

ARTICLE VIII - WAGE SCALE C

SECTION 1: JOURNEYMEN

Effective May 1, 2019- Wages per hour: \$39.60

In addition, Employer shall contribute Fringe Benefits per hour and deduct employee-paid assessments as shown below:

Fringe Benefits		Assessments from Hourly Rate	
Wages	\$39.60	Political Education Fund	\$0.07
Health & Welfare Fund	7.40	PTDC #34 (Journeyman)	0.29
Local Pension Fund	10.78	PTDC #34 (Apprentices)	0.22
National Pension Fund	2.50	W.C.I.B.T.	0.16
Local 353 Annuity Fund	0.25		
Local Education Fund	1.06	Journeyman Dues	\$1.78
International Training Fund	0.10	Apprentice Dues (see below)	
Industry Advancement Fund	0.22		
TRICON Fund	0.04		
TOTAL PACKAGE	\$61.95		

SECTION 2: APPRENTICES

Apprentice wage scale shall be in accordance with the approved apprenticeship standards established by the Steamfitters Local #353 Educational Trust Fund and on file with the Bureau of Apprenticeship and Training. Effective May 1, 2019 the employer shall remit payment of fringe benefits as shown above, adjusting hourly wages and Local Pension Fund contributions and deducting dues assessments for apprentices as shown below:

	Percentage of Journeyman Rate	Hourly Wage	Apprentice Dues	Employer Contribution to Local Pension Per Hour
1st Year, 1st Semester	40%	\$15.84	\$0.71	\$4.31
1st Year 2nd Semester	45%	\$17.82	\$0.80	\$4.85
2nd Year, 1st Semester	50%	\$19.80	\$0.89	\$5.39
2nd Year 2nd Semester	55%	\$21.78	\$0.98	\$5.93
3rd Year 1st Semester	60%	\$23.76	\$1.07	\$6.47
3rd Year, 2nd Semester	65%	\$25.74	\$1.16	\$7.01
4th Year, 1st Semester	70%	\$27.72	\$1.25	\$7.55
4th Year, 2nd Semester	80%	\$31.68	\$1.43	\$8.62
5th Year, 1st Semester	85%	\$33.66	\$1.51	\$9.16
5th Year 2nd Semester	90%	\$35.64	\$1.60	\$9.70

SECTION 3: SUPERVISION

	Journeyman Rate, PLUS	Hourly Wage	Journeyman Dues
Foreman	11%	\$43.96	\$1.78
Area Foreman	13%	\$44.75	\$1.78
General Foreman	16%	\$45.94	\$1.78
Superintendent	See Article XIV, Section 2(B)		