

ATTACHMENT 1
UA RESIDENTIAL AGREEMENT - SCHEDULE A
June 1, 2025 - May 31, 2026
NATIONAL AGREEMENT FOR RESIDENTIAL AND LIGHT COMMERCIAL CONSTRUCTION
WAGES AND FRINGE BENEFIT CONTRIBUTIONS AND PAYROLL DEDUCTIONS

Wages & Benefits Effective June 1, 2025

| Trade Level | WAGES | Contributions | | | | | | Payroll Deductions |
|----------------------------------|----------|---------------|-----------------|------------|------------|----------|-----------|--------------------|
| | | Welfare | Retiree Welfare | Pension DC | Pension DB | Training | Industry* | Dues Check-off |
| POR Journeymen | \$ 53.25 | \$ 8.30 | n/a | \$ 4.95 | \$ 1.00 | \$ 1.50 | n/a | \$ 1.86 |
| Apprentices | | | | | | | | |
| A0R 1st Six Months | \$ 20.55 | \$ 8.30 | n/a | n/a | n/a | \$ 1.50 | n/a | \$ 0.72 |
| A1R 2nd Six Months | \$ 22.40 | \$ 8.30 | n/a | n/a | n/a | \$ 1.50 | n/a | \$ 0.78 |
| A2R 2nd Year | \$ 26.60 | \$ 8.30 | n/a | \$ 2.95 | \$ 1.00 | \$ 1.50 | n/a | \$ 0.93 |
| A3R 3rd Year | \$ 30.25 | \$ 8.30 | n/a | \$ 2.95 | \$ 1.00 | \$ 1.50 | n/a | \$ 1.06 |
| A4R 4th Year | \$ 39.95 | \$ 8.30 | n/a | \$ 2.95 | \$ 1.00 | \$ 1.50 | n/a | \$ 1.40 |
| A5R 5th Year | \$ 45.40 | \$ 8.30 | n/a | \$ 2.95 | \$ 1.00 | \$ 1.50 | n/a | \$ 1.59 |
| Metal Trades (Mc, Md, Me) | | | | | | | | |
| Mc (0-3 months) | \$ 15.75 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Md (4 - 12 months) | \$ 15.75 | \$ 8.30 | n/a | \$ 4.95 | n/a | n/a | * | n/a |
| Me (year 2) | \$ 18.15 | \$ 8.30 | n/a | \$ 4.95 | n/a | n/a | * | n/a |

| Trade Level | Total Contributions | Total Package | Dues Check-Off |
|----------------------------------|---------------------|---------------|----------------|
| POR Journeymen | \$ 15.75 | \$69.00 | \$ 1.86 |
| Apprentices | | | |
| A0R 1st Six Months | \$ 9.80 | \$30.35 | \$0.72 |
| A1R 2nd Six Months | \$ 9.80 | \$32.20 | \$0.78 |
| A2R 2nd Year | \$ 13.75 | \$40.35 | \$0.93 |
| A3R 3rd Year | \$ 13.75 | \$44.00 | \$1.06 |
| A4R 4th Year | \$ 13.75 | \$53.70 | \$1.40 |
| A5R 5th Year | \$ 13.75 | \$59.15 | \$1.59 |
| Metal Trades (Mc, Md, Me) | | | |
| Mc (0-3 months) | n/a | \$15.75 | n/a |
| Md (4 - 12 months) | \$ 13.25 | \$29.00 | 4 |
| Me (year 2) | \$ 13.25 | \$31.40 | 4 |

* Industry Fund Rates (See Note #5 on page 15):

PCA Midwest - \$0.26 per

WSA - \$0.30 per hour

Kankakee - \$0.75 per hour

| 2024-2028 Economic Increase | |
|-----------------------------|----------------|
| 6/1/24-5/31/25 | \$3.30 |
| 6/1/25-5/31/26 | \$2.20 |
| 6/1/26-5/31/27 | \$2.25 |
| 6/1/27-5/31/28 | \$2.25 |
| Total 4-Year | \$10.00 |

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Notes

** Membership dues shall be determined by the Local Union.

- 1 No employer contributions required on apprentices while attending assigned school day, however, dues check-off and other payroll deductions should still be deducted for 1st through 3rd year apprentices.
- 2 Training Fund includes \$0.10 per hour Direct Contribution to the UA International Training Fund; Includes \$0.54 per hour Direct Contribution to the JAC Building Fund.
- 3 Expenses for the Drug Free Alliance are provided by the Industry Funds.
- 4 UA Per Capita Dues (\$32.00 per month paid by the member).
- 5 The Plumbing Council, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA Industry Funds (Industry Promotion Funds) shall each be determined by the contractor associations (PCA of Greater Chicago, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA).
- 6 The contractor shall make all required contributions to the Plumbers' Welfare Fund, Local 130 UA. Individuals working under this Schedule A Agreement shall be covered by Plumbers' Welfare Fund, Local 130 UA.
- 7 Contributions to the Defined Contribution (DC) Pension Fund required by this Agreement shall be made to the Plumbers' Retirement Savings Fund, Local 130 UA.
- 8 Upon entrance into the apprentice program under this Schedule A Agreement, wages and fringe benefit levels shall continue under this Appendix until the attainment of a City of Chicago or State of Illinois Journeyman Plumbing License.
- 9 Please contact the Local Union for market recovery incentives and/or rebates on future manpower.