

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 15th 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 15th 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 15th 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

Building Trades (Journeyman)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			58.91	58.91	58.91	58.91	58.91	58.91	58.91	58.91
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
Total Hourly Fringes :			35.43	35.43	35.43	35.43	35.43	35.43	35.43	35.43
Total Package :			94.34	94.34	94.34	94.34	94.34	94.34	94.34	94.34

Building Trades (Journeyman)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			57.91	57.91	57.91	57.91	57.91	57.91	57.91	57.91
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
Total Hourly Fringes :			36.43	36.43	36.43	36.43	36.43	36.43	36.43	36.43
Total Package :			94.34	94.34	94.34	94.34	94.34	94.34	94.34	94.34

Building Trades (Journeyman)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			56.91	56.91	56.91	56.91	56.91	56.91	56.91	56.91
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
Total Hourly Fringes :			37.43	37.43	37.43	37.43	37.43	37.43	37.43	37.43
Total Package :			94.34	94.34	94.34	94.34	94.34	94.34	94.34	94.34

Building Trades (Journeyman)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			54.91	54.91	54.91	54.91	54.91	54.91	54.91	54.91
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
Total Hourly Fringes :			39.43	39.43	39.43	39.43	39.43	39.43	39.43	39.43
Total Package :			94.34	94.34	94.34	94.34	94.34	94.34	94.34	94.34

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

Building Trades (Journeyman)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			88.37	88.37	88.37	88.37	88.37	88.37	88.37	88.37
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
Total Hourly Fringes :			37.68	37.68	37.68	37.68	37.68	37.68	37.68	37.68
Total Package :			126.05	126.05	126.05	126.05	126.05	126.05	126.05	126.05

Building Trades (Journeyman)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			86.87	86.87	86.87	86.87	86.87	86.87	86.87	86.87
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
Total Hourly Fringes :			39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18
Total Package :			126.05	126.05	126.05	126.05	126.05	126.05	126.05	126.05

Building Trades (Journeyman)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			85.37	85.37	85.37	85.37	85.37	85.37	85.37	85.37
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
Total Hourly Fringes :			40.68	40.68	40.68	40.68	40.68	40.68	40.68	40.68
Total Package :			126.05	126.05	126.05	126.05	126.05	126.05	126.05	126.05

Building Trades (Journeyman)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			82.37	82.37	82.37	82.37	82.37	82.37	82.37	82.37
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
Total Hourly Fringes :			43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
Total Package :			126.05	126.05	126.05	126.05	126.05	126.05	126.05	126.05

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Building Trades (Journeyman)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			117.82	117.82	117.82	117.82	117.82	117.82	117.82	117.82
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
Total Hourly Fringes :			39.93	39.93	39.93	39.93	39.93	39.93	39.93	39.93
Total Package :			157.75	157.75	157.75	157.75	157.75	157.75	157.75	157.75

Building Trades (Journeyman)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			115.82	115.82	115.82	115.82	115.82	115.82	115.82	115.82
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
Total Hourly Fringes :			41.93	41.93	41.93	41.93	41.93	41.93	41.93	41.93
Total Package :			157.75	157.75	157.75	157.75	157.75	157.75	157.75	157.75

Building Trades (Journeyman)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			113.82	113.82	113.82	113.82	113.82	113.82	113.82	113.82
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
Total Hourly Fringes :			43.93	43.93	43.93	43.93	43.93	43.93	43.93	43.93
Total Package :			157.75	157.75	157.75	157.75	157.75	157.75	157.75	157.75

Building Trades (Journeyman)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			109.82	109.82	109.82	109.82	109.82	109.82	109.82	109.82
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
Total Hourly Fringes :			47.93	47.93	47.93	47.93	47.93	47.93	47.93	47.93
Total Package :			157.75	157.75	157.75	157.75	157.75	157.75	157.75	157.75

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Building Trades (Foreman)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			66.27	66.27	66.27	66.27	66.27	66.27	66.27	66.27
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
Total Hourly Fringes :			35.43	35.43	35.43	35.43	35.43	35.43	35.43	35.43
Total Package :			101.70	101.70	101.70	101.70	101.70	101.70	101.70	101.70

Building Trades (Foreman)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27
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
Total Hourly Fringes :			36.43	36.43	36.43	36.43	36.43	36.43	36.43	36.43
Total Package :			101.70	101.70	101.70	101.70	101.70	101.70	101.70	101.70

Building Trades (Foreman)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			64.27	64.27	64.27	64.27	64.27	64.27	64.27	64.27
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
Total Hourly Fringes :			37.43	37.43	37.43	37.43	37.43	37.43	37.43	37.43
Total Package :			101.70	101.70	101.70	101.70	101.70	101.70	101.70	101.70

Building Trades (Foreman)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			62.27	62.27	62.27	62.27	62.27	62.27	62.27	62.27
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
Total Hourly Fringes :			39.43	39.43	39.43	39.43	39.43	39.43	39.43	39.43
Total Package :			101.70	101.70	101.70	101.70	101.70	101.70	101.70	101.70

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Building Trades (Foreman)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			99.41	99.41	99.41	99.41	99.41	99.41	99.41	99.41
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
Total Hourly Fringes :			37.68	37.68	37.68	37.68	37.68	37.68	37.68	37.68
Total Package :			137.09	137.09	137.09	137.09	137.09	137.09	137.09	137.09

Building Trades (Foreman)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			97.91	97.91	97.91	97.91	97.91	97.91	97.91	97.91
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
Total Hourly Fringes :			39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18
Total Package :			137.09	137.09	137.09	137.09	137.09	137.09	137.09	137.09

Building Trades (Foreman)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			96.41	96.41	96.41	96.41	96.41	96.41	96.41	96.41
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
Total Hourly Fringes :			40.68	40.68	40.68	40.68	40.68	40.68	40.68	40.68
Total Package :			137.09	137.09	137.09	137.09	137.09	137.09	137.09	137.09

Building Trades (Foreman)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			93.41	93.41	93.41	93.41	93.41	93.41	93.41	93.41
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
Total Hourly Fringes :			43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
Total Package :			137.09	137.09	137.09	137.09	137.09	137.09	137.09	137.09

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Building Trades (Foreman)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			132.54	132.54	132.54	132.54	132.54	132.54	132.54	132.54
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
Total Hourly Fringes :			39.93	39.93	39.93	39.93	39.93	39.93	39.93	39.93
Total Package :			172.47	172.47	172.47	172.47	172.47	172.47	172.47	172.47
Building Trades (Foreman)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			130.54	130.54	130.54	130.54	130.54	130.54	130.54	130.54
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
Total Hourly Fringes :			41.93	41.93	41.93	41.93	41.93	41.93	41.93	41.93
Total Package :			172.47	172.47	172.47	172.47	172.47	172.47	172.47	172.47
Building Trades (Foreman)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			128.54	128.54	128.54	128.54	128.54	128.54	128.54	128.54
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
Total Hourly Fringes :			43.93	43.93	43.93	43.93	43.93	43.93	43.93	43.93
Total Package :			172.47	172.47	172.47	172.47	172.47	172.47	172.47	172.47
Building Trades (Foreman)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			124.54	124.54	124.54	124.54	124.54	124.54	124.54	124.54
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
Total Hourly Fringes :			47.93	47.93	47.93	47.93	47.93	47.93	47.93	47.93
Total Package :			172.47	172.47	172.47	172.47	172.47	172.47	172.47	172.47

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Building Trades (General Foreman)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			70.69	70.69	70.69	70.69	70.69	70.69	70.69	70.69
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
Total Hourly Fringes :			35.43	35.43	35.43	35.43	35.43	35.43	35.43	35.43
Total Package :			106.12	106.12	106.12	106.12	106.12	106.12	106.12	106.12
Building Trades (General Foreman)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			69.69	69.69	69.69	69.69	69.69	69.69	69.69	69.69
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
Total Hourly Fringes :			36.43	36.43	36.43	36.43	36.43	36.43	36.43	36.43
Total Package :			106.12	106.12	106.12	106.12	106.12	106.12	106.12	106.12
Building Trades (General Foreman)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			68.69	68.69	68.69	68.69	68.69	68.69	68.69	68.69
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
Total Hourly Fringes :			37.43	37.43	37.43	37.43	37.43	37.43	37.43	37.43
Total Package :			106.12	106.12	106.12	106.12	106.12	106.12	106.12	106.12
Building Trades (General Foreman)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			66.69	66.69	66.69	66.69	66.69	66.69	66.69	66.69
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
Total Hourly Fringes :			39.43	39.43	39.43	39.43	39.43	39.43	39.43	39.43
Total Package :			106.12	106.12	106.12	106.12	106.12	106.12	106.12	106.12

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Building Trades (General Foreman)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			106.04	106.04	106.04	106.04	106.04	106.04	106.04	106.04
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
Total Hourly Fringes :			37.68	37.68	37.68	37.68	37.68	37.68	37.68	37.68
Total Package :			143.72	143.72	143.72	143.72	143.72	143.72	143.72	143.72

Building Trades (General Foreman)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			104.54	104.54	104.54	104.54	104.54	104.54	104.54	104.54
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
Total Hourly Fringes :			39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18
Total Package :			143.72	143.72	143.72	143.72	143.72	143.72	143.72	143.72

Building Trades (General Foreman)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			103.04	103.04	103.04	103.04	103.04	103.04	103.04	103.04
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
Total Hourly Fringes :			40.68	40.68	40.68	40.68	40.68	40.68	40.68	40.68
Total Package :			143.72	143.72	143.72	143.72	143.72	143.72	143.72	143.72

Building Trades (General Foreman)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			100.04	100.04	100.04	100.04	100.04	100.04	100.04	100.04
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
Total Hourly Fringes :			43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
Total Package :			143.72	143.72	143.72	143.72	143.72	143.72	143.72	143.72

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

Building Trades (General Foreman)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			141.38	141.38	141.38	141.38	141.38	141.38	141.38	141.38
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
Total Hourly Fringes :			39.93	39.93	39.93	39.93	39.93	39.93	39.93	39.93
Total Package :			181.31	181.31	181.31	181.31	181.31	181.31	181.31	181.31

Building Trades (General Foreman)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			139.38	139.38	139.38	139.38	139.38	139.38	139.38	139.38
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
Total Hourly Fringes :			41.93	41.93	41.93	41.93	41.93	41.93	41.93	41.93
Total Package :			181.31	181.31	181.31	181.31	181.31	181.31	181.31	181.31

Building Trades (General Foreman)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			137.38	137.38	137.38	137.38	137.38	137.38	137.38	137.38
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
Total Hourly Fringes :			43.93	43.93	43.93	43.93	43.93	43.93	43.93	43.93
Total Package :			181.31	181.31	181.31	181.31	181.31	181.31	181.31	181.31

Building Trades (General Foreman)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			133.38	133.38	133.38	133.38	133.38	133.38	133.38	133.38
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
Total Hourly Fringes :			47.93	47.93	47.93	47.93	47.93	47.93	47.93	47.93
Total Package :			181.31	181.31	181.31	181.31	181.31	181.31	181.31	181.31