

# **Plumbers, Steamfitters and Refrigeration Fitters**

## **U.A. Local Union 393**



# **Building Trades Journeyman, Foreman and General Foreman Wage Rates**

**July 1, 2015 – June 30, 2016**



# Plumbers, Steamfitters, & Refrigeration Fitters UA Local 393

## Holiday Calendar

July 1, 2015 to June 30, 2016



Construction Holiday (Paid @ 2X)

Plumbing Service & Repair (Paid @ 1 1/2)



\* HVAC/R Service Holiday (Paid @ 1 1/2)

\*\* HVAC/R Service Holiday (Paid @ 2X)

### July 2015

| S  | M  | T  | W  | T  | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3* | 4* |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

### January 2016

| S  | M  | T  | W  | T  | F   | S  |
|----|----|----|----|----|-----|----|
|    |    |    |    |    | 1** | 2  |
| 3  | 4  | 5  | 6  | 7  | 8   | 9  |
| 10 | 11 | 12 | 13 | 14 | 15  | 16 |
| 17 | 18 | 19 | 20 | 21 | 22  | 23 |
| 24 | 25 | 26 | 27 | 28 | 29  | 30 |
| 31 |    |    |    |    |     |    |

### August 2015

| S  | M  | T  | W  | T  | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

### February 2016

| S  | M   | T  | W  | T  | F  | S  |
|----|-----|----|----|----|----|----|
|    | 1   | 2  | 3  | 4  | 5  | 6  |
| 7  | 8   | 9  | 10 | 11 | 12 | 13 |
| 14 | 15* | 16 | 17 | 18 | 19 | 20 |
| 21 | 22  | 23 | 24 | 25 | 26 | 27 |
| 28 | 29  |    |    |    |    |    |

### September 2015

| S  | M   | T  | W  | T  | F  | S  |
|----|-----|----|----|----|----|----|
|    |     | 1  | 2  | 3  | 4  | 5  |
| 6  | 7** | 8  | 9  | 10 | 11 | 12 |
| 13 | 14  | 15 | 16 | 17 | 18 | 19 |
| 20 | 21  | 22 | 23 | 24 | 25 | 26 |
| 27 | 28  | 29 | 30 |    |    |    |

### March 2016

| S  | M  | T  | W  | T  | F  | S  |
|----|----|----|----|----|----|----|
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |    |    |

### October 2015

| S  | M  | T  | W  | T  | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

### April 2016

| S  | M  | T  | W  | T  | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

### November 2015

| S  | M  | T  | W  | T    | F   | S  |
|----|----|----|----|------|-----|----|
| 1  | 2  | 3  | 4  | 5    | 6   | 7  |
| 8  | 9  | 10 | 11 | 12   | 13  | 14 |
| 15 | 16 | 17 | 18 | 19   | 20  | 21 |
| 22 | 23 | 24 | 25 | 26** | 27* | 28 |
| 29 | 30 |    |    |      |     |    |

### May 2016

| S  | M   | T  | W  | T  | F  | S  |
|----|-----|----|----|----|----|----|
| 1  | 2   | 3  | 4  | 5  | 6  | 7  |
| 8  | 9   | 10 | 11 | 12 | 13 | 14 |
| 15 | 16  | 17 | 18 | 19 | 20 | 21 |
| 22 | 23  | 24 | 25 | 26 | 27 | 28 |
| 29 | 30* | 31 |    |    |    |    |

### December 2015

| S  | M  | T  | W  | T  | F    | S  |
|----|----|----|----|----|------|----|
|    |    | 1  | 2  | 3  | 4    | 5  |
| 6  | 7  | 8  | 9  | 10 | 11   | 12 |
| 13 | 14 | 15 | 16 | 17 | 18   | 19 |
| 20 | 21 | 22 | 23 | 24 | 25** | 26 |
| 27 | 28 | 29 | 30 | 31 |      |    |

### June 2016

| S  | M  | T  | W  | T  | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 |    |    |



**PLUMBERS, STEAMFITTERS  
&  
REFRIGERATION FITTERS  
UA LOCAL UNION 393**

**Bill Guthrie**  
*Business Manager*

6150 Cottle Road  
San Jose, CA 95123  
Ph: 408.225.3030  
Fax: 408.225.3405

July 2015

To: Payroll Department

➤ **Information for July 1, 2015 Wage Rate Booklet**

This is the wage and fringe rate booklet which will take effect on July 1, 2015. The booklet shows the straight time, time and one-half, and double time rates.

If you have any questions or need additional information regarding the wage and fringe rate booklets please contact Local 393 at (408) 225-3030.

➤ **Transmittal Instructions**

Please be sure to fill in all of the required information on the transmittal form. If you have any questions regarding these instructions, please call the Contribution Department at BeneSys Administrators at (408) 588-3770, ext. 8649.

Instructions:

1. Report and payments to be made on all hours worked.
2. Report and full payment is due on or before the 15<sup>th</sup> day of each calendar month for all work performed in the preceding month.
3. Any report or payment not received or postmarked on or before the 15<sup>th</sup> day of each calendar month shall be deemed delinquent. Liquidated damages of \$250.00 shall be charged to the employer anytime the fringe transmittal and payment is not postmarked on or before the 15<sup>th</sup> of the month after the work is performed.
4. Send monthly transmittal reports whether you have employees or not. Mark on the report 'No Employees'.
5. All information requested on the transmittal form must be filled in appropriately and completely.

BG:eus(opeiu-29-afl-cio) - (Rev. 08/03/2015)

Rudolph Carrasco Jr.  
*Asst. Business Manager*

Wayd La Pearle  
*Business Representative*

Al Gonzalez, Jr.  
*Business Representative*

Steve Flores  
*Business Representative*

Ricci Herro  
*Organizer*



**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (Journeyman)</b>                                | <b>Straight Time</b> | <b>HWR 0</b> | <b>PtB 0</b> | <b>PtB 1</b> | <b>PtB 2</b> | <b>PtB 4</b> | <b>PtB 6</b> | <b>PtB 8</b> | <b>PtB 10</b> | <b>PtB 12</b> |
|--|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|
| Base Rate  |                      |              | 53.55        | 52.55        | 51.55        | 49.55        | 47.55        | 45.55        | 43.55         | 41.55         |
| Employee Savings Deduction   |                      |              | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00         | 1.00         | 2.00         | 4.00         | 6.00         | 8.00         | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>58.91</b> | <b>58.91</b> | <b>58.91</b> | <b>58.91</b> | <b>58.91</b> | <b>58.91</b> | <b>58.91</b>  | <b>58.91</b>  |
| Health & Welfare   |                      |              | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00          | 4.00          |
| SUB  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Training   |                      |              | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         | 0.00         | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>35.43</b> | <b>35.43</b> | <b>35.43</b> | <b>35.43</b> | <b>35.43</b> | <b>35.43</b> | <b>35.43</b>  | <b>35.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b>  | <b>94.34</b>  |
| <b>Building Trades (Journeyman)</b>                                | <b>Straight Time</b> | <b>HWR 1</b> | <b>PtB 0</b> | <b>PtB 1</b> | <b>PtB 2</b> | <b>PtB 4</b> | <b>PtB 6</b> | <b>PtB 8</b> | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                      |              | 52.55        | 51.55        | 50.55        | 48.55        | 46.55        | 44.55        | 42.55         | 40.55         |
| Employee Savings Deduction   |                      |              | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00         | 1.00         | 2.00         | 4.00         | 6.00         | 8.00         | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>57.91</b> | <b>57.91</b> | <b>57.91</b> | <b>57.91</b> | <b>57.91</b> | <b>57.91</b> | <b>57.91</b>  | <b>57.91</b>  |
| Health & Welfare   |                      |              | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00          | 4.00          |
| SUB  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Training   |                      |              | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>36.43</b> | <b>36.43</b> | <b>36.43</b> | <b>36.43</b> | <b>36.43</b> | <b>36.43</b> | <b>36.43</b>  | <b>36.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b>  | <b>94.34</b>  |
| <b>Building Trades (Journeyman)</b>                                | <b>Straight Time</b> | <b>HWR 2</b> | <b>PtB 0</b> | <b>PtB 1</b> | <b>PtB 2</b> | <b>PtB 4</b> | <b>PtB 6</b> | <b>PtB 8</b> | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                      |              | 51.55        | 50.55        | 49.55        | 47.55        | 45.55        | 43.55        | 41.55         | 39.55         |
| Employee Savings Deduction   |                      |              | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00         | 1.00         | 2.00         | 4.00         | 6.00         | 8.00         | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>56.91</b> | <b>56.91</b> | <b>56.91</b> | <b>56.91</b> | <b>56.91</b> | <b>56.91</b> | <b>56.91</b>  | <b>56.91</b>  |
| Health & Welfare   |                      |              | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00          | 4.00          |
| SUB  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Training   |                      |              | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00          | 2.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>37.43</b> | <b>37.43</b> | <b>37.43</b> | <b>37.43</b> | <b>37.43</b> | <b>37.43</b> | <b>37.43</b>  | <b>37.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b>  | <b>94.34</b>  |
| <b>Building Trades (Journeyman)</b>                                | <b>Straight Time</b> | <b>HWR 4</b> | <b>PtB 0</b> | <b>PtB 1</b> | <b>PtB 2</b> | <b>PtB 4</b> | <b>PtB 6</b> | <b>PtB 8</b> | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                      |              | 49.55        | 48.55        | 47.55        | 45.55        | 43.55        | 41.55        | 39.55         | 37.55         |
| Employee Savings Deduction   |                      |              | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36         | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00         | 1.00         | 2.00         | 4.00         | 6.00         | 8.00         | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>54.91</b> | <b>54.91</b> | <b>54.91</b> | <b>54.91</b> | <b>54.91</b> | <b>54.91</b> | <b>54.91</b>  | <b>54.91</b>  |
| Health & Welfare   |                      |              | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21        | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92        | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00          | 4.00          |
| SUB  |                      |              | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00          | 1.00          |
| Training   |                      |              | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45         | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10         | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25         | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00         | 4.00          | 4.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>39.43</b> | <b>39.43</b> | <b>39.43</b> | <b>39.43</b> | <b>39.43</b> | <b>39.43</b> | <b>39.43</b>  | <b>39.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b> | <b>94.34</b>  | <b>94.34</b>  |

**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (Journeyman)</b>                                | <b>Over Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 82.01         | 80.51         | 79.01         | 76.01         | 73.01         | 70.01         | 67.01         | 64.01         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>88.37</b>  | <b>88.37</b>  | <b>88.37</b>  | <b>88.37</b>  | <b>88.37</b>  | <b>88.37</b>  | <b>88.37</b>  | <b>88.37</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> |

| <b>Building Trades (Journeyman)</b>                                | <b>Over Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 80.51         | 79.01         | 77.51         | 74.51         | 71.51         | 68.51         | 65.51         | 62.51         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>86.87</b>  | <b>86.87</b>  | <b>86.87</b>  | <b>86.87</b>  | <b>86.87</b>  | <b>86.87</b>  | <b>86.87</b>  | <b>86.87</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  |
| <b>Total Package :</b>   |                  |              | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> |

| <b>Building Trades (Journeyman)</b>                                | <b>Over Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 79.01         | 77.51         | 76.01         | 73.01         | 70.01         | 67.01         | 64.01         | 61.01         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>85.37</b>  | <b>85.37</b>  | <b>85.37</b>  | <b>85.37</b>  | <b>85.37</b>  | <b>85.37</b>  | <b>85.37</b>  | <b>85.37</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> |

| <b>Building Trades (Journeyman)</b>                                | <b>Over Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 76.01         | 74.51         | 73.01         | 70.01         | 67.01         | 64.01         | 61.01         | 58.01         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>82.37</b>  | <b>82.37</b>  | <b>82.37</b>  | <b>82.37</b>  | <b>82.37</b>  | <b>82.37</b>  | <b>82.37</b>  | <b>82.37</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> | <b>126.05</b> |

**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (Journeyman)</b>                                | <b>Double Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 110.46        | 108.46        | 106.46        | 102.46        | 98.46         | 94.46         | 90.46         | 86.46         |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>117.82</b> | <b>117.82</b> | <b>117.82</b> | <b>117.82</b> | <b>117.82</b> | <b>117.82</b> | <b>117.82</b> | <b>117.82</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> |

| <b>Building Trades (Journeyman)</b>                                | <b>Double Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 108.46        | 106.46        | 104.46        | 100.46        | 96.46         | 92.46         | 88.46         | 84.46         |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>115.82</b> | <b>115.82</b> | <b>115.82</b> | <b>115.82</b> | <b>115.82</b> | <b>115.82</b> | <b>115.82</b> | <b>115.82</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> |

| <b>Building Trades (Journeyman)</b>                                | <b>Double Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 106.46        | 104.46        | 102.46        | 98.46         | 94.46         | 90.46         | 86.46         | 82.46         |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>113.82</b> | <b>113.82</b> | <b>113.82</b> | <b>113.82</b> | <b>113.82</b> | <b>113.82</b> | <b>113.82</b> | <b>113.82</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> |

| <b>Building Trades (Journeyman)</b>                                | <b>Double Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 102.46        | 100.46        | 98.46         | 94.46         | 90.46         | 86.46         | 82.46         | 78.46         |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>109.82</b> | <b>109.82</b> | <b>109.82</b> | <b>109.82</b> | <b>109.82</b> | <b>109.82</b> | <b>109.82</b> | <b>109.82</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> | <b>157.75</b> |



**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (Foreman)</b>                                   | <b>Straight Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|----------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                      |              | 60.91         | 59.91         | 58.91         | 56.91         | 54.91         | 52.91         | 50.91         | 48.91         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>66.27</b>  | <b>66.27</b>  | <b>66.27</b>  | <b>66.27</b>  | <b>66.27</b>  | <b>66.27</b>  | <b>66.27</b>  | <b>66.27</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> |

| <b>Building Trades (Foreman)</b>                                   | <b>Straight Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|----------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                      |              | 59.91         | 58.91         | 57.91         | 55.91         | 53.91         | 51.91         | 49.91         | 47.91         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>65.27</b>  | <b>65.27</b>  | <b>65.27</b>  | <b>65.27</b>  | <b>65.27</b>  | <b>65.27</b>  | <b>65.27</b>  | <b>65.27</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> |

| <b>Building Trades (Foreman)</b>                                   | <b>Straight Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|----------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                      |              | 58.91         | 57.91         | 56.91         | 54.91         | 52.91         | 50.91         | 48.91         | 46.91         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>64.27</b>  | <b>64.27</b>  | <b>64.27</b>  | <b>64.27</b>  | <b>64.27</b>  | <b>64.27</b>  | <b>64.27</b>  | <b>64.27</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> |

| <b>Building Trades (Foreman)</b>                                   | <b>Straight Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|----------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                      |              | 56.91         | 55.91         | 54.91         | 52.91         | 50.91         | 48.91         | 46.91         | 44.91         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>62.27</b>  | <b>62.27</b>  | <b>62.27</b>  | <b>62.27</b>  | <b>62.27</b>  | <b>62.27</b>  | <b>62.27</b>  | <b>62.27</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> | <b>101.70</b> |

**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (Foreman)</b>                                   | <b>Over Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 93.05         | 91.55         | 90.05         | 87.05         | 84.05         | 81.05         | 78.05         | 75.05         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>99.41</b>  | <b>99.41</b>  | <b>99.41</b>  | <b>99.41</b>  | <b>99.41</b>  | <b>99.41</b>  | <b>99.41</b>  | <b>99.41</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> |

| <b>Building Trades (Foreman)</b>                                   | <b>Over Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 91.55         | 90.05         | 88.55         | 85.55         | 82.55         | 79.55         | 76.55         | 73.55         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>97.91</b>  | <b>97.91</b>  | <b>97.91</b>  | <b>97.91</b>  | <b>97.91</b>  | <b>97.91</b>  | <b>97.91</b>  | <b>97.91</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  |
| <b>Total Package :</b>   |                  |              | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> |

| <b>Building Trades (Foreman)</b>                                   | <b>Over Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 90.05         | 88.55         | 87.05         | 84.05         | 81.05         | 78.05         | 75.05         | 72.05         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>96.41</b>  | <b>96.41</b>  | <b>96.41</b>  | <b>96.41</b>  | <b>96.41</b>  | <b>96.41</b>  | <b>96.41</b>  | <b>96.41</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> |

| <b>Building Trades (Foreman)</b>                                   | <b>Over Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 87.05         | 85.55         | 84.05         | 81.05         | 78.05         | 75.05         | 72.05         | 69.05         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>93.41</b>  | <b>93.41</b>  | <b>93.41</b>  | <b>93.41</b>  | <b>93.41</b>  | <b>93.41</b>  | <b>93.41</b>  | <b>93.41</b>  |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> | <b>137.09</b> |

**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (Foreman)</b>                                   | <b>Double Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 125.18        | 123.18        | 121.18        | 117.18        | 113.18        | 109.18        | 105.18        | 101.18        |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>132.54</b> | <b>132.54</b> | <b>132.54</b> | <b>132.54</b> | <b>132.54</b> | <b>132.54</b> | <b>132.54</b> | <b>132.54</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> |
| <b>Building Trades (Foreman)</b>                                   | <b>Double Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                    |              | 123.18        | 121.18        | 119.18        | 115.18        | 111.18        | 107.18        | 103.18        | 99.18         |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>130.54</b> | <b>130.54</b> | <b>130.54</b> | <b>130.54</b> | <b>130.54</b> | <b>130.54</b> | <b>130.54</b> | <b>130.54</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> |
| <b>Building Trades (Foreman)</b>                                   | <b>Double Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                    |              | 121.18        | 119.18        | 117.18        | 113.18        | 109.18        | 105.18        | 101.18        | 97.18         |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>128.54</b> | <b>128.54</b> | <b>128.54</b> | <b>128.54</b> | <b>128.54</b> | <b>128.54</b> | <b>128.54</b> | <b>128.54</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> |
| <b>Building Trades (Foreman)</b>                                   | <b>Double Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                    |              | 117.18        | 115.18        | 113.18        | 109.18        | 105.18        | 101.18        | 97.18         | 93.18         |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>124.54</b> | <b>124.54</b> | <b>124.54</b> | <b>124.54</b> | <b>124.54</b> | <b>124.54</b> | <b>124.54</b> | <b>124.54</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> | <b>172.47</b> |

**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (General Foreman)</b>                           | <b>Straight Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|----------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                      |              | 65.33         | 64.33         | 63.33         | 61.33         | 59.33         | 57.33         | 55.33         | 53.33         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>70.69</b>  | <b>70.69</b>  | <b>70.69</b>  | <b>70.69</b>  | <b>70.69</b>  | <b>70.69</b>  | <b>70.69</b>  | <b>70.69</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  | <b>35.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> |
| <b>Building Trades (General Foreman)</b>                           | <b>Straight Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                      |              | 64.33         | 63.33         | 62.33         | 60.33         | 58.33         | 56.33         | 54.33         | 52.33         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>69.69</b>  | <b>69.69</b>  | <b>69.69</b>  | <b>69.69</b>  | <b>69.69</b>  | <b>69.69</b>  | <b>69.69</b>  | <b>69.69</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  | <b>36.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> |
| <b>Building Trades (General Foreman)</b>                           | <b>Straight Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                      |              | 63.33         | 62.33         | 61.33         | 59.33         | 57.33         | 55.33         | 53.33         | 51.33         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>68.69</b>  | <b>68.69</b>  | <b>68.69</b>  | <b>68.69</b>  | <b>68.69</b>  | <b>68.69</b>  | <b>68.69</b>  | <b>68.69</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  | <b>37.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> |
| <b>Building Trades (General Foreman)</b>                           | <b>Straight Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
| Base Rate  |                      |              | 61.33         | 60.33         | 59.33         | 57.33         | 55.33         | 53.33         | 51.33         | 49.33         |
| Employee Savings Deduction   |                      |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| Market Recovery  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                      |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                      |              | 0.00          | 1.00          | 2.00          | 4.00          | 6.00          | 8.00          | 10.00         | 12.00         |
| <b>Total Hourly Wages :</b>  |                      |              | <b>66.69</b>  | <b>66.69</b>  | <b>66.69</b>  | <b>66.69</b>  | <b>66.69</b>  | <b>66.69</b>  | <b>66.69</b>  | <b>66.69</b>  |
| Health & Welfare   |                      |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                      |              | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          | 0.50          |
| Part A Pension-Defined Benefit                                     |                      |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| SUB  |                      |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                      |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                      |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                      |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                      |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| <b>Total Hourly Fringes :</b>                                      |                      |              | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  | <b>39.43</b>  |
| <b>Total Package :</b>   |                      |              | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> | <b>106.12</b> |

**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (General Foreman)</b>                           | <b>Over Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 99.68         | 98.18         | 96.68         | 93.68         | 90.68         | 87.68         | 84.68         | 81.68         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>106.04</b> | <b>106.04</b> | <b>106.04</b> | <b>106.04</b> | <b>106.04</b> | <b>106.04</b> | <b>106.04</b> | <b>106.04</b> |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  | <b>37.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> |

| <b>Building Trades (General Foreman)</b>                           | <b>Over Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 98.18         | 96.68         | 95.18         | 92.18         | 89.18         | 86.18         | 83.18         | 80.18         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>104.54</b> | <b>104.54</b> | <b>104.54</b> | <b>104.54</b> | <b>104.54</b> | <b>104.54</b> | <b>104.54</b> | <b>104.54</b> |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          | 1.50          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  | <b>39.18</b>  |
| <b>Total Package :</b>   |                  |              | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> |

| <b>Building Trades (General Foreman)</b>                           | <b>Over Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 96.68         | 95.18         | 93.68         | 90.68         | 87.68         | 84.68         | 81.68         | 78.68         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>103.04</b> | <b>103.04</b> | <b>103.04</b> | <b>103.04</b> | <b>103.04</b> | <b>103.04</b> | <b>103.04</b> | <b>103.04</b> |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  | <b>40.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> |

| <b>Building Trades (General Foreman)</b>                           | <b>Over Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                  |              | 93.68         | 92.18         | 90.68         | 87.68         | 84.68         | 81.68         | 78.68         | 75.68         |
| Employee Savings Deduction   |                  |              | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          | 3.00          |
| Market Recovery  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                  |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                  |              | 0.00          | 1.50          | 3.00          | 6.00          | 9.00          | 12.00         | 15.00         | 18.00         |
| <b>Total Hourly Wages :</b>  |                  |              | <b>100.04</b> | <b>100.04</b> | <b>100.04</b> | <b>100.04</b> | <b>100.04</b> | <b>100.04</b> | <b>100.04</b> | <b>100.04</b> |
| Health & Welfare   |                  |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                  |              | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          | 0.75          |
| Part A Pension-Defined Benefit                                     |                  |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| SUB  |                  |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                  |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                  |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                  |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                  |              | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          | 6.00          |
| <b>Total Hourly Fringes :</b>                                      |                  |              | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  | <b>43.68</b>  |
| <b>Total Package :</b>   |                  |              | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> | <b>143.72</b> |

**Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2015 through 06/30/2016**

| <b>Building Trades (General Foreman)</b>                           | <b>Double Time</b> | <b>HWR 0</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 134.02        | 132.02        | 130.02        | 126.02        | 122.02        | 118.02        | 114.02        | 110.02        |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>141.38</b> | <b>141.38</b> | <b>141.38</b> | <b>141.38</b> | <b>141.38</b> | <b>141.38</b> | <b>141.38</b> | <b>141.38</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          | 0.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  | <b>39.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> |

| <b>Building Trades (General Foreman)</b>                           | <b>Double Time</b> | <b>HWR 1</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 132.02        | 130.02        | 128.02        | 124.02        | 120.02        | 116.02        | 112.02        | 108.02        |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>139.38</b> | <b>139.38</b> | <b>139.38</b> | <b>139.38</b> | <b>139.38</b> | <b>139.38</b> | <b>139.38</b> | <b>139.38</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          | 2.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  | <b>41.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> |

| <b>Building Trades (General Foreman)</b>                           | <b>Double Time</b> | <b>HWR 2</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 130.02        | 128.02        | 126.02        | 122.02        | 118.02        | 114.02        | 110.02        | 106.02        |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>137.38</b> | <b>137.38</b> | <b>137.38</b> | <b>137.38</b> | <b>137.38</b> | <b>137.38</b> | <b>137.38</b> | <b>137.38</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  | <b>43.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> |

| <b>Building Trades (General Foreman)</b>                           | <b>Double Time</b> | <b>HWR 4</b> | <b>PtB 0</b>  | <b>PtB 1</b>  | <b>PtB 2</b>  | <b>PtB 4</b>  | <b>PtB 6</b>  | <b>PtB 8</b>  | <b>PtB 10</b> | <b>PtB 12</b> |
|--|--------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Base Rate  |                    |              | 126.02        | 124.02        | 122.02        | 118.02        | 114.02        | 110.02        | 106.02        | 102.02        |
| Employee Savings Deduction   |                    |              | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          | 4.00          |
| Market Recovery  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Dues Check-Off   |                    |              | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          | 2.36          |
| Part B Pension-401(k) Contribution (Fed & State Income Tax Exempt) |                    |              | 0.00          | 2.00          | 4.00          | 8.00          | 12.00         | 16.00         | 20.00         | 24.00         |
| <b>Total Hourly Wages :</b>  |                    |              | <b>133.38</b> | <b>133.38</b> | <b>133.38</b> | <b>133.38</b> | <b>133.38</b> | <b>133.38</b> | <b>133.38</b> | <b>133.38</b> |
| Health & Welfare   |                    |              | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         | 14.21         |
| H&W Extended Reserve   |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Part A Pension-Defined Benefit                                     |                    |              | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         | 13.92         |
| Part B Pension-401(a) Contribution                                 |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| SUB  |                    |              | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          | 1.00          |
| Training   |                    |              | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          | 1.45          |
| Labor Management Cooperation Trust                                 |                    |              | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          | 0.10          |
| Contract Administration  |                    |              | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          | 0.25          |
| Additional H&W Extended Reserve                                    |                    |              | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          | 8.00          |
| <b>Total Hourly Fringes :</b>                                      |                    |              | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  | <b>47.93</b>  |
| <b>Total Package :</b>   |                    |              | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> | <b>181.31</b> |