

**WAGE RATES EFFECTIVE SEPTEMBER 16, 2009**

	RATE (HR)	FRINGE BENEFITS							WAGE DEDUCTIONS			TOTAL PACKAGE (HR)
		H & W (HR)	LOCAL PENSION (HR)	NAT'L PENSION (HR)	SCHOLR FUND (HR)	JAC (HR)	INT'L TRAINING (HR)	PICNIC (HR)	WORKING ASSESS. (FROM GROSS)	P.A.C. (HR)	INDUSTRY FUND (HR)	
<b>JOURNEYMAN</b>	\$28.17	\$4.80	\$2.30	\$0.70	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$1.60	\$36.57
<b>FOREMAN</b> (15% over Journeyman)	\$32.40	\$4.80	\$2.30	\$0.70	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$1.60	\$40.80
<b>GENERAL FOREMAN</b> (25% over Journeyman)	\$35.21	\$4.80	\$2.30	\$0.70	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$1.60	\$43.61
<b>RESIDENTIAL JOURNEYMAN</b> (With License)	\$20.00	\$2.00	\$1.00	\$0.15	\$0.00	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$0.50	\$23.70
<b>APPRENTICES</b>												
<b>1ST YEAR</b> (45% of Journeyman)	\$12.68	\$1.00	-	-	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$0.50	\$14.28
<b>2ND YEAR</b> (46% of Journeyman)	\$12.96	\$4.80	\$1.25	\$0.15	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$0.50	\$19.76
<b>3RD YEAR</b> (52% of Journeyman)	\$14.65	\$4.80	\$1.25	\$0.15	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$0.50	\$21.45
<b>4TH YEAR</b> (59% of Journeyman)	\$16.62	\$4.80	\$1.25	\$0.15	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$0.50	\$23.42
<b>5TH YEAR</b> (75% of Journeyman)	\$21.13	\$4.80	\$1.25	\$0.15	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$0.50	\$27.93
<b>5TH YEAR</b> (With License)	\$28.17	\$4.80	\$1.25	\$0.15	\$0.05	\$0.35	\$0.10	\$0.10	3%	\$0.05	\$1.60	\$34.97
<b>APPRENTICE APPLICANT</b> (36% of Journeyman)	\$10.14	\$1.00	-	-	-	\$0.10	-	-	3%	-	\$0.50	\$11.24

Residential Journeyman wages and fringes shall remain the same throughout the agreement until the employee completes the following:

Works 2000 hours under the CBA.

Complete and pass:

40 Hour Medical Gas Class

16 Hour Code Class

16 Hour Plan Reading Class

9 Hour Heritage Class

30 Hour OSHA Class