

APPENDIX C

WAGE RATES AND FRINGE BENEFITS AND PAYROLL DEDUCTIONS

The following hourly wage shall be in effect as of June 1, 2020, and the fringe benefit contributions and payroll deductions rates shall be in effect as of July 1, 2020 through May 31, 2021

| | Contributions | | | | | | | Payroll Deductions | | | |
|--|---|----------|-----------------|----------|------------|------------------|----------------------------------|--------------------|---------|----------|---------|
| | WAGE \$ | Welfare | Retiree Welfare | Pension | Pension DC | JAC ² | Plumbing Council IF ³ | Dues Check-off | Target | Building | PAC |
| Journeyman | \$ 52.00 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.82 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| Sub-Foremen | \$ 53.55 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.82 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 3% over BT Journeyman Rate | | | | | | | | | | | |
| Foremen & Inspectors | \$ 55.10 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.82 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 6% over BT Journeyman Rate (Supervising 4 or more men) | | | | | | | | | | | |
| Superintendents or District Foremen | \$ 56.15 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.82 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 8% over BT Journeyman Rate (Supervising 19 or more men) | | | | | | | | | | | |
| District Superintendents | \$ 59.50 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.82 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| at least 6% above Superintendent's Rate | | | | | | | | | | | |
| Apprentices | | | | | | | | | | | |
| 1st Six Months ¹ | \$ 17.70 | \$ 8.87 | \$ - | \$ - | \$ - | \$ 1.40 | n/a | \$ 0.62 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 2nd Six Months ¹ | \$ 19.25 | \$ 8.87 | \$ - | \$ - | \$ - | \$ 1.40 | n/a | \$ 0.67 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 2nd Year ¹ | \$ 22.90 | \$ 8.87 | \$ - | \$ 12.35 | \$ 2.50 | \$ 1.40 | n/a | \$ 0.80 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 3rd Year ¹ | \$ 26.00 | \$ 8.87 | \$ - | \$ 12.35 | \$ 2.50 | \$ 1.40 | n/a | \$ 0.91 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 4th Year | \$ 34.30 | \$ 13.87 | \$ - | \$ 12.35 | \$ 2.50 | \$ 1.40 | \$ 0.01 | \$ 1.20 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| 5th Year | \$ 39.00 | \$ 13.87 | \$ - | \$ 12.35 | \$ 2.50 | \$ 1.40 | \$ 0.01 | \$ 1.37 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| Metal Trades Journeyman | | | | | | | | | | | |
| MO 1st 3 Months | \$ 17.70 | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| M1 4th - 12th months | \$ 19.25 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 0.67 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| M2 2nd Year | \$ 22.90 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 0.80 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| M3 3rd Year | \$ 26.00 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 0.91 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| M4 4th Year | \$ 34.30 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.20 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| M6 5th Year | \$ 39.00 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.37 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| M7 5th Year + | \$ 44.20 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.55 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| Metal Trades (Mc, Md, Me) | Note: Md & Me Classifications Pay UA Per Capita Only⁴ | | | | | | | | | | |
| Mc (0-3 months) | \$ 13.50 | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Md (4 - 12 months) | \$ 13.50 | \$ 8.87 | n/a | n/a | \$ 3.25 | n/a | \$ 0.01 | ⁴ | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| Me (year 2) | \$ 15.60 | \$ 8.87 | n/a | n/a | \$ 3.25 | n/a | \$ 0.01 | ⁴ | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| JDU Utility | \$ 46.80 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.64 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| Irrigation | | | | | | | | | | | |
| I0 1st Year | \$ 13.00 | n/a | n/a | n/a | n/a | n/a | n/a | \$ 0.46 | n/a | n/a | n/a |
| I1 2nd Year | \$ 18.20 | \$ 5.60 | \$ 1.93 | \$ 2.55 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 0.64 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| I2 3rd Year | \$ 26.00 | \$ 5.60 | \$ 1.93 | \$ 2.55 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 0.91 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| I3 4th Year | \$ 37.95 | \$ 5.60 | \$ 1.93 | \$ 3.05 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.33 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| I6 Service Plumber | \$ 44.20 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.55 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| CORING | | | | | | | | | | | |
| CO Coring A | \$ 52.00 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.82 | \$ 0.70 | \$ 0.35 | \$ 0.10 |
| C1 Coring B | \$ 44.20 | \$ 13.87 | \$ 2.35 | \$ 12.35 | \$ 3.25 | \$ 1.40 | \$ 0.01 | \$ 1.55 | \$ 0.70 | \$ 0.35 | \$ 0.10 |

1 No employer contributions required on apprentices while attending assigned school day. All payroll deductions are required.
 2 Includes \$0.10 per hour Direct Contribution to the U.A. International Training Fund; Includes \$0.42 per hour Direct Contribution to the JAC Building Fund.
 3 Expenses for the Drug Free Alliance are provided by the PCA Industry Fund (Plumbing Council). The PCA Industry Fund rate has been adjusted to \$0.01 per hour starting June 1, 2020 through May 31, 2021.
 4 U.A. Per Capita Dues (\$32.00 per month, paid by the member).
 This is the first year of the four-year 2020-2024 Collective Bargaining Agreement.

**All employers shall provide employees with a check for the June 1st Increase for any hours worked in June 2020 on or before July 15th, 2020. Wages only of \$1.00 for regular time, \$1.50 for time and a half and \$2.00 for Double-time. The total rate increase as of 7/1/2020 - 5/31/2021 is \$2.75.*

| 2020-2024 Economic Increases | | |
|-------------------------------------|----------------|--------|
| Wage Effective 6/1/2020 | | \$1.00 |
| Benefit Effective 7/1/2020 | | \$1.75 |
| Total 6/1/2020-5/31/2021 | \$2.75 | |
| 6/1/2021-5/31/2022 | \$2.25 | |
| 6/1/2022-5/31/2023 | \$2.65 | |
| 6/1/2023-5/31/2024 | \$2.70 | |
| Total 4 Year Increases | \$10.35 | |

Apprentice economic package increases effective June 1, 2020 will be determined by a percentage of Journeymen rate. An apprentice with a minimum of 4 ½ years credit who has successfully obtained the City of Chicago or State of Illinois plumbers license shall be paid the then current journeymen rate. These increases for journeymen and apprentices are to be allocated in a manner to be determined by Plumbers Local Union 130 UA in its sole and exclusive discretion. Local 130 will timely notify each signatory Employer of its determination concerning the allocation.