

**ARTICLE XXVIII, SECTION 28.2  
 PLUMBERS AND STEAMFITTERS UA LOCAL 486  
 ECONOMIC PACKAGE AND OTHER  
 CONTRIBUTIONS  
 EFFECTIVE AUGUST 1, 2019**

**WESTERN REGION AREA (90%)  
 (Includes Washington County in Maryland and Jefferson,  
 Berkley and Morgan Counties in West Virginia)**

**MASTER WAGE & FRINGE SHEET**

		*****FRINGE BENEFITS*****								
Classification	Scale	Medical	Pension	Annuity **NOTE	Train. Fund	ITF (UA)	Indus. Fund	Total	Total Package	
Journeyman	\$36.09	\$8.51	\$6.95	\$3.49	\$0.84	\$0.10	\$0.42	\$20.31	\$56.40	
Foreman (8%)	\$38.98	\$8.51	\$6.95	\$3.49	\$0.84	\$0.10	\$0.42	\$20.31	\$59.29	
General Foreman (13%)	\$40.78	\$8.51	\$6.95	\$3.49	\$0.84	\$0.10	\$0.42	\$20.31	\$61.09	
General Foreman 39+ (18%)	\$42.59	\$8.51	\$6.95	\$3.49	\$0.84	\$0.10	\$0.42	\$20.31	\$62.90	
<b>Base Wage</b>										
<b>Apprentice</b>										
1 <sup>st</sup> year 40%	\$16.04	\$3.40	\$2.78	\$0.00	\$0.84	\$0.10	\$0.42	\$7.54	\$23.58	
2 <sup>nd</sup> year 50%	\$20.05	\$4.26	\$3.48	\$1.75	\$0.84	\$0.10	\$0.42	\$10.85	\$30.90	
3 <sup>rd</sup> year 60%	\$24.06	\$5.11	\$4.17	\$2.09	\$0.84	\$0.10	\$0.42	\$12.73	\$36.79	
4 <sup>th</sup> year 70%	\$28.07	\$5.96	\$4.87	\$2.44	\$0.84	\$0.10	\$0.42	\$14.63	\$42.70	
5 <sup>th</sup> year 80%	\$32.08	\$6.81	\$5.56	\$2.79	\$0.84	\$0.10	\$0.42	\$16.52	\$48.60	
Helper	\$11.00	\$3.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3.40	\$14.40	

Hours	** Journeyman Check-Off	Apprentice Check-Off	**Jnyman Severance & Annuity
Straight	\$1.37	\$0.69	\$3.49
Time/Half	\$2.06	\$1.04	\$5.24
Double	\$2.74	\$1.38	\$6.98
Savings (optional) (hours worked)			
401k (optional)	1-25% of Gross Wages	1-25% of Gross Wages	
J.T.P. (hrs worked)	\$0.50	\$0.50	
Building Fund (hrs worked)	\$0.05	\$0.05	
UA Organizing (hrs worked)	\$0.10	\$0.10	

**\*\*NOTE: ANNUITY BASED ON HOURS PAID (time + 1/2 = \$5.24/hr., Double Time = \$6.98/hr.)  
CHECK-OFF BASED ON HOURS PAID**

**HELPER CHECK OFF      \$0.69  
 Time/half                \$1.04  
 Double                     \$1.38**

**\*\*All Helpers will report to the Union office to be signed up before reporting to the jobsite.  
 All Helpers shall be registered and dispatched from the Union Office.**