



Plumbers & Steamfitters Local Union 342

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MASTER LABOR AGREEMENT, Contract 010, 011, 710 EFFECTIVE 7/1/18 THROUGH 6/30/19

	JOURNEYMAN	CREW LEAD (NON INDUSTRIAL PROJECTS ONLY)	FOREMAN	GENERAL FOREMAN	SR. GENERAL FOREMAN
TAXABLE WAGE RATE	\$61.35	\$66.26	\$69.02	\$74.85	\$80.98
(Dues Check Off - Deduction)	2.67	2.67	2.94	3.20	3.47
Health & Welfare	19.66	19.66	19.66	19.66	19.66
Pension	12.89	12.89	12.89	12.89	12.89
401(a) Mandatory	5.00	5.00	5.00	5.00	5.00
Health Reimbursement Acct	0.50	0.50	0.50	0.50	0.50
LU Training Fund	3.55	3.55	3.55	3.55	3.55
International Training Fund	0.10	0.10	0.10	0.10	0.10
Labor Management Corp	0.05	0.05	0.05	0.05	0.05
Retiree Fund	0.70	0.70	0.70	0.70	0.70
Contract Administration	0.30	0.30	0.30	0.30	0.30
<i>Fringe Total</i>	<i>42.75</i>	<i>42.75</i>	<i>42.75</i>	<i>42.75</i>	<i>42.75</i>
TOTAL PACKAGE	\$104.10	\$109.01	\$111.77	\$117.60	\$123.73

401(k) Elective Plan: The 401(k) Elective Plan hourly deferral rate choices are: No Deduction, \$2.00, \$4.00, \$6.00, \$8.00 or \$10.00 per hour. An additional \$12.00 per hour deferral rate is offered only to members 50 years and older to allow for catch-up to meet the IRS 401(k) contribution limit. The 401(k) is deducted and remitted at straight time, time and one-half, and at double time rates. **The 401(k) is exempt from state and federal income tax.** (Not subject to state and federal income tax, though is subject to Social Security (FICA), Medicare, and Federal Unemployment Taxes (FUTA) and State Disability Insurance (SDI)).

OVERTIME: The first 2 hours after an 8 hour workday, Monday through Friday, and the first 10 hours on Saturday are paid at time and one-half rate. Sunday and Holidays and in excess of 10 hours are paid at the double time rate.

The 401(a) Mandatory and Health Reimbursement Account/HRA are paid at straight time, time and one-half, and at the double time rates. **The 401(a) Mandatory and HRA are excluded for all tax purposes.** All overtime on other fringes are paid at the straight time rate.

Shift Work: The second and third shifts receive pay for the hours worked, plus fifteen percent (15%). The 15% is based on the Journeyman wage rate of \$61.35, Crew Lead rate of \$66.26, Foreman rate of \$69.02, General Foreman rate of \$74.85, and the Sr. General Foreman rate of \$80.98. All Journeyman receive \$9.20 per hour, Crew Lead \$9.94, Foreman \$10.35 per hour, General Foreman \$11.23 and Sr. General Foreman \$12.15. Please see the Master Labor Agreement.

Alloy Welder: Receives 8% premium based on the Journeyman rate of \$61.35. The 8% equals \$4.91, which is added to the taxable hourly wage.

The Dues Check Off and Credit Union deductions are deducted from the taxable wage rate and submitted at straight time, time and one-half and at double time rates. **Credit Union is a voluntary payroll deduction.** The member's dispatch will reflect applicable changes if the member enrolled in the \$1.00, \$2.00, \$3.00, \$4.00, or \$5.00. per hour deduction.

ALL the above are remitted once a month to the Northern California Pipe Trades Trust Funds. For Contractors not paying Contract Administration and/or the Joint/Management Cooperation contributions, Apprenticeship Training shall be paid an equivalent hourly amount in lieu of such contribution(s).

IMPORTANT: Please see the following pages for wage and benefit information regarding the HRA rates noted under A, B, C, D, E, F and G for Apprentice, Journeyman, Crew Lead, Foreman, General Foreman and Sr. General Foreman, and the 401(k) Elective deductions. Please view each members' dispatch for their individual payroll information.

PLUMBERS & STEAMFITTERS LOCAL UNION 342
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JOURNEYMAN PAGE:

Please see [Individual Dispatch](#) for HRA classifications A through G, 401(k) Deferrals and Credit Union Deductions.

JOURNEYMAN, No 401(k) Elective: (Trust Fund: RT# 01040A, 01140A through # 01040G, #01140G)

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	58.68	-0-	2.67	61.35	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	104.10
B	58.18	-0-	2.67	60.85	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	104.10
C	57.68	-0-	2.67	60.35	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	104.10
D	56.68	-0-	2.67	59.35	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	104.10
E	55.68	-0-	2.67	58.35	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	104.10
F	54.68	-0-	2.67	57.35	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	104.10
G	53.68	-0-	2.67	56.35	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	104.10

JOURNEYMAN, with a 401(k) Elective of \$2.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	56.68	2.00	2.67	61.35	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	104.10
B	56.18	2.00	2.67	60.85	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	104.10
C	55.68	2.00	2.67	60.35	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	104.10
D	54.68	2.00	2.67	59.35	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	104.10
E	53.68	2.00	2.67	58.35	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	104.10
F	52.68	2.00	2.67	57.35	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	104.10
G	51.68	2.00	2.67	56.35	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	104.10

JOURNEYMAN, with a 401(k) Elective of \$4.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	54.68	4.00	2.67	61.35	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	104.10
B	54.18	4.00	2.67	60.85	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	104.10
C	53.68	4.00	2.67	60.35	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	104.10
D	52.68	4.00	2.67	59.35	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	104.10
E	51.68	4.00	2.67	58.35	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	104.10
F	50.68	4.00	2.67	57.35	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	104.10
G	49.68	4.00	2.67	56.35	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	104.10

JOURNEYMAN, with a 401(k) Elective of \$6.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	52.68	6.00	2.67	61.35	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	104.10
B	52.18	6.00	2.67	60.85	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	104.10
C	51.68	6.00	2.67	60.35	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	104.10
D	50.68	6.00	2.67	59.35	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	104.10
E	49.68	6.00	2.67	58.35	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	104.10
F	48.68	6.00	2.67	57.35	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	104.10
G	47.68	6.00	2.67	56.35	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	104.10

JOURNEYMAN, with a 401(k) Elective of \$8.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	50.68	8.00	2.67	61.35	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	104.10
B	50.18	8.00	2.67	60.85	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	104.10
C	49.68	8.00	2.67	60.35	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	104.10
D	48.68	8.00	2.67	59.35	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	104.10
E	47.68	8.00	2.67	58.35	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	104.10
F	46.68	8.00	2.67	57.35	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	104.10
G	45.68	8.00	2.67	56.35	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	104.10

JOURNEYMAN, with a 401(k) Elective of \$10.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	48.68	10.00	2.67	61.35	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	104.10
B	48.18	10.00	2.67	60.85	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	104.10
C	47.68	10.00	2.67	60.35	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	104.10
D	46.68	10.00	2.67	59.35	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	104.10
E	45.68	10.00	2.67	58.35	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	104.10
F	44.68	10.00	2.67	57.35	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	104.10
G	43.68	10.00	2.67	56.35	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	104.10

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CREW LEAD PAGE:

Please see Individual Dispatch for HRA classifications A through G, 401(k) Deferrals and Credit Union Deductions.

CREW LEAD, No 401(k) Elective: (Trust Fund: RT# 01049A, 01149A through # 01049G, #01149G)

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	63.59	-0-	2.67	66.26	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	109.01
B	63.09	-0-	2.67	65.76	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	109.01
C	62.59	-0-	2.67	65.26	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	109.01
D	61.59	-0-	2.67	64.26	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	109.01
E	60.59	-0-	2.67	63.26	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	109.01
F	59.59	-0-	2.67	62.26	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	109.01
G	58.59	-0-	2.67	61.26	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	109.01

CREW LEAD, with a 401(k) Elective of \$2.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	61.59	2.00	2.67	66.26	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	109.01
B	61.09	2.00	2.67	65.76	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	109.01
C	60.59	2.00	2.67	65.26	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	109.01
D	59.59	2.00	2.67	64.26	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	109.01
E	58.59	2.00	2.67	63.26	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	109.01
F	57.59	2.00	2.67	62.26	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	109.01
G	56.59	2.00	2.67	61.26	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	109.01

CREW LEAD, with a 401(k) Elective of \$4.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	59.59	4.00	2.67	66.26	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	109.01
B	59.09	4.00	2.67	65.76	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	109.01
C	58.59	4.00	2.67	65.26	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	109.01
D	57.59	4.00	2.67	64.26	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	109.01
E	56.59	4.00	2.67	63.26	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	109.01
F	55.59	4.00	2.67	62.26	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	109.01
G	54.59	4.00	2.67	61.26	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	109.01

CREW LEAD, with a 401(k) Elective of \$6.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	57.59	6.00	2.67	66.26	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	109.01
B	57.09	6.00	2.67	65.76	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	109.01
C	56.59	6.00	2.67	65.26	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	109.01
D	55.59	6.00	2.67	64.26	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	109.01
E	54.59	6.00	2.67	63.26	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	109.01
F	53.59	6.00	2.67	62.26	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	109.01
G	52.59	6.00	2.67	61.26	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	109.01

CREW LEAD, with a 401(k) Elective of \$8.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	55.59	8.00	2.67	66.26	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	109.01
B	55.09	8.00	2.67	65.76	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	109.01
C	54.59	8.00	2.67	65.26	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	109.01
D	53.59	8.00	2.67	64.26	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	109.01
E	52.59	8.00	2.67	63.26	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	109.01
F	51.59	8.00	2.67	62.26	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	109.01
G	50.59	8.00	2.67	61.26	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	109.01

CREW LEAD, with a 401(k) Elective of \$10.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	53.59	10.00	2.67	66.26	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	109.01
B	53.09	10.00	2.67	65.76	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	109.01
C	52.59	10.00	2.67	65.26	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	109.01
D	51.59	10.00	2.67	64.26	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	109.01
E	50.59	10.00	2.67	63.26	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	109.01
F	49.59	10.00	2.67	62.26	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	109.01
G	48.59	10.00	2.67	61.26	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	109.01

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EFFECTIVE 7/1/18 THROUGH 6/30/19

FOREMAN PAGE:

Please see Individual Dispatch for HRA classifications A through G, 401(k) Deferrals and Credit Union Deductions.

FOREMAN, No 401(k) Elective: (Trust Fund: RT# 01041A, 01141A through # 01041G, #01141G)

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	66.08	-0-	2.94	69.02	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	111.77
B	65.58	-0-	2.94	68.52	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	111.77
C	65.08	-0-	2.94	68.02	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	111.77
D	64.08	-0-	2.94	67.02	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	111.77
E	63.08	-0-	2.94	66.02	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	111.77
F	62.08	-0-	2.94	65.02	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	111.77
G	61.08	-0-	2.94	64.02	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	111.77

FOREMAN, with a 401(k) Elective of \$2.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	64.08	2.00	2.94	69.02	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	111.77
B	63.58	2.00	2.94	68.52	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	111.77
C	63.08	2.00	2.94	68.02	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	111.77
D	62.08	2.00	2.94	67.02	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	111.77
E	61.08	2.00	2.94	66.02	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	111.77
F	60.08	2.00	2.94	65.02	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	111.77
G	59.08	2.00	2.94	64.02	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	111.77

FOREMAN, with a 401(k) Elective of \$4.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	62.08	4.00	2.94	69.02	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	111.77
B	61.58	4.00	2.94	68.52	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	111.77
C	61.08	4.00	2.94	68.02	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	111.77
D	60.08	4.00	2.94	67.02	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	111.77
E	59.08	4.00	2.94	66.02	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	111.77
F	58.08	4.00	2.94	65.02	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	111.77
G	57.08	4.00	2.94	64.02	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	111.77

FOREMAN, with a 401(k) Elective of \$6.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	60.08	6.00	2.94	69.02	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	111.77
B	59.58	6.00	2.94	68.52	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	111.77
C	59.08	6.00	2.94	68.02	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	111.77
D	58.08	6.00	2.94	67.02	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	111.77
E	57.08	6.00	2.94	66.02	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	111.77
F	56.08	6.00	2.94	65.02	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	111.77
G	55.08	6.00	2.94	64.02	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	111.77

FOREMAN, with a 401(k) Elective of \$8.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	58.08	8.00	2.94	69.02	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	111.77
B	57.58	8.00	2.94	68.52	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	111.77
C	57.08	8.00	2.94	68.02	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	111.77
D	56.08	8.00	2.94	67.02	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	111.77
E	55.08	8.00	2.94	66.02	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	111.77
F	54.08	8.00	2.94	65.02	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	111.77
G	53.08	8.00	2.94	64.02	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	111.77

FOREMAN, with a 401(k) Elective of \$10.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	56.08	10.00	2.94	69.02	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	111.77
B	55.58	10.00	2.94	68.52	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	111.77
C	55.08	10.00	2.94	68.02	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	111.77
D	54.08	10.00	2.94	67.02	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	111.77
E	53.08	10.00	2.94	66.02	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	111.77
F	52.08	10.00	2.94	65.02	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	111.77
G	51.08	10.00	2.94	64.02	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	111.77

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GENERAL FOREMAN PAGE:

Please see Individual Dispatch for HRA classifications A through G, 401(k) Deferrals and Credit Union Deductions.

GENERAL FOREMAN, No 401(k) Elective: (Trust Fund: RT# 01042A, 01142A through # 01042G, #01142G)

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	71.65	-0-	3.20	74.85	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	117.60
B	71.15	-0-	3.20	74.35	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	117.60
C	70.65	-0-	3.20	73.85	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	117.60
D	69.65	-0-	3.20	72.85	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	117.60
E	68.65	-0-	3.20	71.85	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	117.60
F	67.65	-0-	3.20	70.85	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	117.60
G	66.65	-0-	3.20	69.85	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	117.60

GENERAL FOREMAN, with a 401(k) Elective of \$2.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	69.65	2.00	3.20	74.85	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	117.60
B	69.15	2.00	3.20	74.35	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	117.60
C	68.65	2.00	3.20	73.85	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	117.60
D	67.65	2.00	3.20	72.85	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	117.60
E	66.65	2.00	3.20	71.85	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	117.60
F	65.65	2.00	3.20	70.85	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	117.60
G	64.65	2.00	3.20	69.85	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	117.60

GENERAL FOREMAN, with a 401(k) Elective of \$4.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	67.65	4.00	3.20	74.85	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	117.60
B	67.15	4.00	3.20	74.35	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	117.60
C	66.65	4.00	3.20	73.85	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	117.60
D	65.65	4.00	3.20	72.85	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	117.60
E	64.65	4.00	3.20	71.85	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	117.60
F	63.65	4.00	3.20	70.85	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	117.60
G	62.65	4.00	3.20	69.85	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	117.60

GENERAL FOREMAN, with a 401(k) Elective of \$6.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	65.65	6.00	3.20	74.85	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	117.60
B	65.15	6.00	3.20	74.35	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	117.60
C	64.65	6.00	3.20	73.85	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	117.60
D	63.65	6.00	3.20	72.85	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	117.60
E	62.65	6.00	3.20	71.85	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	117.60
F	61.65	6.00	3.20	70.85	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	117.60
G	60.65	6.00	3.20	69.85	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	117.60

GENERAL FOREMAN, with a 401(k) Elective of \$8.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	63.65	8.00	3.20	74.85	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	117.60
B	63.15	8.00	3.20	74.35	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	117.60
C	62.65	8.00	3.20	73.85	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	117.60
D	61.65	8.00	3.20	72.85	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	117.60
E	60.65	8.00	3.20	71.85	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	117.60
F	59.65	8.00	3.20	70.85	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	117.60
G	58.65	8.00	3.20	69.85	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	117.60

GENERAL FOREMAN, with a 401(k) Elective of \$10.00:

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	61.65	10.00	3.20	74.85	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	117.60
B	61.15	10.00	3.20	74.35	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	117.60
C	60.65	10.00	3.20	73.85	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	117.60
D	59.65	10.00	3.20	72.85	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	117.60
E	58.65	10.00	3.20	71.85	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	117.60
F	57.65	10.00	3.20	70.85	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	117.60
G	56.65	10.00	3.20	69.85	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	117.60

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SR. GENERAL FOREMAN PAGE:

Please see Individual Dispatch for HRA classifications A through G, 401(k) Deferrals and Credit Union Deductions.

SR. GENERAL FOREMAN, *No 401(k) Elective:*

(Trust Fund: RT# 01043A, 01143A through # 01043G, #01143G)

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	77.51	-0-	3.47	80.98	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	123.73
B	77.01	-0-	3.47	80.48	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	123.73
C	76.51	-0-	3.47	79.98	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	123.73
D	75.51	-0-	3.47	78.98	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	123.73
E	74.51	-0-	3.47	77.98	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	123.73
F	73.51	-0-	3.47	76.98	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	123.73
G	72.51	-0-	3.47	75.98	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	123.73

SR. GENERAL FOREMAN, *with a 401(k) Elective of \$2.00:*

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	75.51	2.00	3.47	80.98	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	123.73
B	75.01	2.00	3.47	80.48	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	123.73
C	74.51	2.00	3.47	79.98	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	123.73
D	73.51	2.00	3.47	78.98	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	123.73
E	72.51	2.00	3.47	77.98	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	123.73
F	71.51	2.00	3.47	76.98	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	123.73
G	70.51	2.00	3.47	75.98	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	123.73

SR. GENERAL FOREMAN, *with a 401(k) Elective of \$4.00:*

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	73.51	4.00	3.47	80.98	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	123.73
B	73.01	4.00	3.47	80.48	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	123.73
C	72.51	4.00	3.47	79.98	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	123.73
D	71.51	4.00	3.47	78.98	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	123.73
E	70.51	4.00	3.47	77.98	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	123.73
F	69.51	4.00	3.47	76.98	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	123.73
G	68.51	4.00	3.47	75.98	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	123.73

SR. GENERAL FOREMAN, *with a 401(k) Elective of \$6.00:*

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	71.51	6.00	3.47	80.98	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	123.73
B	71.01	6.00	3.47	80.48	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	123.73
C	70.51	6.00	3.47	79.98	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	123.73
D	69.51	6.00	3.47	78.98	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	123.73
E	68.51	6.00	3.47	77.98	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	123.73
F	67.51	6.00	3.47	76.98	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	123.73
G	66.51	6.00	3.47	75.98	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	123.73

SR. GENERAL FOREMAN, *with a 401(k) Elective of \$8.00:*

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	69.51	8.00	3.47	80.98	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	123.73
B	69.01	8.00	3.47	80.48	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	123.73
C	68.51	8.00	3.47	79.98	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	123.73
D	67.51	8.00	3.47	78.98	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	123.73
E	66.51	8.00	3.47	77.98	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	123.73
F	65.51	8.00	3.47	76.98	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	123.73
G	64.51	8.00	3.47	75.98	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	123.73

SR. GENERAL FOREMAN, *with a 401(k) Elective of \$10.00:*

HRA	BASE	401(k)	Dues	HrlyWage	H&W	Pension	401(a)	HRA	Training	ITF	L/M	RF	CTR	FringeT	TPKG
A	67.51	10.00	3.47	80.98	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	123.73
B	67.01	10.00	3.47	80.48	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	123.73
C	66.51	10.00	3.47	79.98	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	123.73
D	65.51	10.00	3.47	78.98	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	123.73
E	64.51	10.00	3.47	77.98	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	123.73
F	63.51	10.00	3.47	76.98	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	123.73
G	62.51	10.00	3.47	75.98	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	123.73

APPRENTICE MASTER LABOR AGREEMENT

EFFECTIVE 7/1/18 THROUGH 6/30/19

CONTRACT 010, 011, 710

Period	Scale	Base	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
1 st	40%	24.12	0.92	25.04	19.66	-	-	0.50	3.55	0.10	0.05	0.70	0.30	24.86	49.90
2 nd	45%	27.07	1.04	28.11	19.66	-	-	0.50	3.55	0.10	0.05	0.70	0.30	24.86	52.97
3 rd	50%	29.55	1.13	30.68	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	73.43
4 th	55%	32.50	1.24	33.74	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	76.49
5 th	60%	35.45	1.36	36.81	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	79.56
6 th	65%	38.41	1.47	39.88	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	82.63
7 th	70%	41.37	1.58	42.95	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	85.70
8 th	75%	44.31	1.70	46.01	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	88.76
9 th	80%	47.27	1.81	49.08	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	91.83
10 th	85%	50.23	1.92	52.15	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	94.90

Trust Fund: RT# : 1st = 01020, 2nd = 01021, 3rd = 01022, 4th = 01023, 5th = 01024, 6th = 01025, 7th = 01026, 8th = 01027, 9th = 01028, 10th = 01029.

No Assoc/RT#: 1st = 01120, 2nd = 01121, 3rd = 01122, 4th = 01123, 5th = 01124, 6th = 01125, 7th = 01126, 8th = 01127, 9th = 01128, 10th=01129.

BASIS FOR CALCULATING APPRENTICE RATES

The Apprentice rates are a percent of the Building Trades Journeyman Rate of \$61.35. (1st and 2nd Periods have an additional \$.50)	
JOURNEYMAN	
Gross Taxable Wage	61.35
Health & Welfare	19.66
Pension	12.89
401(a) Mandatory	5.00
Health Reimbursement	0.50
LU Training Fund	3.55
International Training Fund	0.10
Labor Management Corp	0.05
Retiree Fund	0.70
Contract Administration	0.30
Fringe Total	42.75
TOTAL PACKAGE	104.10

1. Dues Check-Off amounts (Union Dues) are included in the Taxable Wage.
2. The Wage Rate for **1st and 2nd period apprentices** includes an additional \$0.50.
3. There are no pension or 401(a) contributions required for 1st and 2nd period apprentices.
4. Credit Union voluntary payroll deduction is available to members at \$1.00, \$2.00, \$3.00, \$4.00 or \$5.00 per hour. The Credit Union amount is reflected on the dispatch and deducted from the taxable wage.
5. The **401(k) Elective Plan** is now available for 3rd through 10th period Apprentices. The hourly deductions are: No Deduction, \$2.00, \$4.00, \$6.00, \$8.00 and \$10.00 per hour. **The 401(k) elections are indicated on the members' dispatch.** The 401(k) Plan amounts are not subject to State or Federal Taxes, though they are subject to social security (FICA), Medicare, and Federal Unemployment Taxes (FUTA), and SDI (State Disability Insurance). Deducted and submitted at straight time, time and one-half and at double time rates.
6. HRA Classifications A through G are available for all Apprentices. HRA is excluded for all tax purposes.

IMPORTANT: Please see the following pages 7 & 8 for detailed Apprentice wage and benefit information regarding the HRA rates noted as Classifications A, B, C, D, E, F and G, and the 401(k) elective deferrals available for 3rd through 10th periods. Please see page one for overtime and tax exclusion information.

PLUMBERS & STEAMFITTERS LOCAL UNION 342
MASTER LABOR AGREEMENT, Contract 010, 011, 710
 EFFECTIVE 7/1/18 THROUGH 6/30/19

APPRENTICE, detailed rates.

Please see Individual Dispatch for HRA classifications A through G, 401(k) Deferrals and Credit Union Deductions.

1st Period Apprentice: *No 401(k) available for 1st period apprentices (no pension)*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	24.12	0.00	0.92	25.04	19.66	-	-	0.50	3.55	0.10	0.05	0.70	0.30	24.86	49.90
B	23.62	0.00	0.92	24.54	19.66	-	-	1.00	3.55	0.10	0.05	0.70	0.30	25.36	49.90
C	23.12	0.00	0.92	24.04	19.66	-	-	1.50	3.55	0.10	0.05	0.70	0.30	25.86	49.90
D	22.12	0.00	0.92	23.04	19.66	-	-	2.50	3.55	0.10	0.05	0.70	0.30	26.86	49.90
E	21.12	0.00	0.92	22.04	19.66	-	-	3.50	3.55	0.10	0.05	0.70	0.30	27.86	49.90
F	20.12	0.00	0.92	21.04	19.66	-	-	4.50	3.55	0.10	0.05	0.70	0.30	28.86	49.90
G	19.12	0.00	0.92	20.04	19.66	-	-	5.50	3.55	0.10	0.05	0.70	0.30	29.86	49.90

2nd Period Apprentice: *No 401(k) available for 2nd period apprentices (no pension)*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	27.07	0.00	1.04	28.11	19.66	-	-	0.50	3.55	0.10	0.05	0.70	0.30	24.86	52.97
B	26.57	0.00	1.04	27.61	19.66	-	-	1.00	3.55	0.10	0.05	0.70	0.30	25.36	52.97
C	26.07	0.00	1.04	27.11	19.66	-	-	1.50	3.55	0.10	0.05	0.70	0.30	25.86	52.97
D	25.07	0.00	1.04	26.11	19.66	-	-	2.50	3.55	0.10	0.05	0.70	0.30	26.86	52.97
E	24.07	0.00	1.04	25.11	19.66	-	-	3.50	3.55	0.10	0.05	0.70	0.30	27.86	52.97
F	23.07	0.00	1.04	24.11	19.66	-	-	4.50	3.55	0.10	0.05	0.70	0.30	28.86	52.97
G	22.07	0.00	1.04	23.11	19.66	-	-	5.50	3.55	0.10	0.05	0.70	0.30	29.86	52.97

APPRENTICES 3rd through 10th Period: are eligible for the 401(k) elective deferrals, and the HRA classifications, and Credit Union Deductions. **Please see tax exclusions and overtime information on Page 1.**

- Please manually process the 401(k) elective deferral rate deduction as seen on the members' dispatch.
- Please manually process any Credit Union Deduction as seen on the members' dispatch.

3rd Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	29.55	0.00	1.13	30.68	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	73.43
B	29.05	0.00	1.13	30.18	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	73.43
C	28.55	0.00	1.13	29.68	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	73.43
D	27.55	0.00	1.13	28.68	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	73.43
E	26.55	0.00	1.13	27.68	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	73.43
F	25.55	0.00	1.13	26.68	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	73.43
G	24.55	0.00	1.13	25.68	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	73.43

4th Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	32.50	0.00	1.24	33.74	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	76.49
B	32.00	0.00	1.24	33.24	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	76.49
C	31.50	0.00	1.24	32.74	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	76.49
D	30.50	0.00	1.24	31.74	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	76.49
E	29.50	0.00	1.24	30.74	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	76.49
F	28.50	0.00	1.24	29.74	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	76.49
G	27.50	0.00	1.24	28.74	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	76.49

5th Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	35.45	0.00	1.36	36.81	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	79.56
B	34.95	0.00	1.36	36.31	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	79.56
C	34.45	0.00	1.36	35.81	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	79.56
D	33.45	0.00	1.36	34.81	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	79.56
E	32.45	0.00	1.36	33.81	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	79.56
F	31.45	0.00	1.36	32.81	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	79.56
G	30.45	0.00	1.36	31.81	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	79.56

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APPRENTICES 3rd through 10th Period: are eligible for the 401(k) elective deferrals, and the HRA classifications, and Credit Union Deductions . **Please see tax exclusions and overtime information on Page 1.**

- Please manually process the 401(k) elective deferral rate deduction as seen on the members' dispatch.
- Please manually process any Credit Union Deduction as seen on the members' dispatch.

6th Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	38.41	0.00	1.47	39.88	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	82.63
B	37.91	0.00	1.47	39.38	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	82.63
C	37.41	0.00	1.47	38.88	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	82.63
D	36.41	0.00	1.47	37.88	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	82.63
E	35.41	0.00	1.47	36.88	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	82.63
F	34.41	0.00	1.47	35.88	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	82.63
G	33.41	0.00	1.47	34.88	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	82.63

7th Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	41.37	0.00	1.58	42.95	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	85.70
B	40.87	0.00	1.58	42.45	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	85.70
C	40.37	0.00	1.58	41.95	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	85.70
D	39.37	0.00	1.58	40.95	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	85.70
E	38.37	0.00	1.58	39.95	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	85.70
F	37.37	0.00	1.58	38.95	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	85.70
G	36.37	0.00	1.58	37.95	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	85.70

8th Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	44.31	0.00	1.70	46.01	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	88.76
B	43.81	0.00	1.70	45.51	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	88.76
C	43.31	0.00	1.70	45.01	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	88.76
D	42.31	0.00	1.70	44.01	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	88.76
E	41.31	0.00	1.70	43.01	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	88.76
F	40.31	0.00	1.70	42.01	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	88.76
G	39.31	0.00	1.70	41.01	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	88.76

9th Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	47.27	0.00	1.81	49.08	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	91.83
B	46.77	0.00	1.81	48.58	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	91.83
C	46.27	0.00	1.81	48.08	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	91.83
D	45.27	0.00	1.81	47.08	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	91.83
E	44.27	0.00	1.81	46.08	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	91.83
F	43.27	0.00	1.81	45.08	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	91.83
G	42.27	0.00	1.81	44.08	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	91.83

10th Period Apprentice: *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

HRA	BASE	401(k)	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
A	50.23	0.00	1.92	52.15	19.66	12.89	5.00	0.50	3.55	0.10	0.05	0.70	0.30	42.75	94.90
B	49.73	0.00	1.92	51.65	19.66	12.89	5.00	1.00	3.55	0.10	0.05	0.70	0.30	43.25	94.90
C	49.23	0.00	1.92	51.15	19.66	12.89	5.00	1.50	3.55	0.10	0.05	0.70	0.30	43.75	94.90
D	48.23	0.00	1.92	50.15	19.66	12.89	5.00	2.50	3.55	0.10	0.05	0.70	0.30	44.75	94.90
E	47.23	0.00	1.92	49.15	19.66	12.89	5.00	3.50	3.55	0.10	0.05	0.70	0.30	45.75	94.90
F	46.23	0.00	1.92	48.15	19.66	12.89	5.00	4.50	3.55	0.10	0.05	0.70	0.30	46.75	94.90
G	45.23	0.00	1.92	47.15	19.66	12.89	5.00	5.50	3.55	0.10	0.05	0.70	0.30	47.75	94.90