

APPENDIX C

WAGE RATES AND FRINGE BENEFITS AND PAYROLL DEDUCTIONS

The following wage rates and fringe benefit contributions per hour and payroll deductions shall be in effect as of June 1, 2007, through May 31, 2008.

PAYROLL DEDUCTIONS

	Wages	Welfare	Pension	Education*	Promotion**	Legal Services	401(k) Plan	Working Dues
Journeyman	\$ 41.00	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
Sub-Foremen	\$ 42.25	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
Foremen and Inspector (Supervising 4 or more men)	\$ 43.00	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
Superintendents of Dist. Foremen (Supervising 19 or more men)	\$ 44.00	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
General Supts. or District Supts. (***at least 6% above Superintendents.)	***	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
Apprentices								
1st six months ¹	\$ 13.95	\$ 3.84	\$ 5.56	\$ 1.03	N/A	\$ 0.58	N/A	N/A
2nd six months ¹	\$ 15.15	\$ 3.84	\$ 5.56	\$ 1.03	N/A	\$ 0.58	N/A	\$ 0.23
2nd Year ¹	\$ 18.05	\$ 3.84	\$ 5.56	\$ 1.03	N/A	\$ 0.58	N/A	\$ 0.23
3rd Year ¹	\$ 20.50	\$ 3.84	\$ 5.56	\$ 1.03	N/A	\$ 0.58	N/A	\$ 0.23
4th Year	\$ 27.05	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.00	\$ 0.23
5th Year	\$ 30.75	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.00	\$ 0.23
Metal Trades Journeyman								
M0 1st six months (No Benefits)	\$ 13.95	N/A	N/A	N/A	N/A	N/A	N/A	N/A
M1 2nd six months	\$ 15.15	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
M2 2nd Year	\$ 18.05	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
M3 3rd Year	\$ 20.50	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
M4 4th Year	\$ 27.05	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32
M6 5th Year+	\$ 30.75	\$ 8.84	\$ 5.56	\$ 1.03	\$ 0.59	\$ 0.58	\$ 1.50	\$ 0.32

¹ No employer contributions required on apprentices, while attending assigned school day.

* Includes \$0.05 per hour Direct Contribution to the U. A. Training Fund

** Includes \$0.05 per hour Direct Contribution to the Plumbing Industry Drug-Free Alliance Program

Wage increases of \$2.80 per hour effective June 1, 2008, and \$2.90 per hour effective June 1, 2009, have been negotiated under the terms of this Agreement for Journeyman Plumbers. Apprentice wage increases effective June 1, 2008, and June 1, 2009, will be determined by a percentage of the Journeyman rate. An apprentice with a minimum of 4 ½ years credit who has successfully obtained the City of Chicago or State of Illinois plumbers license test shall be paid the then current journeymen rate. These increases for journeymen and apprentices are to be allocated in a manner to be determined by Chicago Journeyman Plumbers' Local Union 130, U.A. in its sole and exclusive discretion. Local 130 will timely notify each signatory Employer of its determination concerning the allocation.

IMPORTANT INFORMATION

PLUMBERS' RETIREMENT SAVINGS FUND (401(k) PLAN) AND SAVINGS PLAN

PLUMBERS' RETIREMENT SAVINGS FUND (401(k) PLAN):

The Employer shall deduct from the wages (before taxes) of each journeyman plumber enrolled in the 401(k) Plan a minimum of one dollar and fifty cents (\$1.50) per each hour worked for the Plumbers' Retirement Savings Fund (401(k) Plan). The Employer shall deduct from the wages (before taxes) of each Fourth and Fifth year Apprentice enrolled in the 401(k) Plan a minimum of one dollar (1.00) per each hour worked for the Plumbers Retirement Savings Fund (401(k) Plan). First, Second and Third year Apprentices are not included in this Plan.

REGULAR SAVINGS PLAN:

The Employer shall deduct from the wages (after taxes) of each journeyman plumber not enrolled in the 401(k) plan a minimum of one dollar and fifty cents (\$1.50) per each hour worked for the Savings Plan. The Employer shall deduct from the wages (after taxes) of each Fourth year and Fifth year Apprentice not enrolled in the 401(k) plan a minimum of one dollar (\$1.00) per each hour worked for the Savings plan. First, Second and Third year Apprentices are not included in this Plan.

WORKING DUES:

The Employer shall deduct (after taxes) thirty-two cents (\$0.32) per hour for each hour worked for each Journeyman, Foreman, Superintendent and General Superintendent, and twenty-three cents (\$0.23) per each hour worked for each Apprentice, with the exception of first year-first six months Apprentices for Working Dues.

IMPORTANT NOTE

PLUMBERS' RETIREMENT SAVINGS FUND (401(k) PLAN)

A participant can direct more than the base contributions rate of \$1.50 per hour, in increments of (\$0.50) fifty cents, but not more than \$10.00 per hour to the 401(k) Plan not to exceed the IRS limits.

PLUMBERS' SAVINGS PLAN

An employee, in cooperation with his/her Employer, has the following options:

1. An employee not participating in the 401(k) Plan can allocate more than \$1.50 per hour, in increments of fifty cents (\$0.50), to the Plumbers' Savings Plan.
2. An employee in the 401(k) Plan can allocate at least \$1.50 per hour or more, in fifty cents (\$0.50) increments, to the Plumbers' Savings Plan, in addition to amounts contributed to the employee's 401(k) Plan.