

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, 2025 through May 31, 2026

	WAGES	Contributions						Payroll Deductions			
		Welfare	Retiree Welfare	Pension	DC	JAC ²	WSA Industry Fund ³	Dues Check-off	Target	Building	PAC
Journeyman	\$ 60.50	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 2.12	\$ 1.15	\$ 0.70	\$ 0.10
Sub-Foremen	\$ 62.30	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 2.12	\$ 1.15	\$ 0.70	\$ 0.10
3% over BT Journeyman Rate											
Foremen & Inspectors	\$ 64.15	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 2.12	\$ 1.15	\$ 0.70	\$ 0.10
6% over BT Journeyman Rate (Supervising 4 or more men)											
Superintendents or District Foremen	\$ 65.35	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 2.12	\$ 1.15	\$ 0.70	\$ 0.10
8% over BT Journeyman Rate (Supervising 19 or more men)											
District Superintendents	\$ 69.25	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 2.12	\$ 1.15	\$ 0.70	\$ 0.10
at least 6% above Superintendent's Rate											
Apprentices											
1st Six Months ¹	\$ 20.55	\$ 11.90	\$ -	\$ -	\$ -	\$ 1.98	n/a	\$ 0.72	\$ 1.15	\$ 0.70	\$ 0.10
2nd Six Months ¹	\$ 22.40	\$ 11.90	\$ -	\$ -	\$ -	\$ 1.98	n/a	\$ 0.78	\$ 1.15	\$ 0.70	\$ 0.10
2nd Year ¹	\$ 26.60	\$ 11.90	\$ -	\$ 7.79	\$ 4.40	\$ 1.98	n/a	\$ 0.93	\$ 1.15	\$ 0.70	\$ 0.10
3rd Year ¹	\$ 30.25	\$ 11.90	\$ -	\$ 7.79	\$ 4.40	\$ 1.98	n/a	\$ 1.06	\$ 1.15	\$ 0.70	\$ 0.10
4th Year	\$ 39.95	\$ 16.90	\$ -	\$ 12.79	\$ 4.40	\$ 1.98	\$ 0.30	\$ 1.40	\$ 1.15	\$ 0.70	\$ 0.10
5th Year	\$ 45.40	\$ 16.90	\$ -	\$ 12.79	\$ 4.40	\$ 1.98	\$ 0.30	\$ 1.59	\$ 1.15	\$ 0.70	\$ 0.10
Metal Trades Journeymen											
MO 1st 3 Months	\$ 20.55	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	\$ 22.40	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 0.78	\$ 1.15	\$ 0.70	\$ 0.10
M2 2nd Year	\$ 26.60	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 0.93	\$ 1.15	\$ 0.70	\$ 0.10
M3 3rd Year	\$ 30.25	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.06	\$ 1.15	\$ 0.70	\$ 0.10
M4 4th Year	\$ 39.95	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.40	\$ 1.15	\$ 0.70	\$ 0.10
M6 5th Year	\$ 45.40	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.59	\$ 1.15	\$ 0.70	\$ 0.10
M7 5th Year +	\$ 51.40	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.80	\$ 1.15	\$ 0.70	\$ 0.10
Metal Trades (Mc, Md, Me)											
Note: Md & Me Classifications Pay UA Per Capita Only⁴											
Mc (0-3 months)	\$ 15.75	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 15.75	\$ 11.90	n/a	n/a	\$ 5.15	n/a	\$ 0.30	⁴	\$ 1.15	\$ 0.70	\$ 0.10
Me (year 2)	\$ 18.15	\$ 11.90	n/a	n/a	\$ 5.15	n/a	\$ 0.30	⁴	\$ 1.15	\$ 0.70	\$ 0.10
JDU Utility	\$ 54.45	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.91	\$ 1.15	\$ 0.70	\$ 0.10
Irrigation											
I0 1st Year	\$ 15.15	n/a	n/a	n/a	n/a	n/a	n/a	\$ 0.53	n/a	n/a	n/a
I1 2nd Year	\$ 21.15	\$ 5.60	\$ 1.93	\$ 2.55	\$ 5.15	\$ 1.98	\$ 0.30	\$ 0.74	\$ 1.15	\$ 0.70	\$ 0.10
I2 3rd Year	\$ 30.25	\$ 5.60	\$ 1.93	\$ 2.55	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.06	\$ 1.15	\$ 0.70	\$ 0.10
I3 4th Year	\$ 44.15	\$ 5.60	\$ 1.93	\$ 3.05	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.55	\$ 1.15	\$ 0.70	\$ 0.10
I6 Service Plumber	\$ 51.40	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.80	\$ 1.15	\$ 0.70	\$ 0.10
CORING											
CO Coring A	\$ 60.50	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 2.12	\$ 1.15	\$ 0.70	\$ 0.10
C1 Coring B	\$ 51.40	\$ 16.90	\$ 2.20	\$ 12.79	\$ 5.15	\$ 1.98	\$ 0.30	\$ 1.80	\$ 1.15	\$ 0.70	\$ 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 \$0.54 per hour Direct Contribution to the JAC Building Fund.

³ Expenses for the Drug Free Alliance are provided by the WSA Industry Fund. The WSA Industry Fund rate has been adjusted to \$0.30 effective June 1, 2023.

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

This is the second year of the four-year 2024-2028 Collective Bargaining Agreement.

2024-2028 Economic Increases	
6/1/2024-5/31/2025	\$3.05
6/1/2025-5/31/2026	\$3.65
6/1/2026-5/31/2027	\$3.50
6/1/2027-5/31/2028	\$3.50
Total 4 Year Increases	\$13.70