APPENDIX C

WAGE RATES AND FRINGE BENEFITS AND PAYROLL DEDUCTIONS

The following hourly wage, fringe benefit contributions and payroll deductions rates shall be in effect as of June 1, 2016 through May 31, 2017

		Contributions						Payroll Deductions		
	WAGES	Welfare	Retiree Welfare	Pension	Pension DC	JAC[2]	Plbg Council PAMCANI IF[3]	PAC	Target	Dues Check-off
Journeymen	$ 48.25	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.69
Sub-Foremen	$ 49.50	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.69
Foremen & Inspectors (Supervising 4 or more men)	$ 50.25	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.69
Superintendents or District Foremen (Supervising 19 or more men)	$ 51.25	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.69
District Superintendents	$+	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.69
		$+ = at least 6% above Superintendent's wage								
Apprentices										
1st Six Months [1]	$ 16.40	$ 6.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	n/a	$ 0.05	$ 0.25	n/a
2nd Six Months [1]	$ 17.85	$ 6.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	n/a	$ 0.05	$ 0.25	$ 0.62
2nd Year[1]	$ 21.25	$ 6.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	n/a	$ 0.05	$ 0.25	$ 0.74
3rd Year[1]	$ 24.15	$ 6.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	n/a	$ 0.05	$ 0.25	$ 0.85
4th Year	$ 31.85	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.11
5th Year	$ 36.20	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.27
Metal Trades Journeymen										
MO 1st 3 Months	$ 16.40	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	$ 17.85	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 0.62
M2 2nd Year	$ 21.25	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 0.74
M3 3rd Year	$ 24.15	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 0.85
M4 4th Year	$ 31.85	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.11
M6 5th Year	$ 36.20	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.27
M7 5th Year +	$ 41.00	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.44
Metal Trades (Mc, Md, Me)		**Note: Md & Me Classifications Pay UA Per Capita Only [4]**								
Mc (0-3 months)	$ 12.55	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	$ 12.55	$ 5.07[5]	n/a	n/a	$ 1.75	n/a	$ 0.39	$ 0.05	$ 0.25	[4]
Me (year 2)	$ 13.50	$ 5.07[5]	n/a	n/a	$ 1.75	n/a	$ 0.39	$ 0.05	$ 0.25	[4]
JDU Utility	$ 43.45	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.52
Irrigation										
I0 1st Year	$ 12.05	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I1 2nd Year	$ 16.90	$ 5.60	$ 1.93	$ 2.55	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 0.59
I2 3rd Year	$ 24.15	$ 5.60	$ 1.93	$ 2.55	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 0.85
I3 4th Year	$ 35.20	$ 5.60	$ 1.93	$ 3.05	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.23
I6 Service Plumber	$ 41.00	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.44
CORING										
CO Coring A	$ 48.25	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.69
C1 Coring B	$ 41.00	$ 11.38	$ 2.71	$ 10.90	$ 1.75	$ 1.18	$ 0.39	$ 0.05	$ 0.25	$ 1.44

[1] No employer contributions required on apprentices while attending assigned school day. **All payroll deductions are required.**

[2] Includes $0.10 per hour Direct Contribution to the U.A. International Training Fund; Includes $0.30 per hour Direct Contribution to the JAC Building Fund.

[3] Expenses for the Drug Free Alliance are provided for in the Industry Fund(s).

[4] U.A. Per Capita Dues ($30.00 per month, paid by the member).

[5] The Employer will provide a statement of credible welfare coverage for an employer paid welfare plan for non-bargained employees or a payment of $5.07 per hour into the Plumbers' Local 130 Welfare Fund.