

Steamfitter Building Trades Journeymen Rate

Wage and Benefit increases effective **June 1, 2009 through May 31, 2010**

Basic hour rate	increase	\$1.65	\$33.43 per hour
Health & Welfare	no change		\$ 5.44 per hour
Retiree Subsidy	no change		\$ 1.00 per hour
Healthcare Reimbursement Acct.			\$ 1.00 per hour
Retirement Security	no change		\$ 3.00 per hour
Pension	increase	\$.50	\$ 5.75 per hour
Industry Fund	increase	\$.10	\$.30 per hour
Apprentice Fund	no change		\$.60 per hour
UA Training Fund	increase	\$.05	\$.10 per hour

Total Package **\$2.30** **\$50.62 per hour**

Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.23 per hour
PAC Fund	increase	\$.03	\$.13 per hour
Fraternal Fund	increase	\$.02	\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction			3 % of the gross
**401K	optional		\$0.25 to \$5.00 per hr (\$0.25 increments)

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

*** INCREASES Foreman Rates:**

2 to 7 men - \$1.50	increase	\$.60	to	\$2.10
8 to 13 men - \$1.75	increase	\$.60	to	\$2.35
Area Foreman - \$2.25	increase	\$.75	to	\$3.00
General Foreman - \$2.75	increase	\$.75	to	\$3.50

**** REVISED: June 1, 2009** – Local Union #449 members **only** may elect to withhold contributions of \$.25 to \$5.00 per hour (**\$0.25 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, 2009 through May 31, 2010

Basic hourly rate	increase	\$2.25	\$35.78	per hour
Health & Welfare	no change		\$ 5.44	per hour
Retiree Subsidy	no change		\$ 1.00	per hour
Healthcare Reimbursement Acct.			\$ 1.00	per hour
Retirement Security	no change		\$ 3.00	per hour
Pension	increase	\$.50	\$ 5.75	per hour
Industry Fund	increase	\$.10	\$.30	per hour
Apprentice Fund	no change		\$.60	per hour
UA Training Fund	increase	\$.05	\$.10	per hour
Total Package		\$2.90	\$52.97	per hour
Payroll Deductions:				
Credit Union	no change		\$.25	per hour and up
Building Fund	no change		\$.23	per hour
PAC Fund	increase	\$.03	\$.13	per hour
Fraternal Fund	increase	\$.02	\$.08	per hour
Building Trades	no change		\$.01	per hour
Market Recovery	no change		\$.25	per hour
Dues Deduction			3 %	of the gross
**401K	optional		\$.25 to \$5.00	per hr (\$.25 increments)

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

**** REVISED June 1, 2009** – Local Union #449 members **only** may elect to withhold contributions of \$.25 to \$5.00 per hour (**\$.25 increments**) to the 401K Benefit Fund at no charge to the employer.

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

**** REVISED June 1, 2009:** The first foreman on an industrial job to be paid general foreman rate (**\$3.50**) as per Collective Bargaining Agreement, pg. #17.

Apprentice Rates

Wage and Benefit increases effective June 1, 2009 through May 31, 2010

CONSTRUCTION AND SERVICE APPRENTICE RATES PERCENTAGE IS BASED ON \$33.43 PER HOUR

New Apprentices June 1, 2009 – NO PAYROLL DEDUCTIONS FOR 1ST YR APPRENTICES

1 st yr	<u>June</u>	1 st six months	45% + Health and Welfare
	<u>Dec</u>	2 nd six months	50% + Health and Welfare

Current 1st yr. advancing to 2nd yr

2ND YEAR APPRENTICES PAYROLL DEDUCTIONS START AFTER THEIR INITIATED ON JUNE 1, 2009

2 nd yr	<u>June</u>	3 rd six months	55% + H & W + 55% Retirement Security
	<u>Dec</u>	4 th six months	60% + H & W + 60% Retirement Security

Current 2nd yr. advancing to 3rd yr

3 rd yr	<u>June</u>	5 th six months	65% + H & W + 65% Retirement Security
	<u>Dec</u>	6 th six months	70% + H & W + 100% Retirement Security

Current 3rd yr. advancing to 4th yr

4 th yr	<u>June</u>	7 th six months	75% + H & W + 100% Retirement Security
	<u>Dec</u>	8 th six months	80% + H & W + Full Benefit Package

Current 4th yr. advancing to 5th yr

5 th yr.	<u>June</u>	9 th six months	82% + H & W + Full Benefit Package
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Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.23 per hour
PAC Fund	increase	\$.03	\$.13 per hour
Fraternal Fund	increase	\$.02	\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction			3 % of the gross
**401K	optional		\$.25 to \$5.00 per hr (\$.25 increments)

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

**** REVISED June 1, 2009** – Local Union #449 members **only** may elect to withhold contributions of \$.25 to \$5.00 per hour (**\$.25 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, 2009 through May 31, 2010**

Basic hourly rate	increase	\$1.75	\$27.98 per hour
Health & Welfare	no change		\$ 5.44 per hour
Retiree Subsidy	no change		\$ 1.00 per hour
Healthcare Reimbursement Acct.			\$ 1.00 per hour
Retirement Security	no change		\$ 3.00 per hour
Pension	increase	\$.50	\$ 5.75 per hour
Industry Fund	increase	\$.10	\$.30 per hour
Apprentice Fund	no change		\$.60 per hour
UA Training Fund	increase	\$.05	\$.10 per hour
Total Package		\$2.40	<u>\$45.17 per hour</u>

Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.23 per hour
PAC Fund	increase	\$.03	\$.13 per hour
Fraternal Fund	increase	\$.02	\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction			3 % of the gross
**401K	optional		\$.25 to \$5.00 per hr (\$.25 increments)

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

**** REVISED June 1, 2009** – Local Union #449 members **only** may elect to withhold contributions of \$.25 to \$5.00 per hour (**\$.25 increments**) to the 401K Benefit Fund at no charge to the employer.

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

*** INCREASES Foreman Rates:**

2 to 7 men - \$1.50	increase	\$.60	to	\$2.10
8 to 13 men - \$1.75	increase	\$.60	to	\$2.35
Area Foreman - \$2.25	increase	\$.75	to	\$3.00
General Foreman - \$2.75	increase	\$.75	to	\$3.50

CURRENT 5th Year Apprentices Rates

Wage and Benefit increases effective **June 1, 2009 through August 31, 2009**

Construction Apprentices percentage based on \$33.43

Service Apprentices percentage based on \$27.98

5 th yr. <u>Mar.</u>	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		\$.23 per hour
PAC Fund	increase	\$.03	\$.13 per hour
Fraternal Fund	increase	\$.02	\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction			3 % of the gross
**401K	optional		\$.25 to \$5.00 per hr (\$.25 increments)

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

**** REVISED June 1, 2009** – Local Union #449 members **only** may elect to withhold contributions of \$.25 to \$5.00 per hour (**\$.25 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, 2009 through May 31, 2010

Basic hourly rate	increase	\$1.45	\$20.01 per hour
Health & Welfare	no change		\$ 3.79 per hour
Retirement Security	no change		\$ 1.65 per hour
Pension	no change		\$ 2.45 per hour
U.A. Training Fund	added	\$.10	\$.10 per hour
Total Package		\$1.55	<u>\$28.00</u> per hour

Payroll Deductions:

Credit Union	no change		\$.25 per hour and up
Building Fund	no change		\$.23 per hour
PAC Fund	no change		\$.13 per hour
Fraternal Fund	no change		\$.08 per hour
Building Trades	no change		\$.01 per hour
Market Recovery	no change		\$.25 per hour
Dues Deduction	no change		3 % of the gross
**401K	optional		\$.25 to \$5.00 per hr (\$.25 increments)

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

**** REVISED June 1, 2009** – Local Union #449 members **only** may elect to withhold contributions of \$.25 to \$5.00 per hour (**\$.25 increments**) to the 401K Benefit Fund at no charge to the employer.

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