



# PLUMBERS LOCAL 130 UA

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May 1, 2018

Re: Wage Package Increase Allocation - June 1, 2018

Dear Brothers and Sisters:

Please be advised that under the terms of the second year of the three-year Collective Bargaining Agreements between the Plumbers Local Union 130, U.A., Plumbing Contractors Association Midwest (PCA) and the West Suburban Association of Plumbing Contractors (WSA) the wage and fringe benefit package effective June 1, 2018 through May 31, 2019 increased \$2.10 per hour. Under the terms of the Kankakee & Iroquois Counties Plumbing and Piping Contractors Association Inc. (KICPPCA) Collective Bargaining Agreement, the wage and fringe benefit package for June 1, 2017 through May 31, 2018 increased \$1.50 per hour.

At the April 10, 2018 union meeting, the membership approved the allocation of the June 1, 2018 wage and benefit package increase. A summary of the hourly wage package increase allocations are listed below:

<u>Wage/Fund</u>	<u>PCA/WSA</u>	<u>KICPPCA</u>
Journeyman Wages	\$1.00	\$0.40
Welfare Fund	\$0.51	\$0.51
Welfare-Retiree Fund	-\$0.51	-\$0.51
Pension Fund	\$0.82	\$0.82
Pension-DC Fund	\$0.25	\$0.25
JAC Training Fund	<u>\$0.03</u>	<u>\$0.03</u>
Total Wage Package Increase	\$2.10	\$1.50

As you may know, the Welfare Board of Trustees is planning a new Healthcare Clinic for Local 130 participants. Since the Welfare Retiree Fund has over 42 months of reserves, the trustees have approved the re-allocation of \$0.51 per hour from the Retiree Fund to the Active Welfare Fund to help fund the new clinic.

In addition, the members approved a \$0.10 per hour increase to the Target Fund to continue the fight to recapture lost market share, fund the Plumbers 911 program, supplement the Residential plumber rates and target non-union projects. Also approved is a new payroll deduction of \$0.25 per hour to establish a Building Fund dedicated to provide for the construction, maintenance, renovation and improvement of the Local 130 Union properties in Chicago and Volo; and to rent and maintain the satellite offices in Joliet and Warrenville. A new multi-level parking garage will be constructed on the Chicago campus which will create a new revenue stream to defray the cost of operation, maintenance and renovation activities on all Local 130 properties.

## APPENDIX C WAGE RATES AND FRINGE BENEFITS AND PAYROLL DEDUCTIONS

The following hourly wage, fringe benefit contributions and payroll deductions rates shall be in effect as of June 1, 2018 through May 31, 2019

	WAGES	Contributions						Payroll Deductions			
		Retiree		Pension		Plumbing		Dues	*NEW*		
		Welfare	Welfare	Pension	DC	JAC <sup>2</sup>	Council IF <sup>3</sup>	Check-off	Target	Building <sup>5</sup>	PAC
<b>Journeyman</b>	\$ 50.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.76	\$ 0.55	\$ 0.25	\$ 0.10
<b>Sub-Foremen</b>	\$ 51.75	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.76	\$ 0.55	\$ 0.25	\$ 0.10
<b>3% over BT Journeyman Rate</b>											
<b>Foremen &amp; Inspectors</b>	\$ 53.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.76	\$ 0.55	\$ 0.25	\$ 0.10
<b>6% over BT Journeyman Rate (Supervising 4 or more men)</b>											
<b>Superintendents or</b>											
<b>District Foremen</b>	\$ 54.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.76	\$ 0.55	\$ 0.25	\$ 0.10
<b>8% over BT Journeyman Rate (Supervising 19 or more men)</b>											
<b>District Superintendents</b>	\$ 57.50	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.76	\$ 0.55	\$ 0.25	\$ 0.10
<b>at least 6% above Superintendent's Rate</b>											
<b>Apprentices</b>											
1st Six Months <sup>1</sup>	\$ 17.10	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.60	\$ 0.55	\$ 0.25	\$ 0.10
2nd Six Months <sup>1</sup>	\$ 18.60	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.65	\$ 0.55	\$ 0.25	\$ 0.10
2nd Year <sup>1</sup>	\$ 22.10	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.77	\$ 0.55	\$ 0.25	\$ 0.10
3rd Year <sup>1</sup>	\$ 25.15	\$ 7.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	n/a	\$ 0.88	\$ 0.55	\$ 0.25	\$ 0.10
4th Year	\$ 33.15	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.16	\$ 0.55	\$ 0.25	\$ 0.10
5th Year	\$ 37.70	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.32	\$ 0.55	\$ 0.25	\$ 0.10
<b>Metal Trades Journeymen</b>											
MO 1st 3 Months	\$ 17.10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	\$ 18.60	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 0.65	\$ 0.55	\$ 0.25	\$ 0.10
M2 2nd Year	\$ 22.10	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 0.77	\$ 0.55	\$ 0.25	\$ 0.10
M3 3rd Year	\$ 25.15	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 0.88	\$ 0.55	\$ 0.25	\$ 0.10
M4 4th Year	\$ 33.15	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.16	\$ 0.55	\$ 0.25	\$ 0.10
M6 5th Year	\$ 37.70	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.32	\$ 0.55	\$ 0.25	\$ 0.10
M7 5th Year +	\$ 42.70	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.49	\$ 0.55	\$ 0.25	\$ 0.10
<b>Metal Trades (Mc, Md, Me)</b>											
<b>Note: Md &amp; Me Classifications Pay UA Per Capita Only<sup>4</sup></b>											
Mc (0-3 months)	\$ 13.05	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 13.05	\$ 7.09	n/a	n/a	\$ 2.25	n/a	\$ 0.39	<sup>4</sup>	\$ 0.55	\$ 0.25	\$ 0.10
Me (year 2)	\$ 14.05	\$ 7.09	n/a	n/a	\$ 2.25	n/a	\$ 0.39	<sup>4</sup>	\$ 0.55	\$ 0.25	\$ 0.10
<b>JDU Utility</b>	\$ 45.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.58	\$ 0.55	\$ 0.25	\$ 0.10
<b>Irrigation</b>											
IO 1st Year	\$ 12.55	n/a	n/a	n/a	n/a	n/a	n/a	\$ 0.44	n/a	n/a	n/a
I1 2nd Year	\$ 17.60	\$ 5.60	\$ 1.93	\$ 2.55	\$ 2.25	\$ 1.31	\$ 0.39	\$ 0.62	\$ 0.55	\$ 0.25	\$ 0.10
I2 3rd Year	\$ 25.15	\$ 5.60	\$ 1.93	\$ 2.55	\$ 2.25	\$ 1.31	\$ 0.39	\$ 0.88	\$ 0.55	\$ 0.25	\$ 0.10
I3 4th Year	\$ 36.70	\$ 5.60	\$ 1.93	\$ 3.05	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.28	\$ 0.55	\$ 0.25	\$ 0.10
I6 Service Plumber	\$ 42.70	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.49	\$ 0.55	\$ 0.25	\$ 0.10
<b>CORING</b>											
CO Coring A	\$ 50.25	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.76	\$ 0.55	\$ 0.25	\$ 0.10
C1 Coring B	\$ 42.70	\$ 12.09	\$ 2.25	\$ 12.17	\$ 2.25	\$ 1.31	\$ 0.39	\$ 1.49	\$ 0.55	\$ 0.25	\$ 0.10

<sup>1</sup> No employer contributions required on apprentices while attending assigned school day. **All payroll deductions are required.**

<sup>2</sup> Includes \$0.10 per hour Direct Contribution to the U.A. International Training Fund; Includes \$0.38 per hour Direct Contribution to the JAC Building Fund.

<sup>3</sup> Expenses for the Drug Free Alliance are provided by the PCA Industry Fund (Plumbing Council).

<sup>4</sup> U.A. Per Capita Dues (\$32.00 per month, paid by the member).

<sup>5</sup> **NEW - Local 130 Building Fund Deduction of \$0.25 per hour effective June 1, 2018.**

**Note:** The Savings Fund is voluntary and requires a signed authorization which is provided by the Union. The Employee may elect the Voluntary Savings Plan deduction after taxes of a minimum of \$1.50 per hour or increased in increments of \$0.50 per hour.

Economic package increases of \$2.05 per hour effective June 1, 2017, \$2.10 per hour effective June 1, 2018 and \$2.15 per hour effective June 1, 2019 have been negotiated under the terms of the three year Agreement, June 1, 2017 to May 31, 2020.