

**ARTICLE X, SECTION 10.1A  
 PLUMBERS AND STEAMFITTERS UA LOCAL 486  
 ECONOMIC PACKAGE AND OTHER  
 CONTRIBUTIONS  
 EFFECTIVE AUGUST 1, 2019**

**MARKET RECOVERY RATES – 90% RATES  
 JOBS UNDER \$6,000,000 IN VALUE**

<b>MASTER WAGE &amp; FRINGE SHEET</b>									
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		*****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 + ½ = \$5.24/hr., Double Time = \$6.98/hr.)  
CHECK-OFF BASED ON HOURS PAID**

<b>HELPER CHECK OFF</b>	<b>\$0.69</b>
<b>Time/half</b>	<b>\$1.04</b>
<b>Double</b>	<b>\$1.38</b>

\*\*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.