

Steamfitter Building Trades Journeymen Rate

Wage and Benefit increases effective June 1, 2007 through May 31, 2008

Basic hour rate	increase	\$1.25	\$30.53 per hour
Health & Welfare	decrease	(\$-0.75)	\$ 5.44 per hour
Retiree Subsidy			\$ 1.00 per hour
Healthcare Reimbursement Acct.	increase	\$0.25	\$ 1.00 per hour
Retirement Security	no change		\$ 2.45 per hour
Pension	increase	\$1.00	\$ 5.25 per hour
Industry Fund	no change		\$.20 per hour
Apprentice Fund	no change		\$.60 per hour
UA Training Fund	no change		\$.05 per hour

Total Package **\$46.52 per hour**

Payroll Deductions:

Credit Union	no change	\$.25 per hour and up
Building Fund	no change	\$.08 per hour
PAC Fund	no change	\$.10 per hour
Fraternal Fund	no change	\$.06 per hour
Building Trades	no change	\$.01 per hour
Market Recovery	no change	\$.25 per hour
Dues Deduction		3 % of the gross
**401K	optional	\$1.00 to \$5.00 per hr (\$1.00 increments)

*All contributions payable on **hours paid**, with the exception of the Industry Fund, which is payable on **hours worked**.*

Foreman Rates: 2 to 7 men - \$1.50 8 to 13 men - \$1.75
Area Foreman - \$2.25 General Foreman - \$2.75

**** Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

Note: A 401K contribution election form must be filled out.

Steamfitter Journeymen Rate

Wage and Benefit increases effective June 1, 2007 through May 31, 2008

Basic hourly rate	increase	\$1.25	\$32.28	per hour
Health & Welfare	decrease	(\$-0.75)	\$ 5.44	per hour
Retiree Subsidy			\$ 1.00	per hour
Healthcare Reimbursement Acct.	increase	\$0.25	\$ 1.00	per hour
Retirement Security	no change		\$ 2.45	per hour
Pension	increase	\$1.00	\$ 5.25	per hour
Industry Fund	no change		\$.20	per hour
Apprentice Fund	no change		\$.60	per hour
UA Training Fund	no change		\$.05	per hour

Total Package **\$48.27 per hour**

Payroll Deductions:

Credit Union	no change		\$.25	per hour and up
Building Fund	no change		\$.08	per hour
PAC Fund	no change		\$.10	per hour
Fraternal Fund	no change		\$.06	per hour
Building Trades	no change		\$.01	per hour
Market Recovery	no change		\$.25	per hour
Dues Deduction			3 %	of the gross
**401K	optional		\$1.00 to \$5.00 per hr	(\$1.00 increments)

*All contributions payable on **hours paid**, with the exception of the Industry Fund, which is payable on **hours worked**.*

**** Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

Note: A 401K contribution election form must be filled out.

Note: The first foreman on an industrial job to be paid general foreman rate (\$2.75) as per Collective Bargaining Agreement, pg. #17.

1st through 3rd - Year Apprentice Rates

Wage and Benefit increases effective June 1, 2007 through May 31, 2008

CONSTRUCTION AND SERVICE APPRENTICE RATES PERCENTAGE IS BASED ON \$30.53 PER HOUR

Construction and Mechanical Equipment Service Apprentices

New Apprentices May 1, 2007 – NO PAYROLL DEDUCTIONS FOR 1ST YR APPRENTICES

1 st yr	<u>June</u>	1 st six months	35% + Health and Welfare
	Dec	2 nd six months	40% + Health and Welfare

Current 1st yr. advancing to 2nd yr

2ND YEAR APPRENTICES PAYROLL DEDUCTIONS START AFTER THEIR INITIATED ON JUNE 1, 2007

2 nd yr	<u>June</u>	3 rd six months	45% + H & W + 45% Retirement Security
	Dec	4 th six months	50% + H & W + 50% Retirement Security

Current 2nd yr. advancing to 3rd yr

3 rd yr	<u>June</u>	5 th six months	55% + H & W + 55% Retirement Security
	Dec	6 th six months	60% + H & W + 100% Retirement Security

Payroll Deductions:

Credit Union	no change	\$.25	per hour and up
Building Fund	no change	\$.08	per hour
PAC Fund	no change	\$.10	per hour
Fraternal Fund	no change	\$.06	per hour
Building Trades	no change	\$.01	per hour
Market Recovery	no change	\$.25	per hour
Dues Deduction			3 % of the gross
**401K	optional		\$1.00 to \$5.00 per hr (\$1.00 increments)

All contributions payable on **hours paid** with the exception of the Industry Fund, which is payable on **hours worked**.

**** Beginning January 1, 2007** – Local Union #449 members only may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

Note: A 401K contribution election form must be filled out.

2nd & 3rd yr Construction Apprentices mandatory rotation

Mechanical Equipment Service Journeymen Rate
(Service & Maintenance)

Wage and Benefit increases effective **June 1, 2007 through May 31, 2008**

Basic hourly rate	increase	\$1.25	\$24.98 per hour
Health & Welfare	decrease	(-\$0.75)	\$ 5.44 per hour
Retiree Subsidy			\$ 1.00 per hour
Healthcare Reimbursement Acct.	increase	\$0.25	\$ 1.00 per hour
Retirement Security	no change		\$ 2.45 per hour
Pension	increase	\$1.00	\$ 5.25 per hour
Industry Fund	no change		\$.20 per hour
Apprentice Fund	no change		\$.60 per hour
UA Training Fund	no change		<u>\$.05</u> per hour

Total Package **\$40.97 per hour**

Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.08 per hour
PAC Fund	no change		\$.10 per hour
Fraternal Fund	no change		\$.06 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction			3 % of the gross
**401K	optional		\$1.00 to \$5.00 per hr (\$1.00 increments)

*All contributions payable on **hours paid** with the exception of the Industry Fund, which is payable on **hours worked**.*

**** Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

Note: A 401K contribution election form must be filled out.

Foreman Rates: 2 to 7 men - \$1.50 8 to 13 men - \$1.75
 Area Foreman - \$2.25 General Foreman - \$2.75

4th & 5th Year Apprentices Rates

Wage and Benefit increases effective June 1, 2007 through May 31, 2008

Construction Apprentices percentage based on \$30.53

Service Apprentices percentage based on \$24.98

Existing	3 rd yr. Mar	6 th six months	70% + H & W + Full Benefit Package
	4 th yr Sept	7 th six months	75% + H & W + Full Benefit Package
	Mar	8 th six months	80% + H & W + Full Benefit Package
	5 th yr Sept	9 th six months	85% + H & W + Full Benefit Package
	Mar	10 th six months	85% + H & W + Full Benefit Package

Payroll Deductions:

Credit Union	no change	\$.25	per hour and up
Building Fund	no change	\$.08	per hour
PAC Fund	no change	\$.10	per hour
Fraternal Fund	no change	\$.06	per hour
Building Trades	no change	\$.01	per hour
Market Recovery	no change	\$.25	per hour
Dues Deduction			3 % of the gross
**401K	optional		\$1.00 to \$5.00 per hr (\$1.00 increments)

All contributions payable on **hours paid** with the exception of the Industry Fund, which is payable on **hours worked**.

**** Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

Note: A 401K contribution election form must be filled out.

Steamfitter Residential Journeymen Rate

Wage and Benefit increases effective June 1, 2007 through May 31, 2008

Basic hourly rate	increase	\$0.50	\$18.06 per hour
Health & Welfare	no change		\$ 3.79 per hour
Retirement Security	no change		\$ 1.65 per hour
Pension	no change		<u>\$ 2.45 per hour</u>
Total Package			<u>\$25.95 per hour</u>

Payroll Deductions:

Credit Union	no change	\$0.25 per hour and up
Building Fund	no change	\$0.13 per hour
PAC Fund	no change	\$0.05 per hour
Fraternal Fund	no change	\$0.06 per hour
Building Trades	no change	\$0.01 per hour
Market Recovery	no change	\$0.15 per hour
Dues Deduction	no change	3 % of the gross
**401K	optional	\$1.00 to \$5.00 per hr (\$1.00 increments)

*All contributions payable on **hours paid**.*

**** Beginning January 1, 2007** – Local Union #449 members **only** may elect to withhold contributions of \$1.00 to \$5.00 per hour (\$1.00 increments) to the 401K Benefit Fund at no charge to the employer.

Note: A 401K contribution election form must be filled out.