

# **Plumbers, Steamfitters and Refrigeration Fitters**

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



# **Building Trades Apprentice 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)

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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 (BT Appr Per 1)</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			23.69	22.69	21.69	19.69	17.69	15.69	13.69	11.69
Employee Savings Deduction			0.82	0.82	0.82	0.82	0.82	0.82	0.82	0.82
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>26.00</b>	<b>26.00</b>	<b>26.00</b>	<b>26.00</b>	<b>26.00</b>	<b>26.00</b>	<b>26.00</b>	<b>26.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>

<b>Building Trades (BT Appr Per 1)</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			22.69	21.69	20.69	18.69	16.69	14.69	12.69	10.69
Employee Savings Deduction			0.82	0.82	0.82	0.82	0.82	0.82	0.82	0.82
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>25.00</b>	<b>25.00</b>	<b>25.00</b>	<b>25.00</b>	<b>25.00</b>	<b>25.00</b>	<b>25.00</b>	<b>25.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>
<b>Total Package :</b>			<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>

<b>Building Trades (BT Appr Per 1)</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			21.69	20.69	19.69	17.69	15.69	13.69	11.69	9.69
Employee Savings Deduction			0.82	0.82	0.82	0.82	0.82	0.82	0.82	0.82
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>24.00</b>	<b>24.00</b>	<b>24.00</b>	<b>24.00</b>	<b>24.00</b>	<b>24.00</b>	<b>24.00</b>	<b>24.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>

<b>Building Trades (BT Appr Per 1)</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			19.69	18.69	17.69	15.69	13.69	11.69	9.69	7.69
Employee Savings Deduction			0.82	0.82	0.82	0.82	0.82	0.82	0.82	0.82
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>	<b>22.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>

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

<b>Building Trades (BT Appr Per 1)</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			36.29	34.79	33.29	30.29	27.29	24.29	21.29	18.29
Employee Savings Deduction			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>39.01</b>	<b>39.01</b>	<b>39.01</b>	<b>39.01</b>	<b>39.01</b>	<b>39.01</b>	<b>39.01</b>	<b>39.01</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>

<b>Building Trades (BT Appr Per 1)</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			34.79	33.29	31.79	28.79	25.79	22.79	19.79	16.79
Employee Savings Deduction			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>37.51</b>	<b>37.51</b>	<b>37.51</b>	<b>37.51</b>	<b>37.51</b>	<b>37.51</b>	<b>37.51</b>	<b>37.51</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>
<b>Total Package :</b>			<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>

<b>Building Trades (BT Appr Per 1)</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			33.29	31.79	30.29	27.29	24.29	21.29	18.29	15.29
Employee Savings Deduction			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>36.01</b>	<b>36.01</b>	<b>36.01</b>	<b>36.01</b>	<b>36.01</b>	<b>36.01</b>	<b>36.01</b>	<b>36.01</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>
<b>Total Package :</b>			<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>

<b>Building Trades (BT Appr Per 1)</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			30.29	28.79	27.29	24.29	21.29	18.29	15.29	12.29
Employee Savings Deduction			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>33.01</b>	<b>33.01</b>	<b>33.01</b>	<b>33.01</b>	<b>33.01</b>	<b>33.01</b>	<b>33.01</b>	<b>33.01</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>
<b>Total Package :</b>			<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>	<b>69.54</b>

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

<b>Building Trades (BT Appr Per 1)</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			48.87	46.87	44.87	40.87	36.87	32.87	28.87	24.87
Employee Savings Deduction			1.64	1.64	1.64	1.64	1.64	1.64	1.64	1.64
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>52.00</b>	<b>52.00</b>	<b>52.00</b>	<b>52.00</b>	<b>52.00</b>	<b>52.00</b>	<b>52.00</b>	<b>52.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>

<b>Building Trades (BT Appr Per 1)</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			46.87	44.87	42.87	38.87	34.87	30.87	26.87	22.87
Employee Savings Deduction			1.64	1.64	1.64	1.64	1.64	1.64	1.64	1.64
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>50.00</b>	<b>50.00</b>	<b>50.00</b>	<b>50.00</b>	<b>50.00</b>	<b>50.00</b>	<b>50.00</b>	<b>50.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>

<b>Building Trades (BT Appr Per 1)</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			44.87	42.87	40.87	36.87	32.87	28.87	24.87	20.87
Employee Savings Deduction			1.64	1.64	1.64	1.64	1.64	1.64	1.64	1.64
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>48.00</b>	<b>48.00</b>	<b>48.00</b>	<b>48.00</b>	<b>48.00</b>	<b>48.00</b>	<b>48.00</b>	<b>48.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>

<b>Building Trades (BT Appr Per 1)</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			40.87	38.87	36.87	32.87	28.87	24.87	20.87	16.87
Employee Savings Deduction			1.64	1.64	1.64	1.64	1.64	1.64	1.64	1.64
Market Recovery			0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Dues Check-Off			1.08	1.08	1.08	1.08	1.08	1.08	1.08	1.08
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>44.00</b>	<b>44.00</b>	<b>44.00</b>	<b>44.00</b>	<b>44.00</b>	<b>44.00</b>	<b>44.00</b>	<b>44.00</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>
<b>Total Package :</b>			<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>	<b>82.53</b>

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

<b>Building Trades (BT Appr Per 2)</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			26.68	25.68	24.68	22.68	20.68	18.68	16.68	14.68
Employee Savings Deduction			0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>29.17</b>	<b>29.17</b>	<b>29.17</b>	<b>29.17</b>	<b>29.17</b>	<b>29.17</b>	<b>29.17</b>	<b>29.17</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>

<b>Building Trades (BT Appr Per 2)</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			25.68	24.68	23.68	21.68	19.68	17.68	15.68	13.68
Employee Savings Deduction			0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>28.17</b>	<b>28.17</b>	<b>28.17</b>	<b>28.17</b>	<b>28.17</b>	<b>28.17</b>	<b>28.17</b>	<b>28.17</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>
<b>Total Package :</b>			<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>

<b>Building Trades (BT Appr Per 2)</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			24.68	23.68	22.68	20.68	18.68	16.68	14.68	12.68
Employee Savings Deduction			0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>27.17</b>	<b>27.17</b>	<b>27.17</b>	<b>27.17</b>	<b>27.17</b>	<b>27.17</b>	<b>27.17</b>	<b>27.17</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>

<b>Building Trades (BT Appr Per 2)</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			22.68	21.68	20.68	18.68	16.68	14.68	12.68	10.68
Employee Savings Deduction			0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>25.17</b>	<b>25.17</b>	<b>25.17</b>	<b>25.17</b>	<b>25.17</b>	<b>25.17</b>	<b>25.17</b>	<b>25.17</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>	<b>59.70</b>



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

<b>Building Trades (BT Appr Per 2)</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			40.81	39.31	37.81	34.81	31.81	28.81	25.81	22.81
Employee Savings Deduction			1.38	1.38	1.38	1.38	1.38	1.38	1.38	1.38
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>43.76</b>	<b>43.76</b>	<b>43.76</b>	<b>43.76</b>	<b>43.76</b>	<b>43.76</b>	<b>43.76</b>	<b>43.76</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>

<b>Building Trades (BT Appr Per 2)</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			39.31	37.81	36.31	33.31	30.31	27.31	24.31	21.31
Employee Savings Deduction			1.38	1.38	1.38	1.38	1.38	1.38	1.38	1.38
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>42.26</b>	<b>42.26</b>	<b>42.26</b>	<b>42.26</b>	<b>42.26</b>	<b>42.26</b>	<b>42.26</b>	<b>42.26</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>
<b>Total Package :</b>			<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>

<b>Building Trades (BT Appr Per 2)</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			37.81	36.31	34.81	31.81	28.81	25.81	22.81	19.81
Employee Savings Deduction			1.38	1.38	1.38	1.38	1.38	1.38	1.38	1.38
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>40.76</b>	<b>40.76</b>	<b>40.76</b>	<b>40.76</b>	<b>40.76</b>	<b>40.76</b>	<b>40.76</b>	<b>40.76</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>
<b>Total Package :</b>			<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>

<b>Building Trades (BT Appr Per 2)</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			34.81	33.31	31.81	28.81	25.81	22.81	19.81	16.81
Employee Savings Deduction			1.38	1.38	1.38	1.38	1.38	1.38	1.38	1.38
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>37.76</b>	<b>37.76</b>	<b>37.76</b>	<b>37.76</b>	<b>37.76</b>	<b>37.76</b>	<b>37.76</b>	<b>37.76</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>
<b>Total Package :</b>			<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>	<b>74.29</b>

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

<b>Building Trades (BT Appr Per 2)</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			54.93	52.93	50.93	46.93	42.93	38.93	34.93	30.93
Employee Savings Deduction			1.84	1.84	1.84	1.84	1.84	1.84	1.84	1.84
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>58.34</b>	<b>58.34</b>	<b>58.34</b>	<b>58.34</b>	<b>58.34</b>	<b>58.34</b>	<b>58.34</b>	<b>58.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>

<b>Building Trades (BT Appr Per 2)</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			52.93	50.93	48.93	44.93	40.93	36.93	32.93	28.93
Employee Savings Deduction			1.84	1.84	1.84	1.84	1.84	1.84	1.84	1.84
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>56.34</b>	<b>56.34</b>	<b>56.34</b>	<b>56.34</b>	<b>56.34</b>	<b>56.34</b>	<b>56.34</b>	<b>56.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>

<b>Building Trades (BT Appr Per 2)</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			50.93	48.93	46.93	42.93	38.93	34.93	30.93	26.93
Employee Savings Deduction			1.84	1.84	1.84	1.84	1.84	1.84	1.84	1.84
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>54.34</b>	<b>54.34</b>	<b>54.34</b>	<b>54.34</b>	<b>54.34</b>	<b>54.34</b>	<b>54.34</b>	<b>54.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>

<b>Building Trades (BT Appr Per 2)</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			46.93	44.93	42.93	38.93	34.93	30.93	26.93	22.93
Employee Savings Deduction			1.84	1.84	1.84	1.84	1.84	1.84	1.84	1.84
Market Recovery			0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Dues Check-Off			1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11
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>50.34</b>	<b>50.34</b>	<b>50.34</b>	<b>50.34</b>	<b>50.34</b>	<b>50.34</b>	<b>50.34</b>	<b>50.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>
<b>Total Package :</b>			<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>	<b>88.87</b>

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

<b>Building Trades (BT Appr Per 3)</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			29.63	28.63	27.63	25.63	23.63	21.63	19.63	17.63
Employee Savings Deduction			1.02	1.02	1.02	1.02	1.02	1.02	1.02	1.02
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>32.34</b>	<b>32.34</b>	<b>32.34</b>	<b>32.34</b>	<b>32.34</b>	<b>32.34</b>	<b>32.34</b>	<b>32.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>

<b>Building Trades (BT Appr Per 3)</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			28.63	27.63	26.63	24.63	22.63	20.63	18.63	16.63
Employee Savings Deduction			1.02	1.02	1.02	1.02	1.02	1.02	1.02	1.02
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>31.34</b>	<b>31.34</b>	<b>31.34</b>	<b>31.34</b>	<b>31.34</b>	<b>31.34</b>	<b>31.34</b>	<b>31.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>
<b>Total Package :</b>			<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>

<b>Building Trades (BT Appr Per 3)</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			27.63	26.63	25.63	23.63	21.63	19.63	17.63	15.63
Employee Savings Deduction			1.02	1.02	1.02	1.02	1.02	1.02	1.02	1.02
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>30.34</b>	<b>30.34</b>	<b>30.34</b>	<b>30.34</b>	<b>30.34</b>	<b>30.34</b>	<b>30.34</b>	<b>30.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>

<b>Building Trades (BT Appr Per 3)</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			25.63	24.63	23.63	21.63	19.63	17.63	15.63	13.63
Employee Savings Deduction			1.02	1.02	1.02	1.02	1.02	1.02	1.02	1.02
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>28.34</b>	<b>28.34</b>	<b>28.34</b>	<b>28.34</b>	<b>28.34</b>	<b>28.34</b>	<b>28.34</b>	<b>28.34</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>	<b>62.87</b>

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<b>Building Trades (BT Appr Per 3)</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			45.30	43.80	42.30	39.30	36.30	33.30	30.30	27.30
Employee Savings Deduction			1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>48.52</b>	<b>48.52</b>	<b>48.52</b>	<b>48.52</b>	<b>48.52</b>	<b>48.52</b>	<b>48.52</b>	<b>48.52</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>

<b>Building Trades (BT Appr Per 3)</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			43.80	42.30	40.80	37.80	34.80	31.80	28.80	25.80
Employee Savings Deduction			1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>47.02</b>	<b>47.02</b>	<b>47.02</b>	<b>47.02</b>	<b>47.02</b>	<b>47.02</b>	<b>47.02</b>	<b>47.02</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>
<b>Total Package :</b>			<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>

<b>Building Trades (BT Appr Per 3)</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			42.30	40.80	39.30	36.30	33.30	30.30	27.30	24.30
Employee Savings Deduction			1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>45.52</b>	<b>45.52</b>	<b>45.52</b>	<b>45.52</b>	<b>45.52</b>	<b>45.52</b>	<b>45.52</b>	<b>45.52</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>
<b>Total Package :</b>			<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>

<b>Building Trades (BT Appr Per 3)</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			39.30	37.80	36.30	33.30	30.30	27.30	24.30	21.30
Employee Savings Deduction			1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>42.52</b>	<b>42.52</b>	<b>42.52</b>	<b>42.52</b>	<b>42.52</b>	<b>42.52</b>	<b>42.52</b>	<b>42.52</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>
<b>Total Package :</b>			<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>	<b>79.05</b>

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

<b>Building Trades (BT Appr Per 3)</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			60.95	58.95	56.95	52.95	48.95	44.95	40.95	36.95
Employee Savings Deduction			2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>64.68</b>	<b>64.68</b>	<b>64.68</b>	<b>64.68</b>	<b>64.68</b>	<b>64.68</b>	<b>64.68</b>	<b>64.68</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>

<b>Building Trades (BT Appr Per 3)</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			58.95	56.95	54.95	50.95	46.95	42.95	38.95	34.95
Employee Savings Deduction			2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>62.68</b>	<b>62.68</b>	<b>62.68</b>	<b>62.68</b>	<b>62.68</b>	<b>62.68</b>	<b>62.68</b>	<b>62.68</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>

<b>Building Trades (BT Appr Per 3)</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			56.95	54.95	52.95	48.95	44.95	40.95	36.95	32.95
Employee Savings Deduction			2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>60.68</b>	<b>60.68</b>	<b>60.68</b>	<b>60.68</b>	<b>60.68</b>	<b>60.68</b>	<b>60.68</b>	<b>60.68</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>

<b>Building Trades (BT Appr Per 3)</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			52.95	50.95	48.95	44.95	40.95	36.95	32.95	28.95
Employee Savings Deduction			2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04
Market Recovery			0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Dues Check-Off			1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
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>56.68</b>	<b>56.68</b>	<b>56.68</b>	<b>56.68</b>	<b>56.68</b>	<b>56.68</b>	<b>56.68</b>	<b>56.68</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>
<b>Total Package :</b>			<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>	<b>95.21</b>

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

<b>Building Trades (BT Appr Per 4)</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			32.60	31.60	30.60	28.60	26.60	24.60	22.60	20.60
Employee Savings Deduction			1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>35.51</b>	<b>35.51</b>	<b>35.51</b>	<b>35.51</b>	<b>35.51</b>	<b>35.51</b>	<b>35.51</b>	<b>35.51</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>

<b>Building Trades (BT Appr Per 4)</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			31.60	30.60	29.60	27.60	25.60	23.60	21.60	19.60
Employee Savings Deduction			1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>34.51</b>	<b>34.51</b>	<b>34.51</b>	<b>34.51</b>	<b>34.51</b>	<b>34.51</b>	<b>34.51</b>	<b>34.51</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>
<b>Total Package :</b>			<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>

<b>Building Trades (BT Appr Per 4)</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			30.60	29.60	28.60	26.60	24.60	22.60	20.60	18.60
Employee Savings Deduction			1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>33.51</b>	<b>33.51</b>	<b>33.51</b>	<b>33.51</b>	<b>33.51</b>	<b>33.51</b>	<b>33.51</b>	<b>33.51</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>

<b>Building Trades (BT Appr Per 4)</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			28.60	27.60	26.60	24.60	22.60	20.60	18.60	16.60
Employee Savings Deduction			1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>31.51</b>	<b>31.51</b>	<b>31.51</b>	<b>31.51</b>	<b>31.51</b>	<b>31.51</b>	<b>31.51</b>	<b>31.51</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>	<b>66.04</b>

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

<b>Building Trades (BT Appr Per 4)</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			49.80	48.30	46.80	43.80	40.80	37.80	34.80	31.80
Employee Savings Deduction			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>53.27</b>	<b>53.27</b>	<b>53.27</b>	<b>53.27</b>	<b>53.27</b>	<b>53.27</b>	<b>53.27</b>	<b>53.27</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>

<b>Building Trades (BT Appr Per 4)</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			48.30	46.80	45.30	42.30	39.30	36.30	33.30	30.30
Employee Savings Deduction			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>51.77</b>	<b>51.77</b>	<b>51.77</b>	<b>51.77</b>	<b>51.77</b>	<b>51.77</b>	<b>51.77</b>	<b>51.77</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>
<b>Total Package :</b>			<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>

<b>Building Trades (BT Appr Per 4)</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			46.80	45.30	43.80	40.80	37.80	34.80	31.80	28.80
Employee Savings Deduction			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>50.27</b>	<b>50.27</b>	<b>50.27</b>	<b>50.27</b>	<b>50.27</b>	<b>50.27</b>	<b>50.27</b>	<b>50.27</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>
<b>Total Package :</b>			<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>

<b>Building Trades (BT Appr Per 4)</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			43.80	42.30	40.80	37.80	34.80	31.80	28.80	25.80
Employee Savings Deduction			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>47.27</b>	<b>47.27</b>	<b>47.27</b>	<b>47.27</b>	<b>47.27</b>	<b>47.27</b>	<b>47.27</b>	<b>47.27</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>
<b>Total Package :</b>			<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>	<b>83.80</b>

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

<b>Building Trades (BT Appr Per 4)</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			66.99	64.99	62.99	58.99	54.99	50.99	46.99	42.99
Employee Savings Deduction			2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>71.02</b>	<b>71.02</b>	<b>71.02</b>	<b>71.02</b>	<b>71.02</b>	<b>71.02</b>	<b>71.02</b>	<b>71.02</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>

<b>Building Trades (BT Appr Per 4)</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			64.99	62.99	60.99	56.99	52.99	48.99	44.99	40.99
Employee Savings Deduction			2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>	<b>69.02</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>

<b>Building Trades (BT Appr Per 4)</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			62.99	60.99	58.99	54.99	50.99	46.99	42.99	38.99
Employee Savings Deduction			2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>67.02</b>	<b>67.02</b>	<b>67.02</b>	<b>67.02</b>	<b>67.02</b>	<b>67.02</b>	<b>67.02</b>	<b>67.02</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>

<b>Building Trades (BT Appr Per 4)</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			58.99	56.99	54.99	50.99	46.99	42.99	38.99	34.99
Employee Savings Deduction			2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24
Market Recovery			0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
Dues Check-Off			1.23	1.23	1.23	1.23	1.23	1.23	1.23	1.23
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>63.02</b>	<b>63.02</b>	<b>63.02</b>	<b>63.02</b>	<b>63.02</b>	<b>63.02</b>	<b>63.02</b>	<b>63.02</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>
<b>Total Package :</b>			<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>	<b>101.55</b>



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

<b>Building Trades (BT Appr Per 5)</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			35.57	34.57	33.57	31.57	29.57	27.57	25.57	23.57
Employee Savings Deduction			1.22	1.22	1.22	1.22	1.22	1.22	1.22	1.22
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>38.68</b>	<b>38.68</b>	<b>38.68</b>	<b>38.68</b>	<b>38.68</b>	<b>38.68</b>	<b>38.68</b>	<b>38.68</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>

<b>Building Trades (BT Appr Per 5)</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			34.57	33.57	32.57	30.57	28.57	26.57	24.57	22.57
Employee Savings Deduction			1.22	1.22	1.22	1.22	1.22	1.22	1.22	1.22
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>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>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>	<b>31.53</b>
<b>Total Package :</b>			<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>

<b>Building Trades (BT Appr Per 5)</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			33.57	32.57	31.57	29.57	27.57	25.57	23.57	21.57
Employee Savings Deduction			1.22	1.22	1.22	1.22	1.22	1.22	1.22	1.22
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>36.68</b>	<b>36.68</b>	<b>36.68</b>	<b>36.68</b>	<b>36.68</b>	<b>36.68</b>	<b>36.68</b>	<b>36.68</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>

<b>Building Trades (BT Appr Per 5)</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			31.57	30.57	29.57	27.57	25.57	23.57	21.57	19.57
Employee Savings Deduction			1.22	1.22	1.22	1.22	1.22	1.22	1.22	1.22
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>34.68</b>	<b>34.68</b>	<b>34.68</b>	<b>34.68</b>	<b>34.68</b>	<b>34.68</b>	<b>34.68</b>	<b>34.68</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>	<b>69.21</b>

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<b>Building Trades (BT Appr Per 5)</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			54.31	52.81	51.31	48.31	45.31	42.31	39.31	36.31
Employee Savings Deduction			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>58.03</b>	<b>58.03</b>	<b>58.03</b>	<b>58.03</b>	<b>58.03</b>	<b>58.03</b>	<b>58.03</b>	<b>58.03</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>

<b>Building Trades (BT Appr Per 5)</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			52.81	51.31	49.81	46.81	43.81	40.81	37.81	34.81
Employee Savings Deduction			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>	<b>56.53</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>	<b>32.03</b>
<b>Total Package :</b>			<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>

<b>Building Trades (BT Appr Per 5)</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			51.31	49.81	48.31	45.31	42.31	39.31	36.31	33.31
Employee Savings Deduction			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>55.03</b>	<b>55.03</b>	<b>55.03</b>	<b>55.03</b>	<b>55.03</b>	<b>55.03</b>	<b>55.03</b>	<b>55.03</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>	<b>33.53</b>
<b>Total Package :</b>			<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>

<b>Building Trades (BT Appr Per 5)</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			48.31	46.81	45.31	42.31	39.31	36.31	33.31	30.31
Employee Savings Deduction			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>52.03</b>	<b>52.03</b>	<b>52.03</b>	<b>52.03</b>	<b>52.03</b>	<b>52.03</b>	<b>52.03</b>	<b>52.03</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>	<b>36.53</b>
<b>Total Package :</b>			<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>	<b>88.56</b>

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

<b>Building Trades (BT Appr Per 5)</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			73.03	71.03	69.03	65.03	61.03	57.03	53.03	49.03
Employee Savings Deduction			2.44	2.44	2.44	2.44	2.44	2.44	2.44	2.44
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>77.36</b>	<b>77.36</b>	<b>77.36</b>	<b>77.36</b>	<b>77.36</b>	<b>77.36</b>	<b>77.36</b>	<b>77.36</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>	<b>30.53</b>
<b>Total Package :</b>			<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>

<b>Building Trades (BT Appr Per 5)</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			71.03	69.03	67.03	63.03	59.03	55.03	51.03	47.03
Employee Savings Deduction			2.44	2.44	2.44	2.44	2.44	2.44	2.44	2.44
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>75.36</b>	<b>75.36</b>	<b>75.36</b>	<b>75.36</b>	<b>75.36</b>	<b>75.36</b>	<b>75.36</b>	<b>75.36</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>	<b>32.53</b>
<b>Total Package :</b>			<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>

<b>Building Trades (BT Appr Per 5)</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			69.03	67.03	65.03	61.03	57.03	53.03	49.03	45.03
Employee Savings Deduction			2.44	2.44	2.44	2.44	2.44	2.44	2.44	2.44
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>73.36</b>	<b>73.36</b>	<b>73.36</b>	<b>73.36</b>	<b>73.36</b>	<b>73.36</b>	<b>73.36</b>	<b>73.36</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>	<b>34.53</b>
<b>Total Package :</b>			<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>

<b>Building Trades (BT Appr Per 5)</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			65.03	63.03	61.03	57.03	53.03	49.03	45.03	41.03
Employee Savings Deduction			2.44	2.44	2.44	2.44	2.44	2.44	2.44	2.44
Market Recovery			0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61
Dues Check-Off			1.28	1.28	1.28	1.28	1.28	1.28	1.28	1.28
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>69.36</b>	<b>69.36</b>	<b>69.36</b>	<b>69.36</b>	<b>69.36</b>	<b>69.36</b>	<b>69.36</b>	<b>69.36</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SUB			0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
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>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>	<b>38.53</b>
<b>Total Package :</b>			<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>	<b>107.89</b>

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

<b>Building Trades (BT Appr Per 6)</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			38.28	37.28	36.28	34.28	32.28	30.28	28.28	26.28
Employee Savings Deduction			1.32	1.32	1.32	1.32	1.32	1.32	1.32	1.32
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>41.85</b>	<b>41.85</b>	<b>41.85</b>	<b>41.85</b>	<b>41.85</b>	<b>41.85</b>	<b>41.85</b>	<b>41.85</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>

<b>Building Trades (BT Appr Per 6)</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			37.28	36.28	35.28	33.28	31.28	29.28	27.28	25.28
Employee Savings Deduction			1.32	1.32	1.32	1.32	1.32	1.32	1.32	1.32
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>40.85</b>	<b>40.85</b>	<b>40.85</b>	<b>40.85</b>	<b>40.85</b>	<b>40.85</b>	<b>40.85</b>	<b>40.85</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>
<b>Total Package :</b>			<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>

<b>Building Trades (BT Appr Per 6)</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			36.28	35.28	34.28	32.28	30.28	28.28	26.28	24.28
Employee Savings Deduction			1.32	1.32	1.32	1.32	1.32	1.32	1.32	1.32
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>39.85</b>	<b>39.85</b>	<b>39.85</b>	<b>39.85</b>	<b>39.85</b>	<b>39.85</b>	<b>39.85</b>	<b>39.85</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>

<b>Building Trades (BT Appr Per 6)</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			34.28	33.28	32.28	30.28	28.28	26.28	24.28	22.28
Employee Savings Deduction			1.32	1.32	1.32	1.32	1.32	1.32	1.32	1.32
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>37.85</b>	<b>37.85</b>	<b>37.85</b>	<b>37.85</b>	<b>37.85</b>	<b>37.85</b>	<b>37.85</b>	<b>37.85</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>	<b>72.78</b>

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

<b>Building Trades (BT Appr Per 6)</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			58.55	57.05	55.55	52.55	49.55	46.55	43.55	40.55
Employee Savings Deduction			1.98	1.98	1.98	1.98	1.98	1.98	1.98	1.98
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>62.78</b>	<b>62.78</b>	<b>62.78</b>	<b>62.78</b>	<b>62.78</b>	<b>62.78</b>	<b>62.78</b>	<b>62.78</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>
<b>Building Trades (BT Appr Per 6)</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			57.05	55.55	54.05	51.05	48.05	45.05	42.05	39.05
Employee Savings Deduction			1.98	1.98	1.98	1.98	1.98	1.98	1.98	1.98
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>61.28</b>	<b>61.28</b>	<b>61.28</b>	<b>61.28</b>	<b>61.28</b>	<b>61.28</b>	<b>61.28</b>	<b>61.28</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>
<b>Total Package :</b>			<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>
<b>Building Trades (BT Appr Per 6)</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			55.55	54.05	52.55	49.55	46.55	43.55	40.55	37.55
Employee Savings Deduction			1.98	1.98	1.98	1.98	1.98	1.98	1.98	1.98
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>59.78</b>	<b>59.78</b>	<b>59.78</b>	<b>59.78</b>	<b>59.78</b>	<b>59.78</b>	<b>59.78</b>	<b>59.78</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>
<b>Total Package :</b>			<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>
<b>Building Trades (BT Appr Per 6)</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			52.55	51.05	49.55	46.55	43.55	40.55	37.55	34.55
Employee Savings Deduction			1.98	1.98	1.98	1.98	1.98	1.98	1.98	1.98
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>56.78</b>	<b>56.78</b>	<b>56.78</b>	<b>56.78</b>	<b>56.78</b>	<b>56.78</b>	<b>56.78</b>	<b>56.78</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>
<b>Total Package :</b>			<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>	<b>93.71</b>

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

<b>Building Trades (BT Appr Per 6)</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			78.81	76.81	74.81	70.81	66.81	62.81	58.81	54.81
Employee Savings Deduction			2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>83.70</b>	<b>83.70</b>	<b>83.70</b>	<b>83.70</b>	<b>83.70</b>	<b>83.70</b>	<b>83.70</b>	<b>83.70</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>

<b>Building Trades (BT Appr Per 6)</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			76.81	74.81	72.81	68.81	64.81	60.81	56.81	52.81
Employee Savings Deduction			2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>81.70</b>	<b>81.70</b>	<b>81.70</b>	<b>81.70</b>	<b>81.70</b>	<b>81.70</b>	<b>81.70</b>	<b>81.70</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>

<b>Building Trades (BT Appr Per 6)</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			74.81	72.81	70.81	66.81	62.81	58.81	54.81	50.81
Employee Savings Deduction			2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>79.70</b>	<b>79.70</b>	<b>79.70</b>	<b>79.70</b>	<b>79.70</b>	<b>79.70</b>	<b>79.70</b>	<b>79.70</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>

<b>Building Trades (BT Appr Per 6)</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			70.81	68.81	66.81	62.81	58.81	54.81	50.81	46.81
Employee Savings Deduction			2.64	2.64	2.64	2.64	2.64	2.64	2.64	2.64
Market Recovery			0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Dues Check-Off			1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
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>75.70</b>	<b>75.70</b>	<b>75.70</b>	<b>75.70</b>	<b>75.70</b>	<b>75.70</b>	<b>75.70</b>	<b>75.70</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>
<b>Total Package :</b>			<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>	<b>114.63</b>

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

<b>Building Trades (BT Appr Per 7)</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			40.67	39.67	38.67	36.67	34.67	32.67	30.67	28.67
Employee Savings Deduction			1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>44.39</b>	<b>44.39</b>	<b>44.39</b>	<b>44.39</b>	<b>44.39</b>	<b>44.39</b>	<b>44.39</b>	<b>44.39</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>

<b>Building Trades (BT Appr Per 7)</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			39.67	38.67	37.67	35.67	33.67	31.67	29.67	27.67
Employee Savings Deduction			1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>43.39</b>	<b>43.39</b>	<b>43.39</b>	<b>43.39</b>	<b>43.39</b>	<b>43.39</b>	<b>43.39</b>	<b>43.39</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>
<b>Total Package :</b>			<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>

<b>Building Trades (BT Appr Per 7)</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			38.67	37.67	36.67	34.67	32.67	30.67	28.67	26.67
Employee Savings Deduction			1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>42.39</b>	<b>42.39</b>	<b>42.39</b>	<b>42.39</b>	<b>42.39</b>	<b>42.39</b>	<b>42.39</b>	<b>42.39</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>

<b>Building Trades (BT Appr Per 7)</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			36.67	35.67	34.67	32.67	30.67	28.67	26.67	24.67
Employee Savings Deduction			1.40	1.40	1.40	1.40	1.40	1.40	1.40	1.40
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>40.39</b>	<b>40.39</b>	<b>40.39</b>	<b>40.39</b>	<b>40.39</b>	<b>40.39</b>	<b>40.39</b>	<b>40.39</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>	<b>75.32</b>

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

<b>Building Trades (BT Appr Per 7)</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			62.17	60.67	59.17	56.17	53.17	50.17	47.17	44.17
Employee Savings Deduction			2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>66.59</b>	<b>66.59</b>	<b>66.59</b>	<b>66.59</b>	<b>66.59</b>	<b>66.59</b>	<b>66.59</b>	<b>66.59</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>

<b>Building Trades (BT Appr Per 7)</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			60.67	59.17	57.67	54.67	51.67	48.67	45.67	42.67
Employee Savings Deduction			2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>65.09</b>	<b>65.09</b>	<b>65.09</b>	<b>65.09</b>	<b>65.09</b>	<b>65.09</b>	<b>65.09</b>	<b>65.09</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>
<b>Total Package :</b>			<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>

<b>Building Trades (BT Appr Per 7)</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			59.17	57.67	56.17	53.17	50.17	47.17	44.17	41.17
Employee Savings Deduction			2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>63.59</b>	<b>63.59</b>	<b>63.59</b>	<b>63.59</b>	<b>63.59</b>	<b>63.59</b>	<b>63.59</b>	<b>63.59</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>
<b>Total Package :</b>			<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>

<b>Building Trades (BT Appr Per 7)</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			56.17	54.67	53.17	50.17	47.17	44.17	41.17	38.17
Employee Savings Deduction			2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>60.59</b>	<b>60.59</b>	<b>60.59</b>	<b>60.59</b>	<b>60.59</b>	<b>60.59</b>	<b>60.59</b>	<b>60.59</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>
<b>Total Package :</b>			<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>	<b>97.52</b>



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

<b>Building Trades (BT Appr Per 7)</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			83.66	81.66	79.66	75.66	71.66	67.66	63.66	59.66
Employee Savings Deduction			2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>88.78</b>	<b>88.78</b>	<b>88.78</b>	<b>88.78</b>	<b>88.78</b>	<b>88.78</b>	<b>88.78</b>	<b>88.78</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>

<b>Building Trades (BT Appr Per 7)</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			81.66	79.66	77.66	73.66	69.66	65.66	61.66	57.66
Employee Savings Deduction			2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>86.78</b>	<b>86.78</b>	<b>86.78</b>	<b>86.78</b>	<b>86.78</b>	<b>86.78</b>	<b>86.78</b>	<b>86.78</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>

<b>Building Trades (BT Appr Per 7)</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			79.66	77.66	75.66	71.66	67.66	63.66	59.66	55.66
Employee Savings Deduction			2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>84.78</b>	<b>84.78</b>	<b>84.78</b>	<b>84.78</b>	<b>84.78</b>	<b>84.78</b>	<b>84.78</b>	<b>84.78</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>

<b>Building Trades (BT Appr Per 7)</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			75.66	73.66	71.66	67.66	63.66	59.66	55.66	51.66
Employee Savings Deduction			2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Market Recovery			0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70
Dues Check-Off			1.62	1.62	1.62	1.62	1.62	1.62	1.62	1.62
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>80.78</b>	<b>80.78</b>	<b>80.78</b>	<b>80.78</b>	<b>80.78</b>	<b>80.78</b>	<b>80.78</b>	<b>80.78</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>
<b>Total Package :</b>			<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>	<b>119.71</b>

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

<b>Building Trades (BT Appr Per 8)</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			43.63	42.63	41.63	39.63	37.63	35.63	33.63	31.63
Employee Savings Deduction			1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>47.56</b>	<b>47.56</b>	<b>47.56</b>	<b>47.56</b>	<b>47.56</b>	<b>47.56</b>	<b>47.56</b>	<b>47.56</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>
<b>Building Trades (BT Appr Per 8)</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			42.63	41.63	40.63	38.63	36.63	34.63	32.63	30.63
Employee Savings Deduction			1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>46.56</b>	<b>46.56</b>	<b>46.56</b>	<b>46.56</b>	<b>46.56</b>	<b>46.56</b>	<b>46.56</b>	<b>46.56</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>
<b>Total Package :</b>			<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>
<b>Building Trades (BT Appr Per 8)</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			41.63	40.63	39.63	37.63	35.63	33.63	31.63	29.63
Employee Savings Deduction			1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>45.56</b>	<b>45.56</b>	<b>45.56</b>	<b>45.56</b>	<b>45.56</b>	<b>45.56</b>	<b>45.56</b>	<b>45.56</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>
<b>Building Trades (BT Appr Per 8)</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			39.63	38.63	37.63	35.63	33.63	31.63	29.63	27.63
Employee Savings Deduction			1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>43.56</b>	<b>43.56</b>	<b>43.56</b>	<b>43.56</b>	<b>43.56</b>	<b>43.56</b>	<b>43.56</b>	<b>43.56</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>	<b>78.49</b>

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

<b>Building Trades (BT Appr Per 8)</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			66.67	65.17	63.67	60.67	57.67	54.67	51.67	48.67
Employee Savings Deduction			2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>71.35</b>	<b>71.35</b>	<b>71.35</b>	<b>71.35</b>	<b>71.35</b>	<b>71.35</b>	<b>71.35</b>	<b>71.35</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>

<b>Building Trades (BT Appr Per 8)</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			65.17	63.67	62.17	59.17	56.17	53.17	50.17	47.17
Employee Savings Deduction			2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>69.85</b>	<b>69.85</b>	<b>69.85</b>	<b>69.85</b>	<b>69.85</b>	<b>69.85</b>	<b>69.85</b>	<b>69.85</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>
<b>Total Package :</b>			<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>

<b>Building Trades (BT Appr Per 8)</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			63.67	62.17	60.67	57.67	54.67	51.67	48.67	45.67
Employee Savings Deduction			2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>68.35</b>	<b>68.35</b>	<b>68.35</b>	<b>68.35</b>	<b>68.35</b>	<b>68.35</b>	<b>68.35</b>	<b>68.35</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>
<b>Total Package :</b>			<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>

<b>Building Trades (BT Appr Per 8)</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			60.67	59.17	57.67	54.67	51.67	48.67	45.67	42.67
Employee Savings Deduction			2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>65.35</b>	<b>65.35</b>	<b>65.35</b>	<b>65.35</b>	<b>65.35</b>	<b>65.35</b>	<b>65.35</b>	<b>65.35</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>
<b>Total Package :</b>			<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>	<b>102.28</b>

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

<b>Building Trades (BT Appr Per 8)</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			89.69	87.69	85.69	81.69	77.69	73.69	69.69	65.69
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>95.12</b>	<b>95.12</b>	<b>95.12</b>	<b>95.12</b>	<b>95.12</b>	<b>95.12</b>	<b>95.12</b>	<b>95.12</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</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 (BT Appr Per 8)</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			87.69	85.69	83.69	79.69	75.69	71.69	67.69	63.69
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>93.12</b>	<b>93.12</b>	<b>93.12</b>	<b>93.12</b>	<b>93.12</b>	<b>93.12</b>	<b>93.12</b>	<b>93.12</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</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 (BT Appr Per 8)</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			85.69	83.69	81.69	77.69	73.69	69.69	65.69	61.69
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>91.12</b>	<b>91.12</b>	<b>91.12</b>	<b>91.12</b>	<b>91.12</b>	<b>91.12</b>	<b>91.12</b>	<b>91.12</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</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 (BT Appr Per 8)</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			81.69	79.69	77.69	73.69	69.69	65.69	61.69	57.69
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Dues Check-Off			1.68	1.68	1.68	1.68	1.68	1.68	1.68	1.68
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>87.12</b>	<b>87.12</b>	<b>87.12</b>	<b>87.12</b>	<b>87.12</b>	<b>87.12</b>	<b>87.12</b>	<b>87.12</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</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 (BT Appr Per 9)</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			46.60	45.60	44.60	42.60	40.60	38.60	36.60	34.60
Employee Savings Deduction			1.60	1.60	1.60	1.60	1.60	1.60	1.60	1.60
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>50.73</b>	<b>50.73</b>	<b>50.73</b>	<b>50.73</b>	<b>50.73</b>	<b>50.73</b>	<b>50.73</b>	<b>50.73</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>
<b>Building Trades (BT Appr Per 9)</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			45.60	44.60	43.60	41.60	39.60	37.60	35.60	33.60
Employee Savings Deduction			1.60	1.60	1.60	1.60	1.60	1.60	1.60	1.60
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>49.73</b>	<b>49.73</b>	<b>49.73</b>	<b>49.73</b>	<b>49.73</b>	<b>49.73</b>	<b>49.73</b>	<b>49.73</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>
<b>Total Package :</b>			<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>
<b>Building Trades (BT Appr Per 9)</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			44.60	43.60	42.60	40.60	38.60	36.60	34.60	32.60
Employee Savings Deduction			1.60	1.60	1.60	1.60	1.60	1.60	1.60	1.60
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>48.73</b>	<b>48.73</b>	<b>48.73</b>	<b>48.73</b>	<b>48.73</b>	<b>48.73</b>	<b>48.73</b>	<b>48.73</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>
<b>Building Trades (BT Appr Per 9)</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			42.60	41.60	40.60	38.60	36.60	34.60	32.60	30.60
Employee Savings Deduction			1.60	1.60	1.60	1.60	1.60	1.60	1.60	1.60
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>46.73</b>	<b>46.73</b>	<b>46.73</b>	<b>46.73</b>	<b>46.73</b>	<b>46.73</b>	<b>46.73</b>	<b>46.73</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>	<b>81.66</b>

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

<b>Building Trades (BT Appr Per 9)</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			71.17	69.67	68.17	65.17	62.17	59.17	56.17	53.17
Employee Savings Deduction			2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>76.10</b>	<b>76.10</b>	<b>76.10</b>	<b>76.10</b>	<b>76.10</b>	<b>76.10</b>	<b>76.10</b>	<b>76.10</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>
<b>Building Trades (BT Appr Per 9)</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			69.67	68.17	66.67	63.67	60.67	57.67	54.67	51.67
Employee Savings Deduction			2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>74.60</b>	<b>74.60</b>	<b>74.60</b>	<b>74.60</b>	<b>74.60</b>	<b>74.60</b>	<b>74.60</b>	<b>74.60</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>
<b>Total Package :</b>			<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>
<b>Building Trades (BT Appr Per 9)</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			68.17	66.67	65.17	62.17	59.17	56.17	53.17	50.17
Employee Savings Deduction			2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>73.10</b>	<b>73.10</b>	<b>73.10</b>	<b>73.10</b>	<b>73.10</b>	<b>73.10</b>	<b>73.10</b>	<b>73.10</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>
<b>Total Package :</b>			<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>
<b>Building Trades (BT Appr Per 9)</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			65.17	63.67	62.17	59.17	56.17	53.17	50.17	47.17
Employee Savings Deduction			2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>70.10</b>	<b>70.10</b>	<b>70.10</b>	<b>70.10</b>	<b>70.10</b>	<b>70.10</b>	<b>70.10</b>	<b>70.10</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>
<b>Total Package :</b>			<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>	<b>107.03</b>

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

<b>Building Trades (BT Appr Per 9)</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			95.73	93.73	91.73	87.73	83.73	79.73	75.73	71.73
Employee Savings Deduction			3.20	3.20	3.20	3.20	3.20	3.20	3.20	3.20
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>101.46</b>	<b>101.46</b>	<b>101.46</b>	<b>101.46</b>	<b>101.46</b>	<b>101.46</b>	<b>101.46</b>	<b>101.46</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>

<b>Building Trades (BT Appr Per 9)</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			93.73	91.73	89.73	85.73	81.73	77.73	73.73	69.73
Employee Savings Deduction			3.20	3.20	3.20	3.20	3.20	3.20	3.20	3.20
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>99.46</b>	<b>99.46</b>	<b>99.46</b>	<b>99.46</b>	<b>99.46</b>	<b>99.46</b>	<b>99.46</b>	<b>99.46</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>

<b>Building Trades (BT Appr Per 9)</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			91.73	89.73	87.73	83.73	79.73	75.73	71.73	67.73
Employee Savings Deduction			3.20	3.20	3.20	3.20	3.20	3.20	3.20	3.20
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>97.46</b>	<b>97.46</b>	<b>97.46</b>	<b>97.46</b>	<b>97.46</b>	<b>97.46</b>	<b>97.46</b>	<b>97.46</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>

<b>Building Trades (BT Appr Per 9)</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			87.73	85.73	83.73	79.73	75.73	71.73	67.73	63.73
Employee Savings Deduction			3.20	3.20	3.20	3.20	3.20	3.20	3.20	3.20
Market Recovery			0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Dues Check-Off			1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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>93.46</b>	<b>93.46</b>	<b>93.46</b>	<b>93.46</b>	<b>93.46</b>	<b>93.46</b>	<b>93.46</b>	<b>93.46</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>
<b>Total Package :</b>			<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>	<b>132.39</b>

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

<b>Building Trades (BT Appr Per 10)</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			52.54	51.54	50.54	48.54	46.54	44.54	42.54	40.54
Employee Savings Deduction			1.80	1.80	1.80	1.80	1.80	1.80	1.80	1.80
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>57.07</b>	<b>57.07</b>	<b>57.07</b>	<b>57.07</b>	<b>57.07</b>	<b>57.07</b>	<b>57.07</b>	<b>57.07</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>

<b>Building Trades (BT Appr Per 10)</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			51.54	50.54	49.54	47.54	45.54	43.54	41.54	39.54
Employee Savings Deduction			1.80	1.80	1.80	1.80	1.80	1.80	1.80	1.80
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>56.07</b>	<b>56.07</b>	<b>56.07</b>	<b>56.07</b>	<b>56.07</b>	<b>56.07</b>	<b>56.07</b>	<b>56.07</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>	<b>31.93</b>
<b>Total Package :</b>			<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>

<b>Building Trades (BT Appr Per 10)</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			50.54	49.54	48.54	46.54	44.54	42.54	40.54	38.54
Employee Savings Deduction			1.80	1.80	1.80	1.80	1.80	1.80	1.80	1.80
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>55.07</b>	<b>55.07</b>	<b>55.07</b>	<b>55.07</b>	<b>55.07</b>	<b>55.07</b>	<b>55.07</b>	<b>55.07</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>

<b>Building Trades (BT Appr Per 10)</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			48.54	47.54	46.54	44.54	42.54	40.54	38.54	36.54
Employee Savings Deduction			1.80	1.80	1.80	1.80	1.80	1.80	1.80	1.80
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>53.07</b>	<b>53.07</b>	<b>53.07</b>	<b>53.07</b>	<b>53.07</b>	<b>53.07</b>	<b>53.07</b>	<b>53.07</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>	<b>88.00</b>



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<b>Building Trades (BT Appr Per 10)</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			80.18	78.68	77.18	74.18	71.18	68.18	65.18	62.18
Employee Savings Deduction			2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>85.61</b>	<b>85.61</b>	<b>85.61</b>	<b>85.61</b>	<b>85.61</b>	<b>85.61</b>	<b>85.61</b>	<b>85.61</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>

<b>Building Trades (BT Appr Per 10)</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			78.68	77.18	75.68	72.68	69.68	66.68	63.68	60.68
Employee Savings Deduction			2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>84.11</b>	<b>84.11</b>	<b>84.11</b>	<b>84.11</b>	<b>84.11</b>	<b>84.11</b>	<b>84.11</b>	<b>84.11</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>	<b>32.43</b>
<b>Total Package :</b>			<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>

<b>Building Trades (BT Appr Per 10)</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			77.18	75.68	74.18	71.18	68.18	65.18	62.18	59.18
Employee Savings Deduction			2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>82.61</b>	<b>82.61</b>	<b>82.61</b>	<b>82.61</b>	<b>82.61</b>	<b>82.61</b>	<b>82.61</b>	<b>82.61</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>	<b>33.93</b>
<b>Total Package :</b>			<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>

<b>Building Trades (BT Appr Per 10)</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			74.18	72.68	71.18	68.18	65.18	62.18	59.18	56.18
Employee Savings Deduction			2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>79.61</b>	<b>79.61</b>	<b>79.61</b>	<b>79.61</b>	<b>79.61</b>	<b>79.61</b>	<b>79.61</b>	<b>79.61</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>	<b>36.93</b>
<b>Total Package :</b>			<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>	<b>116.54</b>

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

<b>Building Trades (BT Appr Per 10)</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			107.81	105.81	103.81	99.81	95.81	91.81	87.81	83.81
Employee Savings Deduction			3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>114.14</b>	<b>114.14</b>	<b>114.14</b>	<b>114.14</b>	<b>114.14</b>	<b>114.14</b>	<b>114.14</b>	<b>114.14</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>	<b>30.93</b>
<b>Total Package :</b>			<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>

<b>Building Trades (BT Appr Per 10)</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			105.81	103.81	101.81	97.81	93.81	89.81	85.81	81.81
Employee Savings Deduction			3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>112.14</b>	<b>112.14</b>	<b>112.14</b>	<b>112.14</b>	<b>112.14</b>	<b>112.14</b>	<b>112.14</b>	<b>112.14</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>	<b>32.93</b>
<b>Total Package :</b>			<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>

<b>Building Trades (BT Appr Per 10)</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			103.81	101.81	99.81	95.81	91.81	87.81	83.81	79.81
Employee Savings Deduction			3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>110.14</b>	<b>110.14</b>	<b>110.14</b>	<b>110.14</b>	<b>110.14</b>	<b>110.14</b>	<b>110.14</b>	<b>110.14</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>	<b>34.93</b>
<b>Total Package :</b>			<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>

<b>Building Trades (BT Appr Per 10)</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			99.81	97.81	95.81	91.81	87.81	83.81	79.81	75.81
Employee Savings Deduction			3.60	3.60	3.60	3.60	3.60	3.60	3.60	3.60
Market Recovery			0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Dues Check-Off			1.83	1.83	1.83	1.83	1.83	1.83	1.83	1.83
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>106.14</b>	<b>106.14</b>	<b>106.14</b>	<b>106.14</b>	<b>106.14</b>	<b>106.14</b>	<b>106.14</b>	<b>106.14</b>
Health & Welfare			14.21	14.21	14.21	14.21	14.21	14.21	14.21	14.21
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>	<b>38.93</b>
<b>Total Package :</b>			<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>	<b>145.07</b>

