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Wage Package for the Master Labor Agreement

Effective December 14, 2024 – September 30, 2025

All wages and contributions listed below are on a per hour worked basis

JOURNEYMAN/APPRENTICE

Base Wage Rate:	\$57.00
<u>DEDUCTIONS:</u>	
Organizing Fund	[\$0.20]
Market Recovery Fund	[\$0.80]
UA Political Education Fund	[\$0.05]
Working Assessment	[4.9%]
Union Action Fund	[\$0.15]
TOTAL DEDUCTIONS	\$1.20
<u>FRINGE BENEFITS:</u>	
Pension & Retirement	\$12.05
National Pension	\$0.48
Health & Welfare	\$11.57
H&W Substance Abuse	\$0.06
AP/JY Training	\$02.10
UA National Training	\$0.10
Contract Administration Fund	\$0.55
UCIC	\$0.02
TOTAL FRINGES	\$26.93
TOTAL PACKAGE	\$83.93

HELPER/PRE-APPRENTICE

Base Wage Rate:	\$18.24
<u>DEDUCTIONS:</u>	
Organizing Fund	[\$0.20]
Market Recovery Fund	[\$0.80]
UA Political Education Fund	[\$0.05]
Working Assessment	[4.9%]
Union Action Fund	[\$0.15]
TOTAL DEDUCTIONS	\$1.20
<u>FRINGE BENEFITS:</u>	
Health & Welfare	\$5.08
H&W Substance Abuse	\$0.06
AP/JY Training	\$0.89
UA National Training	\$0.10
Contract Administration Fund	\$0.55
UCIC	\$0.02
TOTAL FRINGES	\$6.70
TOTAL PACKAGE	\$24.94

Foreman = 11% above normal JY scale

General Foreman = 22% above normal JY scale

APPRENTICE WAGE RATES

*Apprentices receive the same deductions/benefit package as Journeyman

Step Level 1 (45%) - \$25.65	Step Level 6 (70%) - \$39.90
Step Level 2 (50%) - \$28.50	Step Level 7 (75%) - \$42.75
Step Level 3 (55%) - \$31.35	Step Level 8 (80%) - \$45.60
Step Level 4 (60%) - \$34.20	Step Level 9 (85%) - \$48.45
Step Level 5 (65%) - \$37.05	Step Level 10 (90%) - \$51.30