

# ATTACHMENT 1

## 2019 RESIDENTIAL SERVICE AGREEMENT

June 1, 2019 - May 31, 2020

### WAGES AND FRINGE BENEFIT CONTRIBUTIONS

Appendix A - Wages and Benefits - Effective June 1, 2019							
Trade Level	Wages	Welfare	Retiree Welfare	DB Pension	DC Pension	Training <sup>2</sup>	Plumbing Council, Kankakee IF and/or WSA IF <sup>3</sup>
<b>Journeyman</b>							
POS Journeyman	\$43.35	\$6.56	N/A	\$6.12	\$2.50	\$1.35	*
<b>Apprentices</b>							
A0S 1st Six Months	\$17.35	\$6.56	N/A	\$6.12	\$2.50	\$1.35	N/A
A1S 2nd Six Months	\$18.85	\$6.56	N/A	\$6.12	\$2.50	\$1.35	N/A
A2S 2nd Year	\$22.45	\$6.56	N/A	\$6.12	\$2.50	\$1.35	N/A
A3S 3rd Year	\$25.50	\$6.56	N/A	\$6.12	\$2.50	\$1.35	N/A
A4S 4th Year	\$33.65	\$6.56	N/A	\$6.12	\$2.50	\$1.35	N/A
A5S 5th Year	\$38.25	\$6.56	N/A	\$6.12	\$2.50	\$1.35	N/A
<b>Metal Trades (Mc -Me)</b>							
Mc (0-3 months)	\$13.25	N/A	N/A	N/A	N/A	N/A	N/A
Md (4 - 12 months)	\$13.25	\$8.12	N/A	N/A	\$2.50	N/A	*
Me (2nd Year)	\$14.30	\$8.12	N/A	N/A	\$2.50	N/A	*
M3S 3rd Year	\$16.30	\$6.56	N/A	\$6.12	\$2.50	\$1.35	*
M4S 4th Year	\$18.35	\$6.56	N/A	\$6.12	\$2.50	\$1.35	*
M6S 5th Year	\$20.40	\$6.56	N/A	\$6.12	\$2.50	\$1.35	*
M7S 6th Year	\$22.45	\$6.56	N/A	\$6.12	\$2.50	\$1.35	*

\* Industry Fund Rates (See Note #5 on page 14):

PCA Midwest - \$0.39 per hour

WSA - \$0.25 per hour

Kankakee - \$0.60 per hour

Trade Level	Total Contributions	Total Package	Dues Check-Off**
POS Journeymen	\$16.53	\$59.88	\$1.52
<b>Apprentices</b>			
A0S 1st Six Months	\$16.53	\$33.88	\$0.61
A1S 2nd Six Months	\$16.53	\$35.38	\$0.66
A2S 2nd Year	\$16.53	\$38.98	\$0.79
A3S 3rd Year	\$16.53	\$42.03	\$0.89
A4S 4th Year	\$16.53	\$50.18	\$1.18
A5S 5th Year	\$16.53	\$54.78	\$1.34
<b>Metal Trades (Mc-Me)</b>			
Mc (0-3 months)	N/A	\$13.25	N/A
Md (4-12 months)	\$10.62	\$23.87	4
Me (year 2)	\$10.62	\$24.92	4
M3S 3rd Year	\$16.53	\$32.83	\$0.57
M4S 4th Year	\$16.53	\$34.88	\$0.64
M6S 5th Year	\$16.53	\$36.93	\$0.71
M7S 6th Year	\$16.53	\$38.98	\$0.79

Notes

\*\* Membership dues shall be determined by the Local Union.

- 1 No employer contributions required on apprentices while attending assigned school day, however, dues check-off and other payroll deductions should still be deducted for 1st through 3rd year apprentices.
  - 2 Training Fund includes \$0.10 per hour Direct Contribution to the UA International Training Fund; Includes \$0.42 per hour Direct Contribution to the JAC Building Fund.
  - 3 Expenses for the Drug Free Alliance are provided by the Industry Funds.
  - 4 UA Per Capita Dues (\$32.00 per month paid by the member).
  - 5 The Plumbing Council, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA Industry Funds (Industry Promotion Funds) shall each be determined by the contractor associations (PCA Midwest, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA).
  - 6 An employee may choose to participate in a payroll deduction to an employer-sponsored savings plan.
  - 7 The contractor shall make all required contributions to the Plumbers' Welfare Fund, Local 130 UA. Individuals working under this Residential Service Agreement shall be covered by Plumbers' Welfare Fund, Local 130 UA.
  - 8 Contributions to the Defined Contribution (DC) Pension Fund required by this Agreement shall be made to the Plumbers' Retirement Savings Fund, Local 130 UA.
  - 9 Upon entrance into the apprentice program under this Residential Service Agreement, wages and fringe benefit levels shall continue under this Appendix A until the attainment of a City of Chicago or State of Illinois Journeyman Plumbing License.
- 10 Please contact the Local Union for market recovery incentives and/or rebates on future manpower.**