

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, 2019 through May 31, 2020

	WAGES	Contributions						Payroll Deductions			
		Welfare	Retiree Welfare	Pension	DC	JAC ²	WSA Industry Fund ³	Dues Check-off	Target	Building	PAC
Journeyman	\$ 51.00	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.79	\$ 0.55	\$ 0.25	\$ 0.10
Sub-Foremen	\$ 52.55	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.79	\$ 0.55	\$ 0.25	\$ 0.10
3% over BT Journeyman Rate											
Foremen & Inspectors	\$ 54.05	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.79	\$ 0.55	\$ 0.25	\$ 0.10
6% over BT Journeyman Rate (Supervising 4 or more men)											
Superintendents or District Foremen	\$ 55.10	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.79	\$ 0.55	\$ 0.25	\$ 0.10
8% over BT Journeyman Rate (Supervising 19 or more men)											
District Superintendents	\$ 58.40	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.79	\$ 0.55	\$ 0.25	\$ 0.10
at least 6% above Superintendent's Rate											
Apprentices											
1st Six Months ¹	\$ 17.35	\$ 8.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	n/a	\$ 0.61	\$ 0.55	\$ 0.25	\$ 0.10
2nd Six Months ¹	\$ 18.85	\$ 8.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	n/a	\$ 0.66	\$ 0.55	\$ 0.25	\$ 0.10
2nd Year ¹	\$ 22.45	\$ 8.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	n/a	\$ 0.79	\$ 0.55	\$ 0.25	\$ 0.10
3rd Year ¹	\$ 25.50	\$ 8.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	n/a	\$ 0.89	\$ 0.55	\$ 0.25	\$ 0.10
4th Year	\$ 33.65	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.18	\$ 0.55	\$ 0.25	\$ 0.10
5th Year	\$ 38.25	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.34	\$ 0.55	\$ 0.25	\$ 0.10
Metal Trades Journeyman											
MO 1st 3 Months	\$ 17.35	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
M1 4th - 12th months	\$ 18.85	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 0.66	\$ 0.55	\$ 0.25	\$ 0.10
M2 2nd Year	\$ 22.45	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 0.79	\$ 0.55	\$ 0.25	\$ 0.10
M3 3rd Year	\$ 25.50	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 0.89	\$ 0.55	\$ 0.25	\$ 0.10
M4 4th Year	\$ 33.65	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.18	\$ 0.55	\$ 0.25	\$ 0.10
M6 5th Year	\$ 38.25	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.34	\$ 0.55	\$ 0.25	\$ 0.10
M7 5th Year +	\$ 43.35	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.52	\$ 0.55	\$ 0.25	\$ 0.10
Metal Trades (Mc, Md, Me)											
		Note: Md & Me Classifications Pay UA Per Capita Only⁴									
Mc (0-3 months)	\$ 13.25	n/a	n/a	n/a	n/a	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	\$ 0.25	⁴	\$ 0.55	\$ 0.25	\$ 0.10
Me (year 2)	\$ 14.30	\$ 8.12	n/a	n/a	\$ 2.50	n/a	\$ 0.25	⁴	\$ 0.55	\$ 0.25	\$ 0.10
JDU Utility	\$ 45.90	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.61	\$ 0.55	\$ 0.25	\$ 0.10
Irrigation											
I0 1st Year	\$ 12.75	n/a	n/a	n/a	n/a	n/a	n/a	\$ 0.45	n/a	n/a	n/a
I1 2nd Year	\$ 17.85	\$ 5.60	\$ 1.93	\$ 2.55	\$ 2.50	\$ 1.35	\$ 0.25	\$ 0.62	\$ 0.55	\$ 0.25	\$ 0.10
I2 3rd Year	\$ 25.50	\$ 5.60	\$ 1.93	\$ 2.55	\$ 2.50	\$ 1.35	\$ 0.25	\$ 0.89	\$ 0.55	\$ 0.25	\$ 0.10
I3 4th Year	\$ 37.25	\$ 5.60	\$ 1.93	\$ 3.05	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.30	\$ 0.55	\$ 0.25	\$ 0.10
I6 Service Plumber	\$ 43.35	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.52	\$ 0.55	\$ 0.25	\$ 0.10
CORING											
CO Coring A	\$ 51.00	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.79	\$ 0.55	\$ 0.25	\$ 0.10
C1 Coring B	\$ 43.35	\$ 13.12	\$ 2.25	\$ 12.25	\$ 2.50	\$ 1.35	\$ 0.25	\$ 1.52	\$ 0.55	\$ 0.25	\$ 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 \$0.42 per hour Direct Contribution to the JAC Building Fund.

³ Expenses for the Drug Free Alliance are provided by the WSA Industry Fund.

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

NOTE: The Voluntary Savings Plan was terminated effective Oct. 1, 2018.

This is the final year of the three-year 2017-2020 Collective Bargaining Agreement