

(DISTRICT COUNCIL 16 WIDE)

MARKET RECOVERY

WAGE AND FRINGE SCHEDULE

September 1, 2018 - August 31, 2019

| CLASS | WAGE | V & H | *** DUES DED'T | TOTAL TAXABLE | H & W | PENS. | NAT'L PENS. | UA TRAIN. | RET X-MAS | A & J | ** PIPE | LMCC | CONTR EDUC DEV | TOTAL NONTAX | TOTAL PACKAGE |
|-----------------|-------|-------|----------------------|------------------|-------|-------|----------------|--------------|--------------|-------|------------|------|----------------------|-----------------|------------------|
| Journeyman | 39.66 | 1.52 | {1.70} | 41.18 | 8.91 | 7.11 | 1.50 | 0.10 | 0.75 | 1.42 | 0.50 | 0.35 | 0.35 | 20.99 | \$62.17 |
| Foreman | 46.88 | 1.52 | {1.70} | 48.40 | 8.91 | 7.11 | 1.50 | 0.10 | 0.75 | 1.42 | 0.50 | 0.35 | 0.35 | 20.99 | \$69.39 |
| General Foreman | 51.57 | 1.52 | {1.70} | 53.09 | 8.91 | 7.11 | 1.50 | 0.10 | 0.75 | 1.42 | 0.50 | 0.35 | 0.35 | 20.99 | \$74.08 |
| Pre-Apprentice | 17.58 | 0.00 | {1.70} | 17.58 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 1.21 | 0.48 | 0.35 | 0.35 | 2.87 | \$20.45 |
| First Year | 21.10 | 1.76 | {1.20} | 22.86 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 1.33 | 0.48 | 0.35 | 0.35 | 2.99 | \$25.85 |
| Second Year | 23.44 | 2.06 | {1.70} | 25.50 | 8.91 | 0.00 | 0.38 | 0.10 | 0.00 | 1.40 | 0.54 | 0.35 | 0.35 | 12.03 | \$37.53 |
| Third Year | 28.13 | 2.36 | {1.70} | 30.49 | 8.91 | 4.39 | 0.90 | 0.10 | 0.59 | 1.41 | 0.54 | 0.35 | 0.35 | 17.54 | \$48.03 |
| Fourth Year | 32.82 | 2.65 | {1.70} | 35.47 | 8.91 | 4.72 | 0.90 | 0.10 | 0.64 | 1.46 | 0.54 | 0.35 | 0.35 | 17.97 | \$53.44 |
| Fifth Year | 37.50 | 2.95 | {1.70} | 40.45 | 8.91 | 5.09 | 0.90 | 0.10 | 0.70 | 1.49 | 0.54 | 0.35 | 0.35 | 18.43 | \$58.88 |

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTIONS TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.55 FOR FIRST YEAR APPRENTICES AND \$1.05 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

THIS WAGE SHEET IS NOT TO BE USED FOR PREVAILING WAGE OR ANY P.L.A. / C.U.R.E. PROJECTS AND REQUIRES THE APPROVAL FROM THE LOCAL HAVING JURISDICTION OF THE PROJECT PRIOR TO IMPLEMENTATION

Revised June 15, 2018

R. [Signature] 6/26/18

