

**MASTER AGREEMENT
 WAGES AND FRINGE BENEFITS**

September 1, 2021 - August 31, 2022

CLASS	WAGE	V & H	***	****	TOTAL			NAT'L	UA	RET	A&J	**	CONTR.		TOTAL	TOTAL
			DUES DED'T	UA ORG	TAXABLE	H & W	PENS.	PENS.	TRAIN.	X-MAS	TRAIN.	PIPE	LMCC	EDUC DEV	NON TAX	PACKAGE
Journeyman	50.58	3.25	(1.75)	(0.10)	53.83	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$80.62
*****Industrial Welder	55.64	3.25	(1.75)	(0.10)	58.89	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$85.68
Foreman	58.17	3.56	(1.75)	(0.10)	61.73	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$88.52
General Foreman	63.23	3.76	(1.75)	(0.10)	66.99	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$93.78
Pre-Apprentice	18.97	0.00	(1.75)	(0.10)	18.97	0.00	0.00	0.38	0.10	0.00	1.61	0.58	0.35	0.38	3.40	\$22.37
First Year	22.76	1.76	(1.25)	(0.10)	24.52	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.38	3.52	\$28.04
Second Year	25.29	2.06	(1.75)	(0.10)	27.35	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.38	13.21	\$40.56
Third Year	30.35	2.36	(1.75)	(0.10)	32.71	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.38	20.12	\$52.83
Fourth Year	35.41	2.65	(1.75)	(0.10)	38.06	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.38	20.55	\$58.61
Fifth Year	40.46	2.95	(1.75)	(0.10)	43.41	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.38	21.01	\$64.42

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 CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** UA ORGANIZING DUES \$0.10

***** REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised: May 27, 2021

Daryl A. Ma
6/29/2021

Gautier
7-12-21

**MASTER AGREEMENT
 WAGES AND FRINGE BENEFITS**

September 1, 2021 - August 31, 2022

CLASS	WAGE	V & H	***	****	TOTAL			NAT'L	UA	RET	A&J	**	CONTR.	TOTAL	TOTAL	
			DUES DED'T	UA ORG	TAXABLE	H & W	PENS.	PENS.	TRAIN.	X-MAS	TRAIN.	PIPE		LMCC	EDUC DEV	NON TAX
Journeyman	50.58	3.25	(1.75)	(0.10)	53.83	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$80.62
*****Industrial Welder	55.64	3.25	(1.75)	(0.10)	58.89	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$85.68
Foreman	58.17	3.56	(1.75)	(0.10)	61.73	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$88.52
General Foreman	63.23	3.76	(1.75)	(0.10)	66.99	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$93.78
Pre-Apprentice	18.97	0.00	(1.75)	(0.10)	18.97	0.00	0.00	0.38	0.10	0.00	1.61	0.58	0.35	0.38	3.40	\$22.37
First Year	22.76	1.76	(1.25)	(0.10)	24.52	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.38	3.52	\$28.04
Second Year	25.29	2.06	(1.75)	(0.10)	27.35	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.38	13.21	\$40.56
Third Year	30.35	2.36	(1.75)	(0.10)	32.71	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.38	20.12	\$52.83
Fourth Year	35.41	2.65	(1.75)	(0.10)	38.06	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.38	20.55	\$58.61
Fifth Year	40.46	2.95	(1.75)	(0.10)	43.41	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.38	21.01	\$64.42

SHIFT-PAY

CLASS	WAGE	V & H	***	****	TOTAL			NAT'L	UA	RET	A&J	**	CONTR.	TOTAL	TOTAL	
			DUES DED'T	UA ORG	TAXABLE	H & W	PENS.	PENS.	TRAIN.	X-MAS	TRAIN.	PIPE		LMCC	EDUC DEV	NON TAX
Journeyman	58.17	3.25	(1.75)	(0.10)	61.42	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$88.21
*****Industrial Welder	63.99	3.25	(1.75)	(0.10)	67.24	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$94.03
Foreman	66.90	3.56	(1.75)	(0.10)	70.46	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$97.25
General Foreman	72.71	3.76	(1.75)	(0.10)	76.47	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.38	26.79	\$103.26
Pre-Apprentice	21.82	0.00	(1.75)	(0.10)	21.82	0.00	0.00	0.38	0.10	0.00	1.61	0.58	0.35	0.38	3.40	\$25.22
First Year	26.17	1.76	(1.25)	(0.10)	27.93	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.38	3.52	\$31.45
Second Year	29.08	2.06	(1.75)	(0.10)	31.14	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.38	13.21	\$44.35
Third Year	34.90	2.36	(1.75)	(0.10)	37.26	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.38	20.12	\$57.38
Fourth Year	40.72	2.65	(1.75)	(0.10)	43.37	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.38	20.55	\$63.92
Fifth Year	46.53	2.95	(1.75)	(0.10)	49.48	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.38	21.01	\$70.49

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 CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** UA ORGANIZING DUES \$0.10

***** REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised: May 27, 2021

David M. [Signature]
 6/29/2021

[Signature]
 7-12-21

