
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:	\$	74.72
TOTAL WASEL ASIANSE.		11.12
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	Novemb	November 1, 2025			
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	Journeyman		Level 1		Level 2		Level 3		Level 4		Level 5	
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	\$	
APPRENTICESHIP	\$	1.55	\$	1.55	\$	1.55	\$	1.55	\$	1.55	\$	1.37
INT. TRAINING FUND	\$	0.10	\$	0.10	\$	0.10	\$	0.10	\$	0.10	100	1.55
INDUSTRY ADVANCEMENT	\$	0.28	\$	-	\$	0.28	\$	0.28	\$	0.10	\$	0.10
LMCC	\$	0.14	\$	_	\$	-	\$	-	\$		\$	0.28
401K DC	\$	0.80	\$	0.80	\$	0.80	\$		•	-	\$	-
RETIREE HEALTHCARE SUPPLEMENT	•		7		Ψ	0.80	Þ	0.80	\$	0.80	\$	0.80
	\$	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:

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, 2025 THROUGH APRIL 30, 2026

WAGE RATE	November 1, 20	November 1, 2025			
Level 1 - 40% of Journeyman Wage - 12 Month Probation	November 1, 20	25			
Level 2 - 45% of Journeyman Wage	\$ 18.0	60			
-	\$ 20.	93			
Level 3 - 50% of Journeyman Wage	\$ 23.3	25			
Level 4 - 65% of Journeyman Wage	\$ 30.3	23			
Level 5 - 80% of Journeyman Wage	\$ 37.2				
Journeyman Wage Rate					
	\$ 46.5	50			

FRIN	NGE BENEFITS	Journeyman		Level 1		Level 2		Level 3		Level 4			
HEA	LTH AND WELFARE	\$	8.60	\$	8.60	\$	9.60						evel 5
LOC	AL UNION PENSION	\$	14.08	\$	-	\$	8.60 6.34	\$	8.60	\$	8.60	\$	8.60
NATI	IONAL PENSION	\$	1.37	\$		\$		\$	7.04	\$	9.15	\$	11.26
APP	RENTICESHIP	\$	1.55	\$	1.55	- 6	-	\$	1.37	\$	1.37	\$	1.37
INT.	TRAINING FUND	\$	0.10	\$	0.10	\$	1.55	\$	1.55	\$	1.55	\$	1.55
INDU	JSTRY ADVANCEMENT	\$	0.28	1000	0.10	\$	0.10	\$	0.10	\$	0.10	\$	0.10
LMC			0.26	\$	-	\$	0.28	\$	0.28	\$	0.28	\$	0.28
LIVIC	C	\$	0.14	\$	-	\$	-	\$	-	\$	-	\$	
401K	CDC	\$	0.80	\$	0.80	\$	0.80	\$	0.80	\$	0.80	\$	0.00
RETIF	REE HEALTHCARE SUPPLEMENT	\$	1.30	\$	1.30	\$	1.30	•		10		Ф	0.80
	TOTAL FRINGE REVIEWS				1.00	_Ψ	1.30	_\$	1.30	\$	1.30	\$	1.30
	TOTAL FRINGE BENEFITS:	\$	28.22	\$	12.35	\$	18.97	\$	21.04	\$	23.15	\$	25.26

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