



## Wage Package for the Master Labor Agreement

Effective October 17, 2016

### JOURNEYMAN

Base Wage Rate:	\$41.41
<b><u>DEDUCTIONS:</u></b>	
Organizing Fund	[\$0.20]
Market Recovery Fund	[\$0.60]
UA Political Education Fund	[\$0.05]
Working Assessment	[4.9%]
Community Action Fund	[\$0.05]
<b>TOTAL DEDUCTIONS</b>	<b>\$0.90</b>
<b><u>FRINGE BENEFITS:</u></b>	
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
<b>TOTAL FRINGES</b>	<b>\$21.82</b>
<b>TOTAL PACKAGE</b>	<b>\$63.23</b>

### HELPER

Base Wage Rate:	\$13.53
<b><u>DEDUCTIONS:</u></b>	
Organizing Fund	[\$0.20]
Market Recovery Fund	[\$0.60]
UA Political Education Fund	[\$0.05]
Working Assessment	[4.9%]
Community Action Fund	[\$0.05]
<b>TOTAL DEDUCTIONS</b>	<b>\$0.90</b>
<b><u>FRINGE BENEFITS:</u></b>	
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
<b>TOTAL FRINGES</b>	<b>\$4.89</b>
<b>TOTAL PACKAGE</b>	<b>\$18.42</b>

### APPRENTICE

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