



Wage Package for the Master Labor Agreement

Effective October 17, 2016

JOURNEYMAN

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|--------------------------------|----------------|
| Base Wage Rate: | \$41.41 |
| <u>DEDUCTIONS:</u> | |
| Organizing Fund | [\$0.20] |
| Market Recovery Fund | [\$0.60] |
| UA Political Education Fund | [\$0.05] |
| Working Assessment | [4.9%] |
| Community Action Fund | [\$0.05] |
| TOTAL DEDUCTIONS | \$0.90 |
| <u>FRINGE BENEFITS:</u> | |
| Pension & Retirement | \$9.00 |
| National Pension | \$0.48 |
| Health & Welfare | \$10.30 |
| H&W Substance Abuse | \$0.06 |
| Apprentice/Journeyman Training | \$1.52 |
| UA National Training | \$0.10 |
| Contract Administration Fund | \$0.35 |
| UCIC | \$0.01 |
| TOTAL FRINGES | \$21.82 |
| TOTAL PACKAGE | \$63.23 |

HELPER

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|--------------------------------|----------------|
| Base Wage Rate: | \$13.53 |
| <u>DEDUCTIONS:</u> | |
| Organizing Fund | [\$0.20] |
| Market Recovery Fund | [\$0.60] |
| UA Political Education Fund | [\$0.05] |
| Working Assessment | [4.9%] |
| Community Action Fund | [\$0.05] |
| TOTAL DEDUCTIONS | \$0.90 |
| <u>FRINGE BENEFITS:</u> | |
| Health & Welfare | \$3.84 |
| H&W Substance Abuse | \$0.06 |
| Apprentice/Journeyman Training | \$0.53 |
| UA National Training | \$0.10 |
| Contract Administration Fund | \$0.35 |
| UCIC | \$0.01 |
| TOTAL FRINGES | \$4.89 |
| TOTAL PACKAGE | \$18.42 |

APPRENTICE

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|--|-------------------------------|
| Step Level 1 (45%) - \$18.63 | Step Level 6 (70%) - \$28.99 |
| Step Level 2 (50%) - \$20.71 | Step Level 7 (75%) - \$31.06 |
| Step Level 3 (55%) - \$22.78 | Step Level 8 (80%) - \$33.13 |
| Step Level 4 (60%) - \$24.85 | Step Level 9 (85%) - \$35.20 |
| Step Level 5 (65%) - \$26.92 | Step Level 10 (90%) - \$37.27 |
| * Apprentices receive the same deductions and fringe benefits as Journeymen* | |

Foreman = 10% above normal JY scale

General Foreman = 20% above normal JY scale