

**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, 2017 through May 31, 2018

	WAGES	Contributions						Payroll Deductions		
		Retiree		Pension		WSA Industry		PAC	Target	Dues
		Welfare	Welfare	Pension	DC	JAC <sup>2</sup>	Fund <sup>3</sup>			Check-off
<b>Journeyman</b>	\$ 49.25	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.72
<b>Sub-Foremen</b>	\$ 50.75	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.72
<b>3% over BT Journeyman Rate</b>										
<b>Foremen &amp; Inspectors</b>	\$ 52.20	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.72
<b>6% over BT Journeyman Rate (Supervising 4 or more men)</b>										
<b>Superintendents or District Foremen</b>	\$ 53.20	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.72
<b>8% over BT Journeyman Rate (Supervising 19 or more men)</b>										
<b>District Superintendents</b>	\$ 56.40	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.72
<b>at least 6% above Superintendent's Rate</b>										
<b>Apprentices</b>										
1st Six Months <sup>1</sup>	\$ 16.75	\$ 6.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	n/a	\$ 0.10	\$ 0.45	\$ 0.59
2nd Six Months <sup>1</sup>	\$ 18.20	\$ 6.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	n/a	\$ 0.10	\$ 0.45	\$ 0.64
2nd Year <sup>1</sup>	\$ 21.65	\$ 6.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	n/a	\$ 0.10	\$ 0.45	\$ 0.76
3rd Year <sup>1</sup>	\$ 24.65	\$ 6.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	n/a	\$ 0.10	\$ 0.45	\$ 0.86
4th Year	\$ 32.50	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.14
5th Year	\$ 36.95	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.29
<b>Metal Trades Journeyman</b>										
MO 1st 3 Months	\$ 16.75	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	\$ 18.20	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 0.64
M2 2nd Year	\$ 21.65	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 0.76
M3 3rd Year	\$ 24.65	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 0.86
M4 4th Year	\$ 32.50	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.14
M6 5th Year	\$ 36.95	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.29
M7 5th Year +	\$ 41.85	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.46
<b>Metal Trades (Mc, Md, Me)</b>										
<b>Note: Md &amp; Me Classifications Pay UA Per Capita Only<sup>4</sup></b>										
Mc (0-3 months)	\$ 12.80	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 12.80	\$ 6.58	n/a	n/a	\$ 2.00	n/a	\$ 0.25	\$ 0.10	\$ 0.45	<sup>4</sup>
Me (year 2)	\$ 13.80	\$ 6.58	n/a	n/a	\$ 2.00	n/a	\$ 0.25	\$ 0.10	\$ 0.45	<sup>4</sup>
<b>JDU Utility</b>	\$ 44.35	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.55
<b>Irrigation</b>										
I0 1st Year	\$ 12.30	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$ 0.43
I1 2nd Year	\$ 17.25	\$ 5.60	\$ 1.93	\$ 2.55	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 0.60
I2 3rd Year	\$ 24.65	\$ 5.60	\$ 1.93	\$ 2.55	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 0.86
I3 4th Year	\$ 35.95	\$ 5.60	\$ 1.93	\$ 3.05	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.26
I6 Service Plumber	\$ 41.85	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.46
<b>CORING</b>										
CO Coring A	\$ 49.25	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.72
C1 Coring B	\$ 41.85	\$ 11.58	\$ 2.76	\$ 11.35	\$ 2.00	\$ 1.28	\$ 0.25	\$ 0.10	\$ 0.45	\$ 1.46

<sup>1</sup> No employer contributions required on apprentices while attending assigned school day. **All payroll deductions are required.**

<sup>2</sup> Includes \$0.10 per hour Direct Contribution to the U.A. International Training Fund; Includes \$0.35 per hour Direct Contribution to the JAC Building Fund.

<sup>3</sup> Expenses for the Drug Free Alliance are provided for in the Industry Fund.

<sup>4</sup> U.A. Per Capita Dues (\$30.00 per month, paid by the member).

**Note:** The Savings Fund is voluntary and requires a signed authorization which is provided by the Union. The Employee may elect the Voluntary Savings Plan deduction after taxes of a minimum of \$1.50 per hour or increased in increments of \$0.50 per hour.

Economic package increases of \$2.05 per hour effective June 1, 2017, \$2.10 per hour effective June 1, 2018 and \$2.15 per hour effective June 1, 2019 have been negotiated under the terms of the three year Agreement, June 1, 2017 to May 31, 2020.