

APPENDIX C WAGE RATES AND FRINGE BENEFITS AND PAYROLL DEDUCTIONS

The following hourly wage shall be in effect as of June 1, 2020, and the fringe benefit contributions and payroll deductions rates shall be in effect as of July 1, 2020 through May 31, 2021

	WAGES	Contributions						Payroll Deductions			
		Retiree		Pension		JAC ²	WSA Industry Fund ³	Dues			
		Welfare	Welfare	Pension	DC					Check-off	Target
Journeyman	\$ 52.00	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.82	\$ 0.70	\$ 0.35	\$ 0.10
Sub-Foremen	\$ 53.55	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.82	\$ 0.70	\$ 0.35	\$ 0.10
3% over BT Journeyman Rate											
Foremen & Inspectors	\$ 55.10	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.82	\$ 0.70	\$ 0.35	\$ 0.10
6% over BT Journeyman Rate (Supervising 4 or more men)											
Superintendents or District Foremen	\$ 56.15	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.82	\$ 0.70	\$ 0.35	\$ 0.10
8% over BT Journeyman Rate (Supervising 19 or more men)											
District Superintendents	\$ 59.50	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.82	\$ 0.70	\$ 0.35	\$ 0.10
at least 6% above Superintendent's Rate											
Apprentices											
1st Six Months ¹	\$ 17.70	\$ 8.87	\$ -	\$ -	\$ -	\$ 1.40	n/a	\$ 0.62	\$ 0.70	\$ 0.35	\$ 0.10
2nd Six Months ¹	\$ 19.25	\$ 8.87	\$ -	\$ -	\$ -	\$ 1.40	n/a	\$ 0.67	\$ 0.70	\$ 0.35	\$ 0.10
2nd Year ¹	\$ 22.90	\$ 8.87	\$ -	\$ 7.35	\$ 2.50	\$ 1.40	n/a	\$ 0.80	\$ 0.70	\$ 0.35	\$ 0.10
3rd Year ¹	\$ 26.00	\$ 8.87	\$ -	\$ 7.35	\$ 2.50	\$ 1.40	n/a	\$ 0.91	\$ 0.70	\$ 0.35	\$ 0.10
4th Year	\$ 34.30	\$ 13.87	\$ -	\$ 12.35	\$ 2.50	\$ 1.40	\$ 0.15	\$ 1.20	\$ 0.70	\$ 0.35	\$ 0.10
5th Year	\$ 39.00	\$ 13.87	\$ -	\$ 12.35	\$ 2.50	\$ 1.40	\$ 0.15	\$ 1.37	\$ 0.70	\$ 0.35	\$ 0.10
Metal Trades Journeyman											
MO 1st 3 Months	\$ 17.70	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	\$ 19.25	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 0.67	\$ 0.70	\$ 0.35	\$ 0.10
M2 2nd Year	\$ 22.90	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 0.80	\$ 0.70	\$ 0.35	\$ 0.10
M3 3rd Year	\$ 26.00	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 0.91	\$ 0.70	\$ 0.35	\$ 0.10
M4 4th Year	\$ 34.30	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.20	\$ 0.70	\$ 0.35	\$ 0.10
M6 5th Year	\$ 39.00	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.37	\$ 0.70	\$ 0.35	\$ 0.10
M7 5th Year +	\$ 44.20	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.55	\$ 0.70	\$ 0.35	\$ 0.10
Metal Trades (Mc, Md, Me)											
Note: Md & Me Classifications Pay UA Per Capita Only⁴											
Mc (0-3 months)	\$ 13.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 13.50	\$ 8.87	n/a	n/a	\$ 3.25	n/a	\$ 0.15	⁴	\$ 0.70	\$ 0.35	\$ 0.10
Me (year 2)	\$ 15.60	\$ 8.87	n/a	n/a	\$ 3.25	n/a	\$ 0.15	⁴	\$ 0.70	\$ 0.35	\$ 0.10
JDU Utility	\$ 46.80	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.64	\$ 0.70	\$ 0.35	\$ 0.10
Irrigation											
I0 1st Year	\$ 13.00	n/a	n/a	n/a	n/a	n/a	n/a	\$ 0.46	n/a	n/a	n/a
I1 2nd Year	\$ 18.20	\$ 5.60	\$ 1.93	\$ 2.55	\$ 3.25	\$ 1.40	\$ 0.15	\$ 0.64	\$ 0.70	\$ 0.35	\$ 0.10
I2 3rd Year	\$ 26.00	\$ 5.60	\$ 1.93	\$ 2.55	\$ 3.25	\$ 1.40	\$ 0.15	\$ 0.91	\$ 0.70	\$ 0.35	\$ 0.10
I3 4th Year	\$ 37.95	\$ 5.60	\$ 1.93	\$ 3.05	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.33	\$ 0.70	\$ 0.35	\$ 0.10
I6 Service Plumber	\$ 44.20	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.55	\$ 0.70	\$ 0.35	\$ 0.10
CORING											
CO Coring A	\$ 52.00	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.82	\$ 0.70	\$ 0.35	\$ 0.10
C1 Coring B	\$ 44.20	\$ 13.87	\$ 2.35	\$ 12.35	\$ 3.25	\$ 1.40	\$ 0.15	\$ 1.55	\$ 0.70	\$ 0.35	\$ 0.10

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 \$0.47 per hour Direct Contribution to the JAC Building Fund.

³ Expenses for the Drug Free Alliance are provided by the WSA Industry Fund.

⁴ U.A. Per Capita Dues (\$32.00 per month, paid by the member).

This is the first year of the four-year 2020-2024 Collective Bargaining Agreement.

***All employers shall provide employees with a check for the June 1st Increase for any hours worked in June 2020 on or before July 15th, 2020. Wages only of \$1.00 for regular time, \$1.50 for time and a half and \$2.00 for Double-time. The total rate increase as of 7/1/2020 - 5/31/2021 is \$2.75.**

2020-2024 Economic Increases		
Wage Effective 6/1/2020		\$1.00
Benefit Effective 7/1/2020		\$1.75
Total 6/1/2020-5/31/2021	\$2.75	
6/1/2021-5/31/2022	\$2.25	
6/1/2022-5/31/2023	\$2.65	
6/1/2023-5/31/2024	\$2.70	
Total 4 Year Increases	\$10.35	