

ARTICLE VIII - WAGE SCALE A

SECTION I: JOURNEYMEN

Effective May 1, 2020- 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 | 7.75 | PTDC #34 (Journeymen) | 0.29 |
| Local Pension Fund | 11.28 | PTDC #34 (Apprentices) | 0.22 |
| National Pension Fund | 2.50 | W.C.I.B.T. | 0.16 |
| Local 137 Annuity Fund | 0.80 | | |
| Local Education Fund | 1.06 | Journeymen Dues | \$1.78 |
| International Training Fund | 0.10 | Apprentice Dues (see below) | |
| Industry Advancement Fund | 0.24 | | |
| TRICON Fund | 0.04 | | |
| TOTAL PACKAGE | <u>\$63.37</u> | | |

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, 2020 the employer shall remit payment of fringe benefits as shown above; adjusting hourly wages, Local Pension Fund contributions and 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 | \$4.51 |
| 1st Year 2nd Semester | 45% | \$17.82 | \$0.80 | \$5.08 |
| 2nd Year, 1st Semester | 50% | \$19.80 | \$0.89 | \$5.64 |
| 2nd Year 2nd Semester | 55% | \$21.78 | \$0.98 | \$6.20 |
| 3rd Year 1st Semester | 60% | \$23.76 | \$1.07 | \$6.77 |
| 3rd Year, 2nd Semester | 65% | \$25.74 | \$1.16 | \$7.33 |
| 4th Year, 1st Semester | 70% | \$27.72 | \$1.25 | \$7.90 |
| 4th Year, 2nd Semester | 80% | \$31.68 | \$1.43 | \$9.02 |
| 5th Year, 1st Semester | 85% | \$33.66 | \$1.51 | \$9.59 |
| 5th Year 2nd Semester | 90% | \$35.64 | \$1.60 | \$10.15 |

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) | | |