

ATTACHMENT 1

RESIDENTIAL SERVICE AGREEMENT

June 1, 2025 - May 31, 2026

WAGE & FRINGE BENEFIT CONTRIBUTIONS

The following hourly wage, fringe benefit contributions and payroll deductions rates shall be in effect as of
June 1, 2025 through May 31, 2026

Trade Level	WAGES	Contributions					Payroll Deductions
		Welfare	Retiree Welfare	Pension DC	Pension DB	Training	Dues Check-off
POJ Journeymen	\$ 49.95	\$ 8.00	n/a	\$ 4.95	\$ 6.14	\$ 1.48	\$ 1.75
Apprentices							
AOS 1st Six Months	\$ 20.55	\$ 8.00	n/a	n/a	n/a	\$ 1.48	\$ 0.72
A1S 2nd Six Months	\$ 22.40	\$ 8.00	n/a	n/a	n/a	\$ 1.48	\$ 0.78
A2S 2nd Year	\$ 26.60	\$ 8.00	n/a	\$ 4.45	\$ 6.14	\$ 1.48	\$ 0.93
A3S 3rd Year	\$ 30.25	\$ 8.00	n/a	\$ 4.45	\$ 6.14	\$ 1.48	\$ 1.06
A4S 4th Year	\$ 39.95	\$ 8.00	n/a	\$ 4.45	\$ 6.14	\$ 1.48	\$ 1.40
A5S 5th Year	\$ 45.40	\$ 8.00	n/a	\$ 4.45	\$ 6.14	\$ 1.48	\$ 1.59
Metal Trades (Mc - Me)							
Mc (0-3 months)	\$ 15.75	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 15.75	\$ 8.00	n/a	\$ 4.95	n/a	n/a	n/a
Me (year 2)	\$ 18.15	\$ 8.00	n/a	\$ 4.95	n/a	n/a	n/a
M3S 3rd Year	\$ 19.35	\$ 8.00	n/a	\$ 4.95	\$ 6.14	\$ 1.48	\$ 0.68
M4S 4th Year	\$ 21.80	\$ 8.00	n/a	\$ 4.95	\$ 6.14	\$ 1.48	\$ 0.76
M6S 5th Year	\$ 24.20	\$ 8.00	n/a	\$ 4.95	\$ 6.14	\$ 1.48	\$ 0.85
M7S 7th Year	\$ 26.60	\$ 8.00	n/a	\$ 4.95	\$ 6.14	\$ 1.48	\$ 0.93

Trade Level	Total Contributions	Total Package	Dues Check-Off
POJ Journeymen	\$ 20.57	\$70.52	\$ 1.75
AOS 1st Six Months	\$ 9.48	\$30.03	\$0.72
A1S 2nd Six Months	\$ 9.48	\$31.88	\$0.78
A2S 2nd Year	\$ 20.07	\$46.67	\$0.93
A3S 3rd Year	\$ 20.07	\$50.32	\$1.06
A4S 4th Year	\$ 20.07	\$60.02	\$1.40
A5S 5th Year	\$ 20.07	\$65.47	\$1.59
Metal Trades (Mc, Md, Me)			
Mc (0-3 months)	n/a	\$15.75	n/a
Md (4 - 12 months)	\$ 12.95	\$28.70	n/a
Me (2nd Year)	\$ 12.95	\$31.10	n/a
M3S 3rd Year	\$ 20.57	\$ 39.92	\$ 0.68
M4S 4th Year	\$ 20.57	\$ 42.37	\$ 0.76
M6S 5th Year	\$ 20.57	\$ 44.77	\$ 0.85
M7S 7th Year	\$ 20.57	\$ 47.17	\$ 0.93

2024-2028 Economic Increase	
6/1/24-5/31/25	\$2.30
6/1/25-5/31/26	\$2.38
6/1/26-5/31/27	\$2.47
6/1/27-5/31/28	\$2.55
Total 4-Year	\$9.70

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Notes:

****** Membership dues shall be determined by the Local Union.

1. No employer contributions required on apprentices while attending assigned school day, however, dues check-off and other payroll deductions should still be deducted for 1st through 3rd year apprentices.
2. Training Fund includes \$0.10 per hour Direct Contribution to the UA International Training Fund; includes \$0.54 per hour Direct Contribution to the JAC Building Fund.
3. Expenses for the Drug Free Alliance are provided by the Industry Funds.
4. UA Per Capita Dues (\$32.00 per month paid by the member).
5. The Plumbing Council, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA Industry Funds (Industry Promotion Funds) shall each be determined by the contractor associations (PCA, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA).
6. The contractor shall make all required contributions to the Plumbers' Welfare Fund, Local 130, UA. Individuals working under this Residential Service Agreement shall be covered by Plumbers' Welfare Fund, Local 130, UA.
7. Contributions to the Defined Contribution (DC) Pension Fund required by this Agreement shall be made to the Plumbers' Retirement Savings Fund, Local 130, UA.
8. Upon entrance into the apprentice program under this Residential Service Agreement, wages and fringe benefit level shall continue under this Appendix A until the attainment of a City of Chicago or State of Illinois Journeymen Plumbing License.
9. Please contact the Local Union for market recovery incentives and/or rebates on future manpower.