November 21, 2019

To: All Members

Subject: WAGE INCREASE EFFECTIVE January 1, 2020

The purpose of this correspondence is to advise you of the wages for Journeymen Steamfitters, Temporary Heat and Air Conditioning personnel, Apprentices and Trainees for the period January 1, 2020 – June 30, 2020. Changes are shown in blue.

**Journeymen Steamfitters:**

**Hourly Wage Rate**

- Welfare Fund & HRA: $18.75 per hour
- Pension Fund - Defined Benefit: $12.85 per hour
- Pension Fund - Defined Contribution: 7.55 per hour
- Vacation Plan: 7.00 per hour
- Security Benefit Fund: 10.95 per hour
- Industry Fund: 12.85 per hour
- Educational Fund: 7.55 per hour
- United Association Training Fund: 5.30 per hour
- Labor Management Cooperation Committee: 5.32 per hour
- Building Trades per capita: 0.66 per hour

**Temporary Services:**

**Rate per shift of eight (8) hours**

- Welfare Fund & HRA: $14.49 per hour
- Pension Fund - Defined Benefit: 9.77 per hour
- Pension Fund - Defined Contribution: 5.74 per hour
- Vacation Fund: 5.32 per hour
- Security Benefit Fund: 10.95 per hour
- Industry Fund: 12.85 per hour
- Educational Fund: 7.55 per hour
- United Association Training Fund: 5.30 per hour
- Labor Management Cooperation Committee: 5.32 per hour
- Building Trades per capita: 0.66 per hour

Please contact us if you have any questions.

Tony Saporito
Executive Vice President
## Construction Trades

### Wage Rate Notice: January 1, 2020 to June 30, 2020

<table>
<thead>
<tr>
<th>Journeymen</th>
<th>Temp. Heat &amp; A/C per hour</th>
<th>40% 1st Year Apprentice per hour</th>
<th>50% 2nd Year Apprentice per hour</th>
<th>Apprentices initiated before 7/1/2017 per hour</th>
<th>Apprentices initiated after 7/1/2017 per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A)</td>
<td>(B)</td>
<td>(C)</td>
<td>(D)</td>
<td>(E)</td>
<td>(F)</td>
</tr>
<tr>
<td>Wage Rate</td>
<td>$ 57.95</td>
<td>$ 44.04</td>
<td>$ 23.18</td>
<td>$ 28.98</td>
<td>$ 37.67</td>
</tr>
<tr>
<td>Vacation Fund</td>
<td>7.00</td>
<td>5.32</td>
<td>2.80</td>
<td>3.50</td>
<td>4.55</td>
</tr>
<tr>
<td>Building Trades per Capita</td>
<td>0.06</td>
<td>0.06</td>
<td>0.06</td>
<td>0.06</td>
<td>0.06</td>
</tr>
</tbody>
</table>

**Fringe Benefits:**
- Pension Fund (Defined Benefit): $12.85, $9.77, $5.14, $6.43
- Pension Fund (Defined Contribution): $7.55, $5.74, $3.02, $3.78
- Welfare Fund: $18.50, $14.24, $7.40, $9.25
- HRA: $0.25, $0.25, $0.10, $0.13
- Vacation Fund: $7.00, $5.32, $2.80, $3.50
- Security Benefit Fund: $10.95, $10.95, $4.38, $5.48
- Work Dues, Additional Work Dues, Enhancement Fund, Target Fund & Building Fund: $5.56, $5.22, $2.35, $2.76

**Total per Paid Hour:**
- 62.66, 51.49, 25.19, 31.33
- 40.47, 49.64, 52.70
- 37.41, 43.55, 49.64

**Total per Worked Hour:**
- 1.55, 1.55, 1.55, 1.55
- 1.55, 1.55, 1.55
- 1.55, 1.55, 1.55

**Total Deductions from Net Pay**
- (Vacation Fund, Work Dues and Building Trades per Capita):
  - (12.62), (10.60), (5.21), (6.32)
  - (7.96), (9.62), (10.17)
  - (7.41), (8.52), (9.62)

**Total Wage and Benefit Package:**
- $116.60, $91.86, $47.57, $55.10
- $76.34, $93.59, $99.35
- $70.58, $82.11, $93.59

(A) When 6th Steamfitter is employed, foremen wage rate is $2 more than journeymen rate.
(B) Per CBA, Rule I, Section III, temporary heat shifts shall consist of 8 or 8 1/2 hours.