

Classification		Base Rate	Vacation	Pension	Welfare	Union Funds	Total Packag
<b>Foreman 114%</b>							
	01-May-21	50.71	5.07	7.30	1.84	1.48	66.40
	01-May-22	50.92	6.11	7.55	2.09	1.25	67.92
	01-May-23	51.89	6.23	7.80	2.34	1.25	69.51
	01-May-24	52.86	6.34	8.05	2.59	1.25	71.09
<b>Lead Hand 110%</b>							
	01-May-21	48.93	4.89	7.30	1.84	1.48	64.44
	01-May-22	49.14	5.90	7.55	2.09	1.25	65.93
	01-May-23	50.07	6.01	7.80	2.34	1.25	67.47
	01-May-24	51.01	6.12	8.05	2.59	1.25	69.02
<b>Journeyman 100%</b>							
	01-May-21	44.48	4.45	7.30	1.84	1.48	59.55
	01-May-22	44.67	5.36	7.55	2.09	1.25	60.92
	01-May-23	45.52	5.46	7.80	2.34	1.25	62.37
	01-May-24	46.37	5.56	8.05	2.59	1.25	63.82
<b>Apprentice 80%</b>							
	01-May-21	35.58	3.56	7.30	1.84	1.48	49.76
	01-May-22	35.74	4.29	7.55	2.09	1.25	50.92
	01-May-23	36.42	4.37	7.80	2.34	1.25	52.18
	01-May-24	37.1	4.45	8.05	2.59	1.25	53.44
<b>Apprentice 70%</b>							
	01-May-21	31.14	3.11	7.30	1.84	1.48	44.87
	01-May-22	31.27	3.75	7.55	2.09	1.25	45.9
	01-May-23	31.86	3.82	7.80	2.34	1.25	47.1
	01-May-24	32.46	3.90	8.05	2.59	1.25	48.2
<b>Apprentice 60%</b>							
	01-May-21	26.69	2.67	7.30	1.84	1.48	39.98
	01-May-22	26.8	3.22	7.55	2.09	1.25	40.91
	01-May-23	27.31	3.28	7.80	2.34	1.25	41.98
	01-May-24	27.82	3.34	8.05	2.59	1.25	43.05
<b>Apprentice 50%</b>							
	01-May-21	22.24	2.22	7.30	1.84	1.48	35.08
	01-May-22	22.34	2.68	7.55	2.09	1.25	35.91
	01-May-23	22.76	2.73	7.80	2.34	1.25	36.88
	01-May-24	23.19	2.78	8.05	2.59	1.25	37.86
<b>Apprentice 50% Probation</b>							
	01-May-21	22.24	2.22	0	1.84	1.48	27.78
	01-May-22	22.34	2.68	0	2.09	1.25	28.36
	01-May-23	22.76	2.73	0	2.34	1.25	29.08
	01-May-24	23.19	2.78	0	2.59	1.25	29.81

	2021	2022	2023	2024
Base (100%)	44.48	44.67	45.52	46.37
12% Vacation Pay	4.45	5.36	5.46	5.56
Pension	7.30	7.55	7.80	8.05
Health & Welfare *	1.84	2.09	2.34	2.59
Health & Safety Training	0.13	0.00	0.00	0.00
Local Building Fund	0.05	0.05	0.05	0.05
Local Building Trades	0.05	0.05	0.05	0.05
Local Industry Promotion Fund/Political	0.01	0.01	0.01	0.01
Local Training Fund	0.25	0.25	0.25	0.25
*National Sprinkler JTAC	0.15	0.05	0.05	0.05
*UA Industry Enhancement	0.05	0.05	0.05	0.05
*UA MAP Program	0.05	0.05	0.05	0.05
UA National Organizing Fund	0.10	0.10	0.10	0.10
UA P.A.C. Fund	0.01	0.01	0.01	0.01
UA Sprinkler Admin. Fund	0.05	0.05	0.05	0.05
*Building Trades	0.01	0.01	0.01	0.01
Industry Service Fund	0.53	0.53	0.53	0.53
Helmets to Hardhats	0.01	0.01	0.01	0.01
CODC	0.03	0.03	0.03	0.03
<b>TOTAL*</b>	<b>59.55</b>	<b>60.92</b>	<b>62.37</b>	<b>63.82</b>
<b>**TOTAL w/ Employer Contributions</b>	<b>59.59</b>	<b>61.19</b>	<b>62.64</b>	<b>64.09</b>

Employer Contribution	2021	2022	2023	2024
CODC	0.03	0.03	0.03	0.03
*National Sprinkler JTAC	0.00	0.10	0.10	0.10
Helmets to Hardhats	0.01	0.01	0.01	0.01
*Health & Safety Training	0.00	0.13	0.13	0.13
<b>TOTAL</b>	<b>0.04</b>	<b>0.27</b>	<b>0.27</b>	<b>0.27</b>

**Notes:**

Year 2022 \$ .13 Health & Safety moved to (Employer Contribution)  
 Year 2022 \$ .10 National Sprinkler JTAC moved to (Employer Contribution)  
 Year 2022 All total packages reduced .23 to reflect actual employer contributions  
 Increase **Year 2022** **Year 2023** **Year 2024**  
 \$ 1.60 per hour \$ 1.45 per hour \$ 1.45 per hour

\*Previous called Training Fund .39 cents

\*\* Does not include employer remittances under Article XIX (19)