

Northern California
UA Local
Master Labor Rates:

Effective January 1, 2013

<p>FUTURE INCREASES AND CONTRACT EXPIRATION DATES</p>
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District Council 36 – Master Labor Agreement – Expires 9/30/14

Locals 62, 228, 246, 442

January 1, 2013	\$1.00
July 1, 2013	\$1.00
January 1, 2014	\$1.00
July 1, 2014	\$1.00

Local 38 – Master Labor Agreement – Expires 6/30/17

July 1, 2013	\$3.50
July 1, 2014	\$3.50
July 1, 2015	\$3.50
July 1, 2016	\$3.50

Local 159 – Master Labor Agreement – Expires 6/30/13

January 1, 2013	\$1.20
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Local 342 – Master Labor Agreement – Expires 6/30/15

July 1, 2013	\$2.90
July 1, 2014	\$2.90

Local 343 – Master Labor Agreement – Expires 6/30/13

January 1, 2013	\$0.75
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Local 393 – Master Labor Agreement – Expires 6/30/15

July 1, 2013	\$3.00
July 1, 2014	\$3.00

Local 447 – Master Labor Agreement – Expires 6/30/17

July 1, 2013	\$1.75
July 1, 2014	\$2.00
July 1, 2015	\$2.00
July 1, 2016	Open

Local 467 – Master Labor Agreement – Expires 6/30/15

January 1, 2013	\$1.20
July 1, 2013	\$2.50
July 1, 2014	\$2.55

JANUARY 1, 2013

2012-2013 Northern California UA Local Master Labor Rates

	Taxable	Def. Ben.	Def. Contr.	H & W	Training	Cont. Adm.	Labor Mgt.	Other	Total
Local 38-Construction	59.00	11.43	1.00	14.61	4.20	0.45	0.00	11.75	102.44
San Francisco/Marin/Lake/Sonoma		(See Note)						(See Below)	
Local 159-Construction	50.22	10.13	2.35	14.61	1.35	0.30	0.75	2.60	82.31
Contra Costa		(See Note)						(See Below)	
Local 342-Construction	52.46	10.54	3.00	15.40	2.60	0.25	0.05	1.00	85.30
Alameda & Contra Costa								(See Below)	
Local 343-Construction	46.25	11.00	1.00	12.70	1.25	0.24	0.50	1.25	74.19
Solano & Napa			(See Note)					(See Below)	
Local 393-Construction	55.91	12.82	Deduction	13.31	1.45	0.25	0.10	1.00	84.84
San Jose & San Benito								(See Below)	
Local 447-Construction	40.02	6.85	1.50	12.70	0.95	0.35	0.10	0.00	62.47
Sacramento			(See Note)						
Local 467-Construction/ A/C Service	55.20	15.47	Deduction	11.98	0.86	0.25	0.00	0.45	84.21
San Mateo								(See Below)	
Note: Additional Deduction Allowed									
Other:									
Local 38 - Kids Camp/Red	2.50; Supplemental Employment	.10; Jury Duty	.10; CRAFT	.25; Hiring Hall	.40; Jurisdiction Protection	.40; ITF	.10; Scholarship	.15; PPA	7.75
Local 159 - ITF	.10; Supplemental Bonus	.50; HRA	\$2.00						
Local 342 - ITF	.10; Health Reimbursement Acct	.50; Retiree Fund	.40						
Local 343 - Supplemental H & W	.75; Supplemental Pension	.50							
Local 393 - Supplemental Unemployment	.50; Health and Welfare Extended Reserve	.50	Note: \$1.00 Deduction of Taxable to New Market Recovery Program						
Local 467 - Hiring Hall	.17; Advertising	.18; ITF	.10						

District Council 36

**DISTRICT COUNCIL NO. 36 HOURLY WAGE RATES EFFECTIVE 01/01/13-06/30/13
PLUMBERS & STEAMFITTERS U.A. LOCAL #062**

Monterey & Santa Cruz Counties, California

*Contract / Date 10/01/12 - 09/30/14	Taxable Hourly Wage (includes 1.72/hr. Vacation / Dues)	Health & Welfare	Pension: Defined Benefit	Pension: Defined Benefit Additional Contribution	Pension: Defined Contrib.	Appr. Training Fund	Ind. Fund Contract Admin.	UA Appr. Training Fund	Hiring Hall	Labor Mgmt. Fund	Total Fringes	Total Package
Plumbing, Heating & Industrial												
Journeyman	41.05	10.78	7.31	4.00	1.00	1.00	0.26	0.10	0.56	0.75	25.76	66.81
Apprentice (5 yr. Program)												
1 st period 45%	18.47	10.78	0.00	1.00	0.00	1.00	0.26	0.10	0.56	0.75	14.45	32.92
2 nd period 50%	20.53	10.78	0.73	1.30	1.00	1.00	0.26	0.10	0.56	0.75	16.48	37.01
3 rd period 55%	22.58	10.78	1.46	1.60	1.00	1.00	0.26	0.10	0.56	0.75	17.51	40.09
4 th period 60%	24.63	10.78	2.19	1.90	1.00	1.00	0.26	0.10	0.56	0.75	18.54	43.17
5 th period 65%	26.68	10.78	2.92	2.20	1.00	1.00	0.26	0.10	0.56	0.75	19.57	46.25
6 th period 70%	28.74	10.78	3.66	2.50	1.00	1.00	0.26	0.10	0.56	0.75	20.61	49.35
7 th period 75%	30.79	10.78	4.39	2.80	1.00	1.00	0.26	0.10	0.56	0.75	21.64	52.43
8 th period 80%	32.84	10.78	5.12	3.10	1.00	1.00	0.26	0.10	0.56	0.75	22.67	55.51
9 th period 85%	34.89	10.78	5.85	3.40	1.00	1.00	0.26	0.10	0.56	0.75	23.70	58.59
10 th period 90%	36.95	10.78	6.58	3.70	1.00	1.00	0.26	0.10	0.56	0.75	24.73	61.68
Pipe Tradesman	13.00 <small>includes \$.50/hr. Vacation / Dues</small>	8.73	0.00	0.00	1.00	0.00	0.18	0.00	0.28	0.25	10.44	23.44

TRAVEL: Over 65 miles from local Union Office - \$60.00

SUBSISTENCE: \$90.00 for each overnight stay on jobs 85 miles or more from dispatching point/\$70.00 for each overnight stay if using own R.V.

Foreman add 10%, General Foreman add 20%, Senior General Foreman 25%

Interim increases apply. Call for details

**DISTRICT COUNCIL NO. 36 HOURLY WAGE RATES EFFECTIVE 01/01/13-06/30/13
PLUMBERS & STEAMFITTERS U.A. LOCAL #228**

*Contract / Date 10/01/12 - 09/30/14	Taxable Hourly Wage (Includes Vacation)	Dues Ck Off 4.6% of Total Hrs.	Health & Welfare	Pension: Defined Benefit	Defined Benefit Additional Contribution	Pension: Defined Contrib.	Appr. Training Fund	Industry Fund Contract Admin.	UA Appr. Training Fund	Hiring Hall	Labor Mgmt. Fund	Total Fringes	Total Package
Plumbing, Heating & Industrial													
Journeyman	33.70 + 2.50=36.20	1.67	10.78	7.31	4.00	1.00	1.10	0.26	0.10	0.56	1.00	26.11	62.31
Apprentice (5 yr. Program)													
1 st period 45%	13.79 + 2.50=16.29	0.75	10.78	0.00	1.00	0.00	1.10	0.26	0.10	0.56	1.00	14.80	31.09
2 nd period 50%	15.60 + 2.50=18.10	0.83	10.78	0.73	1.30	1.00	1.10	0.26	0.10	0.56	1.00	16.83	34.93
3 rd period 55%	17.41 + 2.50=19.91	0.92	10.78	1.46	1.60	1.00	1.10	0.26	0.10	0.56	1.00	17.86	37.77
4 th period 60%	19.22 + 2.50=21.72	1.00	10.78	2.19	1.90	1.00	1.10	0.26	0.10	0.56	1.00	18.89	40.61
5 th period 65%	21.03 + 2.50=23.53	1.08	10.78	2.92	2.20	1.00	1.10	0.26	0.10	0.56	1.00	19.92	43.45
6 th period 70%	22.84 + 2.50=25.34	1.17	10.78	3.66	2.50	1.00	1.10	0.26	0.10	0.56	1.00	20.96	46.30
7 th period 75%	24.65 + 2.50=27.15	1.25	10.78	4.39	2.80	1.00	1.10	0.26	0.10	0.56	1.00	21.99	49.14
8 th period 80%	26.46 + 2.50=28.96	1.33	10.78	5.12	3.10	1.00	1.10	0.26	0.10	0.56	1.00	23.02	51.98
9 th period 85%	28.27 + 2.50=30.77	1.42	10.78	5.85	3.40	1.00	1.10	0.26	0.10	0.56	1.00	24.05	54.82
10 th period 90%	30.08 + 2.50=32.58	1.50	10.78	6.58	3.70	1.00	1.10	0.26	0.10	0.56	1.00	25.08	57.66
Pipe Tradesman	10.50 + 2.50=13.00	0.60	8.73	0.00	0.00	1.00	0.00	0.18	0.00	0.28	0.25	10.44	23.44

TRAVEL: Over 65 miles from Local Union Office - \$60.00

SUBSISTENCE: \$90.00 for each overnight stay on jobs 85 miles or more from dispatching point/\$70.00 for each overnight stay if using own R.V.
Foreman add 10%, General Foreman add 20% and Senior Foreman add 25%

*Interim increases apply. Call for details.

**DISTRICT COUNCIL NO. 36 HOURLY WAGE RATES EFFECTIVE 01/01/13-06/30/13
PLUMBERS & STEAMFITTERS U.A. LOCAL #246**

Contract / Date 10/01/12 - 09/30/14	Taxable Hourly Wage (incl dues ck/off \$1.25/hr for all wage categories except Pipe Tradesman)	Health & Welfare	Pension: Defined Benefit	Defined Benefit Additional Contribution	Pension: Defined Contrib.	Appr. Training Fund	Ind. Fund Contract Admin.	UA Appr. Training Fund	Hiring Hall	Labor Mgmt. Fund	Total Fringes	Total Package
Plumbing, Heating & Industrial												
Journeyman	35.95	10.78	7.31	4.00	1.00	1.25	0.26	0.10	0.91	0.75	26.36	62.31
Apprentice (5 yr. Program)												
1 st period 45%	16.18	10.78	0.00	1.00	0.00	1.25	0.26	0.10	0.91	0.75	15.05	31.23
2 nd period 50%	17.98	10.78	0.73	1.30	1.00	1.25	0.26	0.10	0.91	0.75	17.08	35.06
3 rd period 55%	19.77	10.78	1.46	1.60	1.00	1.25	0.26	0.10	0.91	0.75	18.11	37.88
4 th period 60%	21.57	10.78	2.19	1.90	1.00	1.25	0.26	0.10	0.91	0.75	19.14	40.71
5 th period 65%	23.37	10.78	2.92	2.20	1.00	1.25	0.26	0.10	0.91	0.75	20.17	43.54
6 th period 70%	25.17	10.78	3.66	2.50	1.00	1.25	0.26	0.10	0.91	0.75	21.21	46.38
7 th period 75%	26.96	10.78	4.39	2.80	1.00	1.25	0.26	0.10	0.91	0.75	22.24	49.20
8 th period 80%	28.76	10.78	5.12	3.10	1.00	1.25	0.26	0.10	0.91	0.75	23.27	52.03
9 th period 85%	30.56	10.78	5.85	3.40	1.00	1.25	0.26	0.10	0.91	0.75	24.30	54.86
10 th period 90%	32.36	10.78	6.58	3.70	1.00	1.25	0.26	0.10	0.91	0.75	25.33	57.69
Pipe Tradesman	13.00**	8.73	0.00	0.00	1.00	0.00	0.18	0.00	0.28	0.25	10.44	23.44

TRAVEL: Over 65 miles from local Union Office - \$60.00 Foreman add 10%, General Foreman add 20%, Senior General Foreman 25%

SUBSISTENCE: \$90.00 for each overnight stay on jobs 85 miles or more from dispatching point/\$70.00 for each overnight stay if using own R.V.

*Effective with January 1, 2013 Work Hours- Dues Check-off increases to \$1.25/hr

**Pipe Tradesman - Effective with January 1, 2013 Work Hours - Dues Check-off is \$.50/hr

**DISTRICT COUNCIL NO. 36 HOURLY WAGE RATES EFFECTIVE 01/01/13-06/30/13
PLUMBERS & PIPEFITTERS U.A. LOCAL #442**

*Contract / Date 10/01/12 - 09/30/14	Taxable Hourly Wage (Includes Vacation)	Health & Welfare	Pension: Defined Benefit	Defined Benefit Additional Contribution	Pension: Defined Contrib.	Appr. Training Fund	Industry Fund Contract Admin.	UA Appr. Training Fund	Hiring Hall	Labor Mgmt. Fund	Total Fringes	Total Package
Plumbing, Heating & Industrial												
Journeyman	33.95 + 2.50=36.45	10.78	7.31	4.00	1.00	1.10	0.26	0.10	0.56	0.75	25.86	62.31
Apprentice (5 yr. Program)												
1 st period 45%	13.90 + 2.50 =16.40	10.78	0.00	1.00	0.00	1.10	0.26	0.10	0.56	0.75	14.55	30.95
2 nd period 50%	15.73 + 2.50=18.23	10.78	0.73	1.30	1.00	1.10	0.26	0.10	0.56	0.75	16.58	34.81
3 rd period 55%	17.55 + 2.50=20.05	10.78	1.46	1.60	1.00	1.10	0.26	0.10	0.56	0.75	17.61	37.66
4 th period 60%	19.37 + 2.50=21.87	10.78	2.19	1.90	1.00	1.10	0.26	0.10	0.56	0.75	18.64	40.51
5 th period 65%	21.19 + 2.50=23.69	10.78	2.92	2.20	1.00	1.10	0.26	0.10	0.56	0.75	19.67	43.36
6 th period 70%	23.02 + 2.50=25.52	10.78	3.66	2.50	1.00	1.10	0.26	0.10	0.56	0.75	20.71	46.23
7 th period 75%	24.84 + 2.50=27.34	10.78	4.39	2.80	1.00	1.10	0.26	0.10	0.56	0.75	21.74	49.08
8 th period 80%	26.66 + 2.50=29.16	10.78	5.12	3.10	1.00	1.10	0.26	0.10	0.56	0.75	22.77	51.93
9 th period 85%	28.48 + 2.50=30.98	10.78	5.85	3.40	1.00	1.10	0.26	0.10	0.56	0.75	23.80	54.78
10 th period 90%	30.31 + 2.50=32.81	10.78	6.58	3.70	1.00	1.10	0.26	0.10	0.56	0.75	24.83	57.64
Pipe Tradesman	10.50 + 2.50=13.00	8.73	0.00	0.00	1.00	0.00	0.18	0.00	0.28	0.25	10.44	23.44

TRAVEL: \$60.00 PER DAY -OVER 65 MILES FROM LOCAL UNION OFFICE OR THE CONTRACTOR'S PERMANENT SHOP ADDRESS.

SUBSISTENCE: \$90.00 for each overnight stay on jobs 85 miles or more from dispatching point/\$70.00 for each overnight stay if using own R.V.
Foreman add 10%, General Foreman add 20% and Senior Foreman add 25%

*Interim increases apply. Call for details.

UA Local 38

**United Association
Local 38**

**Mechanical
Contractors
Association of
Northern California**

**&
Master Plumbers
Association of
San Francisco**

Contract Cost Items

July 1, 2012 to June 30, 2013

U.A. LOCAL 38 CONTRACT COST ITEM INSTRUCTIONS

NEW CONSTRUCTION WORK EFFECTIVE JULY 1, 2012 THROUGH JUNE 30, 2013

1. The amount shown for Vacation, Holiday and Dues/COPE **ARE INCLUDED** within the Total Taxable Hourly Wage. These items are to be deducted from the employee's check after taxes and remitted, together with the non-taxable Fringe Benefits, to the U.A. Local 38 Trust Funds on the monthly Employer Contribution Report.
2. The regular day shift shall consist of seven (7) hours at the straight time rate. The first two (2) hours of overtime Monday through Friday and the first nine (9) hours on Saturday are to be paid at **time and one-half (1-1/2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **time and one-half (1-1/2 times)** for these same hours. Hours worked over nine (9) hours a day Monday through Friday are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **double (2 times)** for these same hours.
3. Hours worked over nine (9) hours on Saturday and all hours worked on Sundays and Holidays are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **double (2 times)** for these same hours.
4. The **401(A) Pension Trust - Defined Contribution Plan** hourly fringe benefit rates for overtime hours are to be paid in accordance with the overtime provisions of Paragraph 2 and 3.
5. All non-taxable fringe benefits **other than the 401(A) Pension Trust - Defined Contribution Plan** are to be remitted at the straight time rate of pay for all hours worked including overtime.

ADDITIONAL CONTRACT COST ITEMS

On jobs over fifty (50) miles from the point of dispatch or from the employer's shop the employee will receive subsistence as follows:

- 1) **Subsistence:** Effective July 1, 2012 subsistence shall be \$108.00 per day worked or actual cost of room and board satisfactory to the employee for all days employees are required to stay overnight.
- 2) **Travel Time:** Travel time is an amount equal to the straight time wage rate and total fringes not to exceed eight (8) hours in any workday.
- 3) **Travel Expenses:** Whenever, at the start and finish of the job, the Employer does not furnish transportation, travel expenses at the rate of \$.55.5 per mile or IRS allowance shall be paid from the point of dispatch to the job and return, plus bridge tolls.

ASSOCIATION CONTRACTORS

NEW CONSTRUCTION AND ALTERATION

JOURNEYMEN AND FOREMEN RATES

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

CONTRACT CLASSIFICATION	Rate Code	Total Taxable Hourly Wage	TAXABLE FRINGE BENEFITS Included in Total Taxable Hourly Wage		
			Vacation Per Hour	Holiday Per Hour	Dues/COPE Per Hour
JOURNEYMEN					
Negotiated Hourly Rate		60.00			
\$1.00/Hour (401)A Cont.	CJ11SS	59.00			
\$2.00/Hour (401)A Cont.	CJ21SS	58.00			
\$4.00/Hour (401)A Cont.	CJ41SS	56.00			
\$6.00/Hour (401)A Cont.	CJ61SS	54.00			
\$8.00/Hour (401)A Cont.	CJ81SS	52.00			
\$10.00/Hour (401)A Cont.	CJ101SS	50.00			
			2.31	3.00	1.65
FOREMEN (2-7 MEN) - 12%					
Negotiated Hourly Rate		67.20			
\$1.00/Hour (401)A Cont.	CF11SS	66.20			
\$2.00/Hour (401)A Cont.	CF21SS	65.20			
\$4.00/Hour (401)A Cont.	CF41SS	63.20			
\$6.00/Hour (401)A Cont.	CF61SS	61.20			
\$8.00/Hour (401)A Cont.	CF81SS	59.20			
\$10.00/Hour (401)A Cont.	CF101SS	57.20			
			2.59	3.36	1.83
FOREMEN (8-22 MEN) - 16%					
Negotiated Hourly Rate		69.60			
\$1.00/Hour (401)A Cont.	CF12SS	68.60			
\$2.00/Hour (401)A Cont.	CF22SS	67.60			
\$4.00/Hour (401)A Cont.	CF42SS	65.60			
\$6.00/Hour (401)A Cont.	CF62SS	63.60			
\$8.00/Hour (401)A Cont.	CF82SS	61.60			
\$10.00/Hour (401)A Cont.	CF102SS	59.60			
			2.68	3.48	1.89
GENERAL FOREMEN (23-43 MEN) - 25%					
Negotiated Hourly Rate		75.00			
\$1.00/Hour (401)A Cont.	CF13SS	74.00			
\$2.00/Hour (401)A Cont.	CF23SS	73.00			
\$4.00/Hour (401)A Cont.	CF43SS	71.00			
\$6.00/Hour (401)A Cont.	CF63SS	69.00			
\$8.00/Hour (401)A Cont.	CF83SS	67.00			
\$10.00/Hour (401)A Cont.	CF103SS	65.00			
			2.89	3.75	2.03
GENERAL FOREMEN (44 & OVER) - 35%					
Negotiated Hourly Rate		81.00			
\$1.00/Hour (401)A Cont.	CF14SS	80.00			
\$2.00/Hour (401)A Cont.	CF24SS	79.00			
\$4.00/Hour (401)A Cont.	CF44SS	77.00			
\$6.00/Hour (401)A Cont.	CF64SS	75.00			
\$8.00/Hour (401)A Cont.	CF84SS	73.00			
\$10.00/Hour (401)A Cont.	CF104SS	71.00			
			3.12	4.05	2.18

ASSOCIATION CONTRACTORS

NEW CONSTRUCTION AND ALTERATION

JOURNEYMEN AND FOREMEN RATES

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

NON-TAXABLE FRINGE BENEFITS

Trust Funds	\$1.00/hr. 401(A) Contribution	\$2.00/hr. 401(A) Contribution	\$4.00/hr. 401(A) Contribution	\$6.00/hr. 401(A) Contribution	\$8.00/hr. 401(A) Contribution	\$10.00/hr. 401(A) Contribution
Pension Trust--401(A) Plan	1.00	2.00	4.00	6.00	8.00	10.00
Pension Trust--Def. Benefit Plan	11.43	11.43	11.43	11.43	11.43	11.43
Pension Protection Act - 2006	7.75	7.75	7.75	7.75	7.75	7.75
Health & Welfare Trust	14.61	14.61	14.61	14.61	14.61	14.61
Convalescent Trust	2.50	2.50	2.50	2.50	2.50	2.50
Apprentice Trust	4.20	4.20	4.20	4.20	4.20	4.20
Group S.U.B. Trust	0.10	0.10	0.10	0.10	0.10	0.10
Jury Duty Trust	0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust	0.15	0.15	0.15	0.15	0.15	0.15
C.R.A.F.T. Trust	0.25	0.25	0.25	0.25	0.25	0.25
Hiring Hall Trust	0.40	0.40	0.40	0.40	0.40	0.40
Jurisdictional Protection Trust	0.40	0.40	0.40	0.40	0.40	0.40
Contract Administration Trust	0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund	0.10	0.10	0.10	0.10	0.10	0.10
TOTAL NON-TAXABLE FRINGES	43.44	44.44	46.44	48.44	50.44	52.44

ASSOCIATION CONTRACTORS

**NEW CONSTRUCTION AND ALTERATION
APPRENTICE RATES**

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
PERCENTAGE	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
RATE CODE	CA11SS	CA12SS	CA13SS	CA14SS	CA05SS	CA06SS	CA07SS	CA08SS	CA09SS	CA10SS
TOTAL TAXABLE HOURLY WAGE	24.00	27.00	30.00	33.00	35.00	38.00	41.00	44.00	47.00	50.00

TAXABLE FRINGE BENEFITS INCLUDED IN TOTAL TAXABLE HOURLY WAGE (1)

Vacation Per Hour	0.92	1.04	1.16	1.27	1.39	1.50	1.62	1.73	1.85	1.96
Holiday Per Hour	1.20	1.35	1.50	1.65	1.80	1.95	2.10	2.25	2.40	2.55
Dues/COPE Per Hour	0.75	0.83	0.90	0.98	1.05	1.13	1.20	1.28	1.35	1.43

NON-TAXABLE FRINGE BENEFITS

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
RATE CODE	CA11SS	CA12SS	CA13SS	CA14SS	CA05SS	CA06SS	CA07SS	CA08SS	CA09SS	CA10SS
Pension Trust--401(A) Plan					1.00	1.00	1.00	1.00	1.00	1.00
Pension Trust--Def. Benefit Plan			5.37	5.90	6.74	7.28	7.81	8.40	9.03	9.67
Pension Protection Act - 2006			3.80	4.18	4.55	4.93	5.30	5.68	6.05	6.43
Health & Welfare Trust	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61
Convalescent Trust	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Apprentice Trust	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Group S.U.B. Trust					0.35	0.35	0.35	0.35	0.35	0.35
Jury Duty Trust					0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust					0.15	0.15	0.15	0.15	0.15	0.15
C.R.A.F.T. Trust					0.25	0.25	0.25	0.25	0.25	0.25
Hiring Hall Trust					0.45	0.45	0.45	0.45	0.45	0.45
Jurisdictional Protection Trust					0.30	0.30	0.30	0.30	0.30	0.30
Contract Administration Trust					0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund					0.10	0.10	0.10	0.10	0.10	0.10
TOTAL NON-TAXABLE FRINGE BENEFITS	17.11	17.11	26.28	27.19	36.05	36.97	37.87	38.84	39.84	40.86

U.A. LOCAL 38 CONTRACT COST ITEM INSTRUCTIONS

MARKET RECOVERY WORK IN MARIN, SONOMA, MENDOCINO AND LAKE COUNTIES AND ALL PLUMBING SERVICE WORK IN SAN FRANCISCO

EFFECTIVE JULY 1, 2012 - JUNE 30, 2013

1. The amount shown for Vacation, Holiday and Dues/COPE ARE INCLUDED within the Total Taxable Hourly Wage. These items are to be deducted from the employee's check after taxes and remitted, together with the non-taxable Fringe Benefits to the U.A. Local 38 Trust Funds on the monthly Employer Contribution Report.
2. The work day is a guaranteed eight (8) hour work day at straight time.
3. The first two (2) hours of overtime are to be paid at **time and one-half (1-1/2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **time and one-half (1-1/2 times)** for these same hours.
4. All hours worked over ten (10) hours in a day (Monday – Friday) are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer Contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **double (2 times)** for these same hours.
5. Saturday work is to be paid at **time and one-half (1-1/2 times)** the Total Taxable Hourly Wage rate for the first ten (10) hours. Hours worked over ten (10) hours on Saturday are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted in accordance with the same rate of pay as above.
6. Sunday and Holiday work is to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **double (2 times)** for these same hours.
7. The **401(A) Pension Trust - Defined Contribution Plan** hourly fringe benefit rates for overtime hours are to be paid in accordance with the overtime provisions of 3, 4, 5 and 6.
8. Non-taxable fringe benefits, other than the **401(A) Pension Trust - Defined Contribution Plan**, are to be paid at the straight time rate of pay for all hours worked including overtime.

ADDITIONAL CONTRACT COST ITEMS

On jobs over fifty (50) miles from the point of dispatch or from the employer's shop the employee will receive subsistence as follows:

- 1) **Subsistence:** Effective July 1, 2012 subsistence shall be \$108.00 per day worked or actual cost of room and board satisfactory to the employee for all days employees are required to stay overnight.
- 2) **Travel Time:** Travel time is an amount equal to the straight time wage rate and total fringes not to exceed eight (8) hours in any work day.
- 3) **Travel Expenses:** Whenever, at the start and finish of the job, the Employer does not furnish transportation, travel expenses at the rate of \$.55.5 per mile or IRS allowance shall be paid from the point of dispatch to the job and return, plus bridge tolls.

ASSOCIATION CONTRACTORS

**MARKET RECOVERY WORK IN MARIN, SONOMA, MENDOCINO AND LAKE COUNTIES
AND ALL PLUMBING SERVICE WORK IN SAN FRANCISCO
JOURNEYMEN AND FOREMEN RATES**

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

CONTRACT CLASSIFICATION	Rate Code	Total Taxable Hourly Wage	TAXABLE FRINGE BENEFITS Included in Total Taxable Hourly Wage		
			Vacation Per Hour	Holiday Per Hour	Dues/COPE Per Hour
JOURNEYMEN					
Negotiated Hourly Rate		51.00			
\$1.00/Hour (401)A Cont.	RJ11SS	50.00	1.96	2.55	1.43
\$2.00/Hour (401)A Cont.	RJ21SS	49.00			
\$4.00/Hour (401)A Cont.	RJ41SS	47.00			
\$6.00/Hour (401)A Cont.	RJ61SS	45.00			
\$8.00/Hour (401)A Cont.	RJ81SS	43.00			
\$10.00/Hour (401)A Cont.	RJ101SS	41.00			
FOREMEN (2-7 MEN) - [+12%]					
Negotiated Hourly Rate		57.12			
\$1.00/Hour (401)A Cont.	RF11SS	56.12	2.20	2.86	1.58
\$2.00/Hour (401)A Cont.	RF21SS	55.12			
\$4.00/Hour (401)A Cont.	RF41SS	53.12			
\$6.00/Hour (401)A Cont.	RF61SS	51.12			
\$8.00/Hour (401)A Cont.	RF81SS	49.12			
\$10.00/Hour (401)A Cont.	RF101SS	47.12			
FOREMEN (8-22 MEN) - [+16%]					
Negotiated Hourly Rate		59.16			
\$1.00/Hour (401)A Cont.	RF12SS	58.16	2.28	2.96	1.63
\$2.00/Hour (401)A Cont.	RF22SS	57.16			
\$4.00/Hour (401)A Cont.	RF42SS	55.16			
\$6.00/Hour (401)A Cont.	RF62SS	53.16			
\$8.00/Hour (401)A Cont.	RF82SS	51.16			
\$10.00/Hour (401)A Cont.	RF102SS	49.16			
GENERAL FOREMEN (23-43 MEN) - [+25%]					
Negotiated Hourly Rate		63.75			
\$1.00/Hour (401)A Cont.	RF13SS	62.75	2.45	3.19	1.74
\$2.00/Hour (401)A Cont.	RF23SS	61.75			
\$4.00/Hour (401)A Cont.	RF43SS	59.75			
\$6.00/Hour (401)A Cont.	RF63SS	57.75			
\$8.00/Hour (401)A Cont.	RF83SS	55.75			
\$10.00/Hour (401)A Cont.	RF103SS	53.75			
GENERAL FOREMEN (44 & OVER) - [+35%]					
Negotiated Hourly Rate		68.85			
\$1.00/Hour (401)A Cont.	RF14SS	67.85	2.65	3.44	1.87
\$2.00/Hour (401)A Cont.	RF24SS	66.85			
\$4.00/Hour (401)A Cont.	RF44SS	64.85			
\$6.00/Hour (401)A Cont.	RF64SS	62.85			
\$8.00/Hour (401)A Cont.	RF84SS	60.85			
\$10.00/Hour (401)A Cont.	RF104SS	58.85			

**ASSOCIATION CONTRACTORS
 MARKET RECOVERY WORK IN MARIN, SONOMA, MENDOCINO AND LAKE COUNTIES
 AND ALL PLUMBING SERVICE WORK IN SAN FRANCISCO
 JOURNEYMEN AND FOREMEN RATES
 UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013**

NON-TAXABLE FRINGE BENEFITS

Trust Funds	\$1.00/hr. 401(A) Contribution	\$2.00/hr. 401(A) Contribution	\$4.00/hr. 401(A) Contribution	\$6.00/hr. 401(A) Contribution	\$8.00/hr. 401(A) Contribution	\$10.00/hr. 401(A) Contribution
Pension Trust--401(A) Plan	1.00	2.00	4.00	6.00	8.00	10.00
Pension Trust--Def. Benefit Plan	10.00	10.00	10.00	10.00	10.00	10.00
Pension Protection Act - 2006	7.75	7.75	7.75	7.75	7.75	7.75
Health & Welfare Trust	13.89	13.89	13.89	13.89	13.89	13.89
Convalescent Trust	2.50	2.50	2.50	2.50	2.50	2.50
Apprentice Trust	3.64	3.64	3.64	3.64	3.64	3.64
Group S.U.B. Trust	0.35	0.35	0.35	0.35	0.35	0.35
Jury Duty Trust	0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust	0.13	0.13	0.13	0.13	0.13	0.13
C.R.A.F.T. Trust	0.25	0.25	0.25	0.25	0.25	0.25
Hiring Hall Trust	0.40	0.40	0.40	0.40	0.40	0.40
Jurisdictional Protection Trust	0.35	0.35	0.35	0.35	0.35	0.35
Contract Administration Trust	0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund	0.10	0.10	0.10	0.10	0.10	0.10
	40.91	41.91	43.91	45.91	47.91	49.91

**ASSOCIATION CONTRACTORS
MARKET RECOVERY WORK IN MARIN, SONOMA, MENDOCINO AND LAKE COUNTIES
AND ALL PLUMBING SERVICE WORK IN SAN FRANCISCO
APPRENTICE RATES**

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
PERCENTAGE	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
RATE CODE	RA11SS	RA12SS	RA13SS	RA14SS	RA05SS	RA06SS	RA07SS	RA08SS	RA09SS	RA10SS
TOTAL TAXABLE HOURLY WAGE	20.40	22.95	25.50	28.05	29.60	32.15	34.70	37.25	39.80	42.35

TAXABLE FRINGE BENEFITS INCLUDED IN TOTAL TAXABLE HOURLY WAGE (1)

Vacation Per Hour	0.79	0.88	0.98	1.08	1.18	1.28	1.37	1.47	1.57	1.67
Holiday Per Hour	1.02	1.15	1.28	1.40	1.53	1.66	1.79	1.91	2.04	2.17
Dues/COPE Per Hour	0.66	0.72	0.79	0.85	0.92	0.98	1.04	1.11	1.17	1.23

NON-TAXABLE FRINGE BENEFITS

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
RATE CODE	RA11SS	RA12SS	RA13SS	RA14SS	RA05SS	RA06SS	RA07SS	RA08SS	RA09SS	RA10SS
Pension Trust--401(A) Plan					1.00	1.00	1.00	1.00	1.00	1.00
Pension Trust--Def. Benefit Plan			4.70	5.16	5.63	6.15	6.62	7.14	7.66	8.24
Pension Protection Act - 2006			3.80	4.18	4.55	4.93	5.30	5.68	6.05	6.43
Health & Welfare Trust	14.44	14.44	14.44	14.44	14.44	14.44	14.44	14.44	14.44	14.44
Convalescent Trust	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Apprentice Trust	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Group S.U.B. Trust					0.30	0.30	0.30	0.30	0.30	0.30
Jury Duty Trust					0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust					0.10	0.10	0.10	0.10	0.10	0.10
C.R.A.F.T. Trust					0.20	0.20	0.20	0.20	0.20	0.20
Hiring Hall Trust					0.25	0.25	0.25	0.25	0.25	0.25
Jurisdictional Protection Trust					0.30	0.30	0.30	0.30	0.30	0.30
Contract Administration Trust					0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund					0.10	0.10	0.10	0.10	0.10	0.10
TOTAL NON-TAXABLE FRINGE BENEFITS	16.94	16.94	25.44	26.28	33.92	34.82	35.66	36.56	37.45	38.41

U. A. LOCAL 38 CONTRACT COST ITEM INSTRUCTIONS

NEW CONSTRUCTION/ALTERATION OF REFRIGERATION AND CONTROLS/CONTROL PIPING WORK In Marin, Sonoma, Mendocino & Lake Counties EFFECTIVE JULY 1, 2012 - JUNE 30, 2013

1. The amount shown for Vacation, Holiday and Dues/COPE **ARE INCLUDED** within the Total Taxable Hourly Wage. These items are to be deducted from the employee's check after taxes and remitted, together with the non-taxable Fringe Benefits to the U. A. Local 38 Trust Funds on the monthly Employer Contribution Report.
2. The work day is a guaranteed eight (8) hour work day at straight time.
3. The first two (2) hours of overtime Monday through Friday and the first ten (10) hours on Saturday are to be paid at **time and one-half (1-1/2 times)** the Total Taxable Hourly Wage rate.
4. Hours worked over ten (10) hours Monday through Saturday and all hours worked on Sundays and Holidays are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate.
5. The **401(A) Pension Trust - Defined Contribution Plan** hourly fringe rates for overtime hours are to be paid in accordance with the overtime provisions above.
6. All non-taxable fringe benefits, other than the **401(A) Pension Trust - Defined Contribution Plan**, are to be remitted at the straight time rate of pay for all hours worked including overtime.
7. For Cost Item Instructions for New Construction/Alteration work in San Francisco, please refer to the New Construction Work Cost Item Instruction Sheet.

ADDITIONAL CONTRACT COST ITEMS

On jobs over fifty (50) miles from the point of dispatch or from the employer's shop the employee will receive subsistence as follows:

- 1) **Subsistence**: Effective July 1, 2012 subsistence shall be \$108.00 per day worked or actual cost of room and board satisfactory to the employee for all days employees are required to stay overnight.
- 2) **Travel Time**: Travel time is an amount equal to the straight time wage rate and total fringes not to exceed eight (8) hours in any work day.
- 3) **Travel Expenses**: Whenever, at the start and finish of the job, the Employer does not furnish transportation, travel expenses at the rate of \$.55.5 per mile or IRS allowance shall be paid from the point of dispatch to the job and return, plus bridge tolls.

ASSOCIATION CONTRACTORS

NEW CONSTRUCTION AND ALTERATION
OF REFRIGERATION AND CONTROLS/CONTROL PIPING WORK
In Marin, Sonoma, Mendocino and Lake Counties
JOURNEYMEN AND FOREMEN RATES

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

CONTRACT CLASSIFICATION	Rate Code	Total Taxable Hourly Wage	TAXABLE FRINGE BENEFITS Included in Total Taxable Hourly Wage		
			vacation Per Hour	Holiday Per Hour	DUES/COPE Per Hour
JOURNEYMEN					
Negotiated Hourly Rate		60.00			
\$1.00/Hour (401)A Cont.	CJ11RS	59.00	2.31	3.00	1.65
\$2.00/Hour (401)A Cont.	CJ21RS	58.00			
\$4.00/Hour (401)A Cont.	CJ41RS	56.00			
\$6.00/Hour (401)A Cont.	CJ61RS	56.00			
\$8.00/Hour (401)A Cont.	CJ81RS	52.00			
\$10.00/Hour (401)A Cont.	CJ101RS	50.00			
FOREMEN (2-7 MEN) - 112%					
Negotiated Hourly Rate		67.20			
\$1.00/Hour (401)A Cont.	CF11RS	66.20	2.59	3.36	1.83
\$2.00/Hour (401)A Cont.	CF21RS	65.20			
\$4.00/Hour (401)A Cont.	CF41RS	63.20			
\$6.00/Hour (401)A Cont.	CF61RS	61.20			
\$8.00/Hour (401)A Cont.	CF81RS	59.20			
\$10.00/Hour (401)A Cont.	CF101RS	57.20			
FOREMEN (8-22 MEN) - 116%					
Negotiated Hourly Rate		69.60			
\$1.00/Hour (401)A Cont.	CF12RS	68.60	2.68	3.48	1.89
\$2.00/Hour (401)A Cont.	CF22RS	67.60			
\$4.00/Hour (401)A Cont.	CF42RS	65.60			
\$6.00/Hour (401)A Cont.	CF62RS	63.60			
\$8.00/Hour (401)A Cont.	CF82RS	61.60			
\$10.00/Hour (401)A Cont.	CF102RS	59.60			
GENERAL FOREMEN (23-43 MEN) - 125%					
Negotiated Hourly Rate		75.00			
\$1.00/Hour (401)A Cont.	CF13RS	74.00	2.89	3.75	2.03
\$2.00/Hour (401)A Cont.	CF23RS	73.00			
\$4.00/Hour (401)A Cont.	CF43RS	71.00			
\$6.00/Hour (401)A Cont.	CF63RS	69.00			
\$8.00/Hour (401)A Cont.	CF83RS	67.00			
\$10.00/Hour (401)A Cont.	CF103RS	65.00			
GENERAL FOREMEN (44 & OVER) - 135%					
Negotiated Hourly Rate		81.00			
\$1.00/Hour (401)A Cont.	CF14RS	80.00	3.12	4.05	2.18
\$2.00/Hour (401)A Cont.	CF24RS	79.00			
\$4.00/Hour (401)A Cont.	CF44RS	77.00			
\$6.00/Hour (401)A Cont.	CF64RS	75.00			
\$8.00/Hour (401)A Cont.	CF84RS	73.00			
\$10.00/Hour (401)A Cont.	CF104RS	71.00			

ASSOCIATION CONTRACTORS

NEW CONSTRUCTION AND ALTERATION

OF REFRIGERATION AND CONTROLS/CONTROL PIPING WORK

In Marin, Sonoma, Mendocino and Lake Counties

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

NON-TAXABLE FRINGE BENEFITS

Trust Funds	\$1.00/hr. 401(A) Contribution	\$2.00/hr. 401(A) Contribution	\$4.00/hr. 401(A) Contribution	\$6.00/hr. 401(A) Contribution	\$8.00/hr. 401(A) Contribution	\$10.00/hr. 401(A) Contribution
Pension Trust-401(A) Plan	1.00	2.00	4.00	6.00	8.00	10.00
Pension Trust-Def. Benefit Plan	11.43	11.43	11.43	11.43	11.43	11.43
Pension Protection Act - 2006	7.75	7.75	7.75	7.75	7.75	7.75
Health & Welfare Trust	14.61	14.61	14.61	14.61	14.61	14.61
Convalescent Trust	2.50	2.50	2.50	2.50	2.50	2.50
Apprentice Trust	4.20	4.20	4.20	4.20	4.20	4.20
Group S.U.B. Trust	0.10	0.10	0.10	0.10	0.10	0.10
Jury Duty Trust	0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust	0.15	0.15	0.15	0.15	0.15	0.15
C.R.A.F.T. Trust	0.25	0.25	0.25	0.25	0.25	0.25
Hiring Hall Trust	0.40	0.40	0.40	0.40	0.40	0.40
Jurisdictional Protection Trust	0.40	0.40	0.40	0.40	0.40	0.40
Contract Administration Trust	0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund	0.10	0.10	0.10	0.10	0.10	0.10
TOTAL NON-TAXABLE FRINGES	45.44	44.44	46.44	48.44	50.44	52.44

ASSOCIATION CONTRACTORS

NEW CONSTRUCTION/ALTERATION OF REFRIGERATION AND CONTROLS/CONTROL PIPING WORK In Marin, Sonoma, Mendocino and Lake Counties APPRENTICE RATES

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
PERCENTAGE	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
RATE CODE	CA11RS	CA12RS	CA13RS	CA14RS	CA05RS	CA06RS	CA07RS	CA08RS	CA09RS	CA10RS
TOTAL TAXABLE HOURLY WAGE	24.00	27.00	30.00	33.00	35.00	38.00	41.00	44.00	47.00	50.00

TAXABLE FRINGE BENEFITS INCLUDED IN TOTAL TAXABLE HOURLY WAGE (1)

Vacation Per Hour	0.92	1.04	1.16	1.27	1.39	1.50	1.62	1.73	1.85	1.96
Holiday Per Hour	1.20	1.35	1.50	1.65	1.80	1.95	2.10	2.25	2.40	2.55
Dues/COPE Per Hour	0.75	0.83	0.90	0.98	1.05	1.13	1.20	1.28	1.35	1.43

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
RATE CODE	CA11RS	CA12RS	CA13RS	CA14RS	CA05RS	CA06RS	CA07RS	CA08RS	CA09RS	CA10RS
Pension Trust--401(A) Plan					1.00	1.00	1.00	1.00	1.00	1.00
Pension Trust--Def. Benefit Plan			5.37	5.90	6.74	7.28	7.81	8.4	9.03	9.67
Pension Protection Act - 2006			3.80	4.18	4.55	4.93	5.30	5.68	6.05	6.43
Health & Welfare Trust	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61
Convalescent Trust	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Apprentice Trust	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Group S.U.B. Trust					0.35	0.35	0.35	0.35	0.35	0.35
Jury Duty Trust					0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust					0.15	0.15	0.15	0.15	0.15	0.15
C.R.A.F.T. Trust					0.25	0.25	0.25	0.25	0.25	0.25
Hiring Hall Trust					0.45	0.45	0.45	0.45	0.45	0.45
Jurisdictional Protection Trust					0.30	0.30	0.30	0.30	0.30	0.30
Contract Administration Trust					0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund					0.10	0.10	0.10	0.10	0.10	0.10
TOTAL NON TAXABLE FRINGE BENEFITS	17.11	17.11	26.28	27.19	36.05	36.97	37.87	38.84	39.84	40.86

U.A. LOCAL 38 CONTRACT COST ITEM INSTRUCTIONS

AIR CONDITIONING AND REFRIGERATION/H.V.A.C. SERVICE WORK - ALL COUNTIES EFFECTIVE JULY 1, 2012 - JUNE 30, 2013

1. The amount shown for Vacation, Holiday and Dues/COPE **ARE INCLUDED** within the Total Taxable Hourly Wage. These items are to be deducted from the employee's check after taxes and remitted, together with the non-taxable Fringe Benefits to the U. A. Local 38 Trust Funds on the monthly Employer Contribution Report.
2. The work day is a guaranteed eight (8) hour work day at straight time.
3. The first two (2) hours of overtime are to be paid at **time and one-half (1-1/2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **time and one-half (1-1/2 times)** for these same hours.
4. All hours worked over ten (10) hours in a day (Monday – Friday) are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer Contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **double (2 times)** for these same hours.
5. Saturday work is to be paid at **time and one-half (1-1/2 times)** the Total Taxable Hourly Wage rate for the first ten (10) hours. Hours worked over ten (10) hours on Saturday are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted in accordance with the same rate of pay as above.
6. Sunday and Holiday work is to be paid at **double (2 times)** the Total Taxable Hourly Wage rate. Employer contributions to the **401(A) Pension Trust - Defined Contribution Plan** shall be remitted at **double (2 times)** for these same hours.
7. The **401(A) Pension Trust - Defined Contribution Plan** hourly fringe benefit rates for overtime hours are to be paid in accordance with the overtime provisions of 3, 4, 5 and 6.
8. Non-taxable fringe benefits, other than the **401(A) Pension Trust - Defined Contribution Plan**, are to be remitted at the straight time rate of pay for all hours worked including overtime.
9. The monthly Health and Welfare contribution is to be remitted for every employee who works **at least one (1) hour** during the work month.

ADDITIONAL CONTRACT COST ITEMS

On jobs over fifty (50) miles from the point of dispatch or from the employer's shop the employee will receive subsistence as follows:

- 1) **Subsistence:** Effective July 1, 2012 subsistence shall be \$108.00 per day worked or actual cost of room and board satisfactory to the employee for all days employees are required to stay overnight.
- 2) **Travel Time:** Travel time is an amount equal to the straight time wage rate and total fringes not to exceed eight (8) hours in any work day.
- 3) **Travel Expenses:** Whenever, at the start and finish of the job, the Employer does not furnish transportation, travel expenses at the rate of \$.51 per mile or IRS allowance shall be paid from the point of dispatch to the job and return, plus bridge tolls.

ASSOCIATION CONTRACTORS
AIR CONDITIONING AND REFRIGERATION/H.V.A.C.
SERVICE WORK -- ALL COUNTIES
JOURNEYMEN AND FOREMEN RATES
UA Local 38 Contract Cost Items -- June 1, 2012 - July 30, 2013

CONTRACT CLASSIFICATION	Rate Code	Total Taxable Hourly Wage	TAXABLE FRINGE BENEFITS Included in Total Taxable Hourly Wage		
			Vacation Per Hour	Holiday Per Hour	Dues/COPE Per Hour
JOURNEYMEN					
Negotiated Hourly Rate		60.00			
\$1.00/Hour (401)A Cont.	SJ11RS	59.00	2.31	3.00	1.65
\$2.00/Hour (401)A Cont.	SJ21RS	58.00			
\$4.00/Hour (401)A Cont.	SJ41RS	56.00			
\$6.00/Hour (401)A Cont.	SJ61RS	54.00			
\$8.00/Hour (401)A Cont.	SJ81RS	52.00			
\$10.00/Hour (401)A Cont.	SJ101RS	50.00			
FOREMEN (2-7 MEN) (+12%)					
Negotiated Hourly Rate		67.20			
\$1.00/Hour (401)A Cont.	SF11RS	66.20	2.49	3.23	1.72
\$2.00/Hour (401)A Cont.	SF21RS	65.20			
\$4.00/Hour (401)A Cont.	SF41RS	63.20			
\$6.00/Hour (401)A Cont.	SF61RS	61.20			
\$8.00/Hour (401)A Cont.	SF81RS	59.20			
\$10.00/Hour (401)A Cont.	SF101RS	57.20			
FOREMEN (8-22 MEN) (+16%)					
Negotiated Hourly Rate		69.60			
\$1.00/Hour (401)A Cont.	SF12RS	68.60	2.68	3.48	1.89
\$2.00/Hour (401)A Cont.	SF22RS	67.60			
\$4.00/Hour (401)A Cont.	SF42RS	65.60			
\$6.00/Hour (401)A Cont.	SF62RS	63.60			
\$8.00/Hour (401)A Cont.	SF82RS	61.60			
\$10.00/Hour (401)A Cont.	SF102RS	59.60			
GENERAL FOREMEN (23-43 MEN) (+25%)					
Negotiated Hourly Rate		75.00			
\$1.00/Hour (401)A Cont.	SF13RS	74.00	2.89	3.75	2.03
\$2.00/Hour (401)A Cont.	SF23RS	73.00			
\$4.00/Hour (401)A Cont.	SF43RS	71.00			
\$6.00/Hour (401)A Cont.	SF63RS	69.00			
\$8.00/Hour (401)A Cont.	SF83RS	67.00			
\$10.00/Hour (401)A Cont.	SF103RS	65.00			
GENERAL FOREMEN (44 & OVER) (+35%)					
Negotiated Hourly Rate		81.00			
\$1.00/Hour (401)A Cont.	SF14RS	80.00	3.12	4.05	2.18
\$2.00/Hour (401)A Cont.	SF24RS	79.00			
\$4.00/Hour (401)A Cont.	SF44RS	77.00			
\$6.00/Hour (401)A Cont.	SF64RS	75.00			
\$8.00/Hour (401)A Cont.	SF84RS	73.00			
\$10.00/Hour (401)A Cont.	SF104RS	71.00			

ASSOCIATION CONTRACTORS

AIR CONDITIONING AND REFRIGERATION/H.V.A.C.

SERVICE WORK -- ALL COUNTIES

JOURNEYMEN AND FOREMEN RATES

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

NON-TAXABLE FRINGE BENEFITS

Trust Funds	\$1.00/hr. 401(A) Contribution	\$2.00/hr. 401(A) Contribution	\$4.00/hr. 401(A) Contribution	\$6.00/hr. 401(A) Contribution	\$8.00/hr. 401(A) Contribution	\$10.00/hr. 401(A) Contribution
Pension Trust--401(A) Plan	1.00	2.00	4.00	6.00	8.00	10.00
Pension Trust--Def. Benefit Plan	11.43	11.43	11.43	11.43	11.43	11.43
Pension Protection Act - 2006	7.75	7.75	7.75	7.75	7.75	7.75
Health & Welfare Trust	14.61	14.61	14.61	14.61	14.61	14.61
Convalescent Trust	2.50	2.50	2.50	2.50	2.50	2.50
Apprentice Trust	4.20	4.20	4.20	4.20	4.20	4.20
Group S.U.B. Trust	0.10	0.10	0.10	0.10	0.10	0.10
Jury Duty Trust	0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust	0.15	0.15	0.15	0.15	0.15	0.15
C.R.A.F.T. Trust	0.25	0.25	0.25	0.25	0.25	0.25
Hiring Hall Trust	0.40	0.40	0.40	0.40	0.40	0.40
Jurisdictional Protection Trust	0.40	0.40	0.40	0.40	0.40	0.40
Contract Administration Trust	0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund	0.10	0.10	0.10	0.10	0.10	0.10
TOTAL HOURLY NON-TAXABLE	43.44	44.44	46.44	48.44	50.44	52.44

ASSOCIATION CONTRACTORS

**AIR CONDITIONING AND REFRIGERATION/H.V.A.C. -- SERVICE WORK -- ALL COUNTIES
APPRENTICE RATES**

UA Local 38 Contract Cost Items -- July 1, 2012 - June 30, 2013

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
PERCENTAGE	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
RATE CODE	SA11RS	SA12RS	SA13RS	SA14RS	SA05RS	SA06RS	SA07RS	SA08RS	SA09RS	SA10RS
TOTAL TAXABLE HOURLY WAGE	24.00	27.00	30.00	33.00	35.00	38.00	41.00	44.00	47.00	50.00

TAXABLE FRINGE BENEFITS INCLUDED IN TOTAL TAXABLE HOURLY WAGE (1)

Vacation Per Hour	0.92	1.04	1.16	1.27	1.39	1.50	1.62	1.73	1.85	1.96
Holiday Per Hour	1.20	1.35	1.50	1.65	1.80	1.95	2.10	2.25	2.40	2.55
Dues/COPE Per Hour	0.75	0.83	0.90	0.98	1.05	1.13	1.20	1.28	1.35	1.43

NON-TAXABLE FRINGE BENEFITS

PAY PERIOD	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
RATE CODE	SA11RS	SA12RS	SA13RS	SA14RS	SA05RS	SA06RS	SA07RS	SA08RS	SA09RS	SA10RS
Pension Trust--401(A) Plan					1.00	1.00	1.00	1.00	1.00	1.00
Pension Trust--Def. Benefit Plan			5.37	5.90	6.74	7.28	7.81	8.40	9.03	9.67
Pension Protection Act - 2006			3.80	4.18	4.55	4.93	5.30	5.68	6.05	6.43
Health & Welfare Trust	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61	14.61
Convalescent	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Apprentice Trust	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Group S.U.B. Trust					0.35	0.35	0.35	0.35	0.35	0.35
Jury Duty Trust					0.10	0.10	0.10	0.10	0.10	0.10
Scholarship Trust					0.15	0.15	0.15	0.15	0.15	0.15
C.R.A.F.T. Trust					0.25	0.25	0.25	0.25	0.25	0.25
Hiring Hall Trust					0.45	0.45	0.45	0.45	0.45	0.45
Jurisdictional Protection Trust					0.30	0.30	0.30	0.30	0.30	0.30
Contract Administration Trust					0.45	0.45	0.45	0.45	0.45	0.45
U.A. International Training Fund					0.10	0.10	0.10	0.10	0.10	0.10
Total Hourly Non-Taxable	17.11	17.11	26.28	27.19	36.05	35.97	37.87	38.84	39.84	40.86

UA Local 159

Master Labor Agreement - Wage & Fringe Schedule

Effective: January 1, 2013 through June 30, 2013

HOURLY RATE

CLASSIFICATION	Basic Wage		Fringe Benefit Contributions										TOTAL
	Hourly	Weekly	401k/Adm	Deferral	401k/Man	Health	Life	Disability	Net-Pay	DCM	Contract	Shift	
GROUP A (\$20.00)													
Journeyman	\$50.22	\$2.31	\$0.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.31
Foreman	\$56.25	\$2.58	\$0.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$61.27	\$2.81	\$0.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP B (\$20.00)													
Journeyman	\$49.22	\$2.31	\$1.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$55.25	\$2.58	\$1.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$60.27	\$2.81	\$1.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP C (\$20.00)													
Journeyman	\$48.22	\$2.31	\$2.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$54.25	\$2.58	\$2.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$59.27	\$2.81	\$2.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP D (\$20.00)													
Journeyman	\$47.22	\$2.31	\$3.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$53.25	\$2.58	\$3.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$58.27	\$2.81	\$3.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP E (\$20.00)													
Journeyman	\$46.22	\$2.31	\$4.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$52.25	\$2.58	\$4.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$57.27	\$2.81	\$4.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP F (\$20.00)													
Journeyman	\$45.22	\$2.31	\$5.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$51.25	\$2.58	\$5.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$56.27	\$2.81	\$5.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP G (\$20.00)													
Journeyman	\$44.22	\$2.31	\$6.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$50.25	\$2.58	\$6.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$55.27	\$2.81	\$6.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP H (\$20.00)													
Journeyman	\$43.22	\$2.31	\$7.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$49.25	\$2.58	\$7.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$54.27	\$2.81	\$7.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP I (\$20.00)													
Journeyman	\$42.22	\$2.31	\$8.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$48.25	\$2.58	\$8.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$53.27	\$2.81	\$8.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
GROUP J (\$20.00)													
Journeyman	\$41.22	\$2.31	\$9.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$82.31
Foreman	\$47.25	\$2.58	\$9.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$88.34
General Foreman	\$52.27	\$2.81	\$9.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$93.36
APPRENTICE RATES													
1st - 6 month (40%)	\$20.09	\$0.95	**	\$0.00	\$1.50	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$41.20
2nd - 6 month (45%)	\$22.60	\$1.07	**	\$0.00	\$1.50	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$43.71
3rd - 6 month (50%)	\$25.11	\$1.18	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$56.85
4th - 6 month (55%)	\$27.62	\$1.29	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$59.36
5th - 6 month (60%)	\$30.13	\$1.41	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$61.87
6th - 6 month (65%)	\$32.64	\$1.52	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$64.38
7th - 6 month (70%)	\$35.15	\$1.63	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$66.89
8th - 6 month (75%)	\$37.67	\$1.75	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$69.41
9th - 6 month (80%)	\$40.18	\$1.86	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$71.92
10th - 6 month (85%)	\$42.69	\$1.97	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$74.43

*This figure is EMPLOYEE CHECK-OFF WHICH IS INCLUDED IN BASIC WAGE RATE.

***Apprentice may participate in 401A, in accordance with the plan document which will reduce their hourly wage accordingly. Vehicle Reduction: Effective 7/1/90, if an employer provides an employee with transportation from and to his or her residence, to and from his or her work place, the basic taxable wage maybe be reduced by \$.50 per hour.



Aram Hodess, Business Manager
Plumbers & Steamfitters Union Local 159

12/20/12
Date



Scott Strawbridge, Executive Manager
Northern California Mechanical Contractors Association

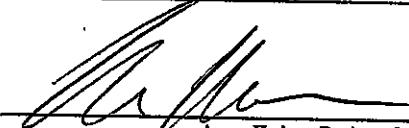
12/20/12
Date

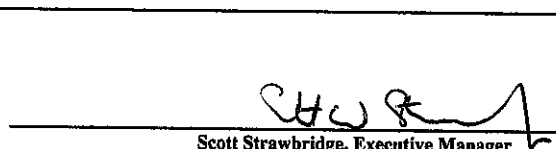
Effective: January 1, 2013 through June 30, 2013

HOURLY RATE

CLASSIFICATION	Basic Wage		Fringe Benefit Contributions										TOTAL
	Hourly Wage	Cost of	401k	Disability	Life Insurance	Health	Vision	IRA	Union	Medical	MMB	Group Term	
GROUP A (\$100)													
Journeyman	\$49.33	\$2.27	\$0.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$55.25	\$2.54	\$0.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$60.18	\$2.76	\$0.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$48.33	\$2.27	\$1.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$54.25	\$2.54	\$1.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$59.18	\$2.76	\$1.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$47.33	\$2.27	\$2.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$53.25	\$2.54	\$2.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$58.18	\$2.76	\$2.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$46.33	\$2.27	\$3.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$52.25	\$2.54	\$3.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$57.18	\$2.76	\$3.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$45.33	\$2.27	\$4.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$51.25	\$2.54	\$4.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$56.18	\$2.76	\$4.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$44.33	\$2.27	\$5.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$50.25	\$2.54	\$5.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$55.18	\$2.76	\$5.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$43.33	\$2.27	\$6.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$49.25	\$2.54	\$6.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$54.18	\$2.76	\$6.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$42.33	\$2.27	\$7.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$48.25	\$2.54	\$7.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$53.18	\$2.76	\$7.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$41.33	\$2.27	\$8.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$47.25	\$2.54	\$8.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$52.18	\$2.76	\$8.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
GROUP A (\$100)													
Journeyman	\$40.33	\$2.27	\$9.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$81.42
Foreman	\$46.25	\$2.54	\$9.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$87.34
General Foreman	\$51.18	\$2.76	\$9.00	\$10.13	\$2.35	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$92.27
APPRENTICE RATES													
1st - 6 month (40%)	\$19.73	\$0.94	**	\$0.00	\$1.50	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$40.84
2nd - 6 month (45%)	\$22.20	\$1.05	**	\$0.00	\$1.50	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$43.31
3rd - 6 month (50%)	\$24.67	\$1.16	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$56.41
4th - 6 month (55%)	\$27.13	\$1.27	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$58.87
5th - 6 month (60%)	\$29.60	\$1.38	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$61.34
6th - 6 month (65%)	\$32.06	\$1.49	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$63.80
7th - 6 month (70%)	\$34.53	\$1.60	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$66.27
8th - 6 month (75%)	\$37.00	\$1.72	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$68.74
9th - 6 month (80%)	\$39.46	\$1.83	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$71.20
10th - 6 month (85%)	\$41.93	\$1.94	**	\$10.13	\$2.00	\$14.61	\$2.00	\$1.35	\$0.10	\$0.75	\$0.30	\$0.50	\$73.67

This figure is EMPLOYEE CHECK-OFF WHICH IS INCLUDED IN BASIC WAGE ***Apprentice may participate in 401a, in accordance with the plan document which will reduce their hourly wage accordingly. Vehicle Reduction: Effective 7/1/90, if an employer provides an employee with transportation from and to his or her residence, to and from his or her work place, the basic taxable wage maybe be reduced by \$0.50 per hour.


Aram Hodess, Business Manager
 Plumbers & Steamfitters Union Local 159
 12/30/12
 Date


Scott Strawbridge, Executive Manager
 Northern California Mechanical Contractors Association
 12/20/12
 Date


Residential Labor Agreement - Wage & Fringe Schedule

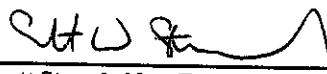
Effective: January 1, 2013 through June 30, 2012

HOURLY RATE

CLASSIFICATIONS	Basic Wage			Fringe Benefit Contributions							TOTAL
	Basic Wage	*Check Off	401-A	Defined Benefit	Health & Welfare	Training	Conrt. Admin.	J.L.M. Trust	HRA		
GROUP A (\$1.00)											
Journeyman	\$33.66	\$1.56	\$0.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$37.70	\$1.75	\$0.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$2.00)											
Journeyman	\$32.66	\$1.56	\$1.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$36.70	\$1.75	\$1.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$3.00)											
Journeyman	\$31.66	\$1.56	\$2.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$35.70	\$1.75	\$2.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$4.00)											
Journeyman	\$30.66	\$1.56	\$3.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$34.70	\$1.75	\$3.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$5.00)											
Journeyman	\$29.66	\$1.56	\$4.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$33.70	\$1.75	\$4.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$6.00)											
Journeyman	\$28.66	\$1.56	\$5.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$32.70	\$1.75	\$5.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$7.00)											
Journeyman	\$27.66	\$1.56	\$6.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$31.70	\$1.75	\$6.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$8.00)											
Journeyman	\$26.66	\$1.56	\$7.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$30.70	\$1.75	\$7.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$9.00)											
Journeyman	\$25.66	\$1.56	\$8.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$29.70	\$1.75	\$8.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
GROUP A (\$10.00)											
Journeyman	\$24.66	\$1.56	\$9.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$49.95	
Foreman	\$28.70	\$1.75	\$9.00	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$53.99	
APPRENTICE RATES											
	Basic Wage	Check Off	401-A	Defined Benefit	Health & Wlf.	Training	Conrt. Admin.	J.L.M. Trust	HRA	TOTAL	
1st-6 month (45%)	\$15.15	\$0.73	***	\$0.00	\$7.16	\$0.90	\$0.10	\$0.30	\$1.00	\$24.61	
2nd-6 month (50%)	\$16.83	\$0.81	***	\$0.00	\$7.16	\$0.90	\$0.10	\$0.30	\$1.00	\$26.29	
3rd-6 month (55%)	\$18.51	\$0.88	***	\$3.51	\$7.31	\$0.90	\$0.10	\$0.30	\$1.00	\$31.63	
4th-6 month (60%)	\$20.20	\$0.96	***	\$3.70	\$7.31	\$0.90	\$0.10	\$0.30	\$1.00	\$33.51	
5th-6 month (65%)	\$21.88	\$1.03	***	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$38.17	
6th-6 month (70%)	\$23.56	\$1.11	***	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$39.85	
7th-6 month (80%)	\$26.93	\$1.26	***	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$43.22	
8th-6 month (85%)	\$28.61	\$1.34	***	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$44.90	
9th-6 month (90%)	\$30.29	\$1.41	***	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$46.58	
10th-6 month (95%)	\$31.98	\$1.49	***	\$5.43	\$8.56	\$0.90	\$0.10	\$0.30	\$1.00	\$48.27	

*This figure is EMPLOYEE CHECK-OFF WHICH IS INCLUDED IN BASIC WAGE RATE. ***Apprentices may participate 401-A in accordance with Plan document which will reduce their hourly wage accordingly. Vehicle Reduction: Effective 7/1/90, if an employer provides an employee with transportation from and to his or her residence, to and from his or her work place, the basic taxable wage maybe reduced by \$.50 per hour.


 Aram Hodess, Business Manager
 Plumbers & Steamfitters Union Local 159


 Scott Strawbridge, Executive Manager
 Northern Californiam Mechanical Contractors Association

12/20/12
 Date

12/20/12
 Date

United Association of Plumbers and Steamfitters Local Union 159

Residential Specialist Agreement

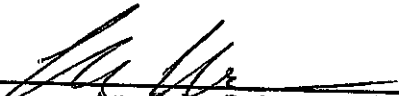
Wage & Fringe Schedule


Effective: January 1, 2013 Through June 30, 2012

HOURLY RATE

CLASSIFICATION	Basic Wage Rate			Fringe Benefit Contribution						
	Wage Rate	*Check-Off	Defined Benefit	401-A Mandry	Health & Welfare	Training	Contract Admin	J.L.M. Trust	HRA	TOTAL
DIVISIONAL TRAINEE										
1st Six Months Only	\$13.64	\$0.66	\$0.25	\$0.00	\$7.86	\$0.10	\$0.05	\$0.30	\$1.00	\$23.20
DIVISIONAL SPECIALIST										
	\$16.64	\$0.80	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$28.09
	\$17.14	\$0.82	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$28.59
	\$17.64	\$0.84	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$29.09
	\$18.14	\$0.87	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$29.59
	\$18.64	\$0.89	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$30.09
	\$19.14	\$0.91	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$30.59
	\$19.64	\$0.93	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$31.09
	\$20.14	\$0.96	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$31.59
	\$20.64	\$0.98	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$32.09
	\$21.35	\$1.01	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$32.80
	\$21.90	\$1.04	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$33.35
	\$22.46	\$1.06	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$33.91
	\$23.01	\$1.09	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$34.46
	\$23.57	\$1.11	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$35.02
	\$24.11	\$1.13	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$35.56
	\$24.37	\$1.15	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$35.82
	\$25.23	\$1.19	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$36.68
	\$25.78	\$1.21	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$37.23
	\$26.34	\$1.24	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$37.79
	\$26.88	\$1.26	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$38.33
	\$27.45	\$1.29	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$38.90
	\$28.00	\$1.31	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$39.45
	\$28.55	\$1.33	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$40.00
	\$29.10	\$1.36	\$0.64	\$1.00	\$8.36	\$0.10	\$0.05	\$0.30	\$1.00	\$40.55

*This figure is EMPLOYEE CHECK-OFF WHICH IS INCLUDED IN BASIC WAGE RATE.


 Aram Hodess, Business Manager
 Plumbers & Steamfitters Union Local 159


 Scott Strawbridge, Executive Manager
 Northern California Mechanical Contractors Association

12/20/12
 Date

12-20-12
 Date

UA Local 342



Plumbers & Steamfitters Local Union 342

935 Detroit Avenue, Concord, CA 94518-2501 Phone (925) 686-5880 Fax (925) 685-3710

JAMES WILLIAMS - BUSINESS MANAGER

Business Rep. MICHAEL HERNANDEZ Business Rep. DERRICK KUALAPAI Business Rep. GEORGE KIKES Plumber Rep. CHE' TIMMONS Refrigeration Rep. JAMES BIRD Pipeline Rep. MIKE MIKICH Business Rep./Organizer OBRAY VANBUREN

July 19, 2012

**TO: ALL UA LOCAL 342 SIGNATORY CONTRACTORS,
ATTENTION - PAYROLL DEPARTMENT**

Dear Employer:

Please find the enclosed United Association Local 342 wage and benefit schedules for the period of July 4, 2012 through June 30, 2013. *(This is a retroactive increase to July 4th, 2012)*

The following is the allocation of the two dollars and ninety cents (\$2.90) negotiated increase to the Building Trades UA Local 342 Master Labor Agreement:

Taxable Wage	\$ 1.25
401a Sup Pension	1.00
HRA	.25
Retiree Fund	<u>.40</u>
TOTAL INCREASE	\$ 2.90

The wage schedules are presented with a separate page for Journeyman, Foreman, General Foreman and Sr. General Foreman. **Please refer to the particular page, locating the appropriate HRA (A, B, C or D) and Classification (II through VII) for the July 4, 2012 increases.** (Since the 401a and HRA rates have increased you may need to locate and/or reflect the HRA/Classification placement on the prior schedule, then find the corresponding for July 4, 2012 retro-increase.)

Updated Apprentice dispatches are being processed and will be mailed soon to the individual contractor. *Apprentice schedule is on page 6.*

The HRA and 401a Supplemental Pension are **excluded for all tax purposes.** The overtime for the HRA and 401a Supplemental Pension programs is remitted at time and one-half and at double time rates.

Overtime and premium pay information are provided on page one of the wage and benefit schedule.

Please note, the dues check-off rates are the same as the prior schedule. No change.

If you have any questions, or a dispatch discrepancy, please contact UA Local 342 at the following phone number 925/686-5880. Thank you for your attention in this matter.

Sincerely,

JAMES WILLIAMS
Business Manager/Financial Secretary

JW:dvw:encs

UA LOCAL UNION 342 PLUMBERS & STEAMFITTERS

935 Detroit Avenue Concord, CA 94518-2501 Phone 925/686-5880 Fax 925/685-3710

MASTER LABOR AGREEMENT

EFFECTIVE 7/4/12 THROUGH 6/30/13

Contract 010, 011, 710

Example: HRA-A / Class II	JOURNEYMAN	FOREMAN	GEN.FOREMAN	SR. GEN. FOREMAN
TAXABLE WAGE RATE	\$ 52.46	\$ 57.71	\$ 62.95	\$ 68.20
(Dues Check Off)	(2.37)	(2.61)	(2.84)	(3.08)
Health & Welfare	11.35	11.35	11.35	11.35
Pension	10.54	10.54	10.54	10.54
401a Supplemental Pension	3.00	3.00	3.00	3.00
Health Reimbursement Account	.50	.50	.50	.50
LU Training Fund	2.60	2.60	2.60	2.60
International Training Fund	.10	.10	.10	.10
Labor Management Corp	.05	.05	.05	.05
Retiree Health & Welfare	4.05	4.05	4.05	4.05
Retiree Fund	.40	.40	.40	.40
Contract Administration	.25	.25	.25	.25
Grand Total	\$ 85.30	\$ 90.55	\$ 95.79	\$ 101.04

OVERTIME INFORMATION:

The first 2 hours after an 8 hour workday, Monday through Friday, and the first 10 hours on Saturday are paid at time and one-half rate. Sunday and Holidays and in excess of 10 hours are paid at the double time rate.

The 401a Supplemental Pension and Health Reimbursement Account/HRA are paid at straight time, time and one-half, and at the double time rates. The 401a and HRA are excluded for all tax purposes. All overtime on other fringes are paid at the straight time rate.

Shift Work: The second and third shifts receive pay for the hours worked, plus fifteen percent (15%). The 15% is based on the Journeyman wage rate of \$52.46, Foreman rate of \$57.71, Gen.Firm. rate of \$62.95, and the Sr.Gen.Firm. rate of \$68.20. All Journeyman receive \$7.87 per hour, Foreman \$8.66 per hour, Gen.Firm. \$9.44 and Sr.Gen.Firm.\$10.23. See the Master Labor Agreement.

Alloy Welder and Diametric Welder: Receive 8% premium based on the Journeyman Class A-II rate of \$52.46. The 8% equals \$4.20 to be added to their taxable hourly wage. On Shift work the 8% equals \$4.83. (affects wage only)

The Dues Check Off and Credit Union deductions are deducted from the Taxable Wage rate and submitted at straight time, time and one-half and at double time rates. Credit Union is a voluntary payroll deduction. The member's dispatch will reflect applicable changes if the member enrolled in the \$1.00, \$2.00, \$3.00, \$4.00, or \$5.00. per hour deduction.

For Contractors not paying Contract Administration and/or the Joint/Management Cooperation contributions, Apprentice Training shall be paid an equivalent hourly amount in lieu of such contribution(s).

ALL the above are remitted once a month to the Northern California Pipe Trades Trust Funds.

IMPORTANT: Please see the following pages for wage and benefit information regarding HRA: A, B, C and D, and Classifications II, III, IV, V, VI and VII. APPRENTICE Schedule is on Page 6.

**UA LOCAL 342 WAGE SCHEDULE
 MASTER LABOR AGREEMENT
 EFFECTIVE 7/4/12 THROUGH 6/30/13
 Contract 010, 011, 710**

JOURNEYMAN WAGE AND FRINGES - See dispatch for HRA and Classification

JOURNEYMAN: HRA = A (RT# 01040A, 01140A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A	II	50.09	2.37	52.46	11.35	10.54	3.00	.50	.10	.05	4.05	.40	.25		85.30
A	III	48.59	2.37	50.96	11.35	10.54	4.50	.50	.10	.05	4.05	.40	.25		85.30
A	IV	47.09	2.37	49.46	11.35	10.54	6.00	.50	.10	.05	4.05	.40	.25		85.30
A	V	44.59	2.37	46.96	11.35	10.54	8.50	.50	.10	.05	4.05	.40	.25		85.30
A	VI	41.84	2.37	44.21	11.35	10.54	11.25	.50	.10	.05	4.05	.40	.25		85.30
A	VII	40.59	2.37	42.96	11.35	10.54	12.50	.50	.10	.05	4.05	.40	.25		85.30

JOURNEYMAN: HRA = B (RT# 01040B, 01140B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B	II	49.59	2.37	51.96	11.35	10.54	3.00	1.00	.10	.05	4.05	.40	.25		85.30
B	III	48.09	2.37	50.46	11.35	10.54	4.50	1.00	.10	.05	4.05	.40	.25		85.30
B	IV	46.59	2.37	48.96	11.35	10.54	6.00	1.00	.10	.05	4.05	.40	.25		85.30
B	V	44.09	2.37	46.46	11.35	10.54	8.50	1.00	.10	.05	4.05	.40	.25		85.30
B	VI	41.34	2.37	43.71	11.35	10.54	11.25	1.00	.10	.05	4.05	.40	.25		85.30
B	VII	40.09	2.37	42.46	11.35	10.54	12.50	1.00	.10	.05	4.05	.40	.25		85.30

JOURNEYMAN: HRA = C (RT# 01040C, 01140C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C	II	49.09	2.37	51.46	11.35	10.54	3.00	1.50	.10	.05	4.05	.40	.25		85.30
C	III	47.59	2.37	49.96	11.35	10.54	4.50	1.50	.10	.05	4.05	.40	.25		85.30
C	IV	46.09	2.37	48.46	11.35	10.54	6.00	1.50	.10	.05	4.05	.40	.25		85.30
C	V	43.59	2.37	45.96	11.35	10.54	8.50	1.50	.10	.05	4.05	.40	.25		85.30
C	VI	40.84	2.37	43.21	11.35	10.54	11.25	1.50	.10	.05	4.05	.40	.25		85.30
C	VII	39.59	2.37	41.96	11.35	10.54	12.50	1.50	.10	.05	4.05	.40	.25		85.30

JOURNEYMAN: HRA = D (RT# 01040D, 01140D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D	II	48.09	2.37	50.46	11.35	10.54	3.00	2.50	.10	.05	4.05	.40	.25		85.30
D	III	46.59	2.37	48.96	11.35	10.54	4.50	2.50	.10	.05	4.05	.40	.25		85.30
D	IV	45.09	2.37	47.46	11.35	10.54	6.00	2.50	.10	.05	4.05	.40	.25		85.30
D	V	42.59	2.37	44.96	11.35	10.54	8.50	2.50	.10	.05	4.05	.40	.25		85.30
D	VI	39.83	2.37	42.21	11.35	10.54	11.25	2.50	.10	.05	4.05	.40	.25		85.30
D	VII	38.59	2.37	40.96	11.35	10.54	12.50	2.50	.10	.05	4.05	.40	.25		85.30

**UA LOCAL 342 WAGE SCHEDULE
 MASTER LABOR AGREEMENT
 EFFECTIVE 7/4/12 THROUGH 6/30/13**

Contract 010, 011, 710

FOREMAN WAGE AND FRINGES - See dispatch for HRA and Classification

FOREMAN: HRA = A (RT# 01041A, 01141A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A II	55.10	2.61	57.71	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		90.55
A III	53.60	2.61	56.21	11.35	10.54	4.50	.50	2.60	.10	.05	4.05	.40	.25		90.55
A IV	52.10	2.61	54.71	11.35	10.54	6.00	.50	2.60	.10	.05	4.05	.40	.25		90.55
A V	49.60	2.61	52.21	11.35	10.54	8.50	.50	2.60	.10	.05	4.05	.40	.25		90.55
A VI	46.85	2.61	49.46	11.35	10.54	11.25	.50	2.60	.10	.05	4.05	.40	.25		90.55
A VII	45.60	2.61	48.21	11.35	10.54	12.50	.50	2.60	.10	.05	4.05	.40	.25		90.55

FOREMAN: HRA = B (RT# 01041B, 01141B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B II	54.60	2.61	57.21	11.35	10.54	3.00	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B III	53.10	2.61	55.71	11.35	10.54	4.50	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B IV	51.60	2.61	54.21	11.35	10.54	6.00	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B V	49.10	2.61	51.71	11.35	10.54	8.50	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B VI	46.35	2.61	48.96	11.35	10.54	11.25	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B VII	45.10	2.61	47.71	11.35	10.54	12.50	1.00	2.60	.10	.05	4.05	.40	.25		90.55

FOREMAN: HRA = C (RT# 01041C, 01141C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C II	54.10	2.61	56.71	11.35	10.54	3.00	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C III	52.60	2.61	55.21	11.35	10.54	4.50	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C IV	51.10	2.61	53.71	11.35	10.54	6.00	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C V	48.60	2.61	51.21	11.35	10.54	8.50	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C VI	45.85	2.61	48.46	11.35	10.54	11.25	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C VII	44.60	2.61	47.21	11.35	10.54	12.50	1.50	2.60	.10	.05	4.05	.40	.25		90.55

FOREMAN: HRA = D (RT# 01041D, 01141D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D II	53.10	2.61	55.71	11.35	10.54	3.00	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D III	51.60	2.61	54.21	11.35	10.54	4.50	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D IV	50.10	2.61	52.71	11.35	10.54	6.00	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D V	47.60	2.61	50.21	11.35	10.54	8.50	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D VI	44.85	2.61	47.46	11.35	10.54	11.25	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D VII	43.60	2.61	46.21	11.35	10.54	12.50	2.50	2.60	.10	.05	4.05	.40	.25		90.55

**UA LOCAL 342 WAGE SCHEDULE
 MASTER LABOR AGREEMENT
 EFFECTIVE 7/4/12 THROUGH 6/30/13
 Contract 010, 011, 710**

GENERAL FOREMAN WAGE AND FRINGES - See dispatch for HRA and Classification

GENERAL FOREMAN: HRA = A (RT# 01042A, 01142A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A II	60.11	2.84	62.95	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	32.84	95.79
A III	58.61	2.84	61.45	11.35	10.54	4.50	.50	2.60	.10	.05	4.05	.40	.25	34.34	95.79
A IV	57.11	2.84	59.95	11.35	10.54	6.00	.50	2.60	.10	.05	4.05	.40	.25	35.84	95.79
A V	54.61	2.84	57.45	11.35	10.54	8.50	.50	2.60	.10	.05	4.05	.40	.25	38.34	95.79
A VI	51.86	2.84	54.70	11.35	10.54	11.25	.50	2.60	.10	.05	4.05	.40	.25	41.09	95.79
A VII	50.61	2.84	53.45	11.35	10.54	12.50	.50	2.60	.10	.05	4.05	.40	.25	42.34	95.79

GENERAL FOREMAN: HRA = B (RT# 01042B, 01142B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B II	59.61	2.84	62.45	11.35	10.54	3.00	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B III	58.11	2.84	60.95	11.35	10.54	4.50	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B IV	56.61	2.84	59.45	11.35	10.54	6.00	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B V	54.11	2.84	56.95	11.35	10.54	8.50	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B VI	51.36	2.84	54.20	11.35	10.54	11.25	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B VII	50.11	2.84	52.95	11.35	10.54	12.50	1.00	2.60	.10	.05	4.05	.40	.25		95.79

GENERAL FOREMAN: HRA = C (RT# 01042C, 01142C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C II	59.11	2.84	61.95	11.35	10.54	3.00	1.50	2.60	.10	.05	4.05	.40	.25	33.84	95.79
C III	57.61	2.84	60.45	11.35	10.54	4.50	1.50	2.60	.10	.05	4.05	.40	.25	35.34	95.79
C IV	56.11	2.84	58.95	11.35	10.54	6.00	1.50	2.60	.10	.05	4.05	.40	.25	36.84	95.79
C V	53.61	2.84	56.45	11.35	10.54	8.50	1.50	2.60	.10	.05	4.05	.40	.25	39.34	95.79
C VI	50.86	2.84	53.70	11.35	10.54	11.25	1.50	2.60	.10	.05	4.05	.40	.25	42.09	95.79
C VII	49.61	2.84	52.45	11.35	10.54	12.50	1.50	2.60	.10	.05	4.05	.40	.25	43.34	95.79

GENERAL FOREMAN: HRA = D (RT# 01042D, 01142D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D II	58.11	2.84	60.95	11.35	10.54	3.00	2.50	2.60	.10	.05	4.05	.40	.25	34.84	95.79
D III	56.61	2.84	59.45	11.35	10.54	4.50	2.50	2.60	.10	.05	4.05	.40	.25	36.34	95.79
D IV	55.11	2.84	57.95	11.35	10.54	6.00	2.50	2.60	.10	.05	4.05	.40	.25	37.84	95.79
D V	52.61	2.84	55.45	11.35	10.54	8.50	2.50	2.60	.10	.05	4.05	.40	.25	40.34	95.79
D VI	49.86	2.84	52.70	11.35	10.54	11.25	2.50	2.60	.10	.05	4.05	.40	.25	43.09	95.79
D VII	48.61	2.84	51.45	11.35	10.54	12.50	2.50	2.60	.10	.05	4.05	.40	.25	44.34	95.79

**UA LOCAL 342 WAGE SCHEDULE
MASTER LABOR AGREEMENT
EFFECTIVE 7/4/12 THROUGH 6/30/13
Contract 010, 011, 710**

SR. GENERAL FOREMAN WAGE AND FRINGES - See dispatch for HRA and Classification

SR. GENERAL FOREMAN: HRA = A (RT# 01043A, 01143A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A II	65.12	3.08	68.20	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		101.04
A III	63.62	3.08	66.70	11.35	10.54	4.50	.50	2.60	.10	.05	4.05	.40	.25		101.04
A IV	62.12	3.08	65.20	11.35	10.54	6.00	.50	2.60	.10	.05	4.05	.40	.25		101.04
A V	59.62	3.08	62.70	11.35	10.54	8.50	.50	2.60	.10	.05	4.05	.40	.25		101.04
A VI	56.87	3.08	59.95	11.35	10.54	11.25	.50	2.60	.10	.05	4.05	.40	.25		101.04
A VII	55.62	3.08	58.70	11.35	10.54	12.50	.50	2.60	.10	.05	4.05	.40	.25		101.04

SR. GENERAL FOREMAN: HRA = B (RT# 01043B, 01143B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B II	64.62	3.08	67.70	11.35	10.54	3.00	1.00	2.60	.10	.05	4.05	.40	.25	33.34	101.04
B III	63.12	3.08	66.20	11.35	10.54	4.50	1.00	2.60	.10	.05	4.05	.40	.25	34.84	101.04
B IV	61.62	3.08	64.70	11.35	10.54	6.00	1.00	2.60	.10	.05	4.05	.40	.25	36.34	101.04
B V	59.12	3.08	62.20	11.35	10.54	8.50	1.00	2.60	.10	.05	4.05	.40	.25	37.84	101.04
B VI	56.37	3.08	59.45	11.35	10.54	11.25	1.00	2.60	.10	.05	4.05	.40	.25	39.34	101.04
B VII	55.12	3.08	58.20	11.35	10.54	12.50	1.00	2.60	.10	.05	4.05	.40	.25	40.84	101.04

SR. GENERAL FOREMAN: HRA = C (RT# 01043C, 01143C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C II	64.12	3.08	67.20	11.35	10.54	3.00	1.50	2.60	.10	.05	4.05	.40	.25		101.04
C III	62.62	3.08	65.70	11.35	10.54	4.50	1.50	2.60	.10	.05	4.05	.40	.25		101.04
C IV	61.12	3.08	64.20	11.35	10.54	6.00	1.50	2.60	.10	.05	4.05	.40	.25		101.04
C V	58.62	3.08	61.70	11.35	10.54	8.50	1.50	2.60	.10	.05	4.05	.40	.25		101.04
C VI	55.87	3.08	58.95	11.35	10.54	11.25	1.50	2.60	.10	.05	4.05	.40	.25		101.04
C VII	54.62	3.08	57.70	11.35	10.54	12.50	1.50	2.60	.10	.05	4.05	.40	.25		101.04

SR. GENERAL FOREMAN: HRA = D (RT# 01043D, 01143D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D II	63.12	3.08	66.20	11.35	10.54	3.00	2.50	2.60	.10	.05	4.05	.40	.25	34.84	101.04
D III	61.62	3.08	64.70	11.35	10.54	4.50	2.50	2.60	.10	.05	4.05	.40	.25	36.34	101.04
D IV	60.12	3.08	63.20	11.35	10.54	6.00	2.50	2.60	.10	.05	4.05	.40	.25	37.84	101.04
D V	57.62	3.08	60.70	11.35	10.54	8.50	2.50	2.60	.10	.05	4.05	.40	.25	39.34	101.04
D VI	54.87	3.08	57.95	11.35	10.54	11.25	2.50	2.60	.10	.05	4.05	.40	.25	40.84	101.04
D VII	53.62	3.08	56.70	11.35	10.54	12.50	2.50	2.60	.10	.05	4.05	.40	.25	42.34	101.04

**UNITED ASSOCIATION LOCAL 342 / Contract 010, 011, 710
 APPRENTICE MASTER LABOR AGREEMENT
 EFFECTIVE 7/4/12 THROUGH 6/30/13**

Period	Scale	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	Fringe I	Fringe T	Fringe IV	Total Pkg
1st	40%	20.70	.78	21.48	11.35	-	-	.50	2.60	.10	.05	4.05	.40	.25	19.30	N/A	N/A	40.78
2nd	45%	23.24	.87	24.11	11.35	-	-	.50	2.60	.10	.05	4.05	.40	.25	19.30	N/A	N/A	43.41
3rd	50%	25.28	.95	26.23	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	59.07
4th	55%	27.81	1.04	28.85	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	61.69
5th	60%	30.34	1.14	31.48	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	64.32
6th	65%	32.87	1.23	34.10	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	66.94
7th	70%	35.39	1.33	36.72	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	69.56
8th	75%	37.93	1.42	39.35	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	72.19
9th	80%	40.45	1.52	41.97	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	74.81
10th	85%	42.98	1.61	44.59	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	22.84	N/A	N/A	77.43

JOURNEYMAN RATE AS OF 7-4-12	
Base Wage	50.09
Dues Check Off	2.37
Gross Taxable Wage	\$ 52.46
Health & Welfare	11.35
Pension	10.54
401a Supplemental Pension	3.00
Health Reimbursement Acct.	.50
LU Training Fund	2.60
International Training Fund	.10
Labor Management Corp	.05
Retiree Health & Welfare	4.05
Retiree Fund	.40
Contract Administration	.25
Fringe Total	32.84
TOTAL PACKAGE	\$ 85.30

RT#: 1st = 01020, 2nd = 01021, 3rd = 01022, 4th = 01023, 5th = 01024, 6th = 01025, 7th = 01026, 8th = 01027, 9th = 01028, 10th = 01029.
 No Assoc RT#: 1st = 01120, 2nd = 01121, 3rd = 01122, 4th = 01123, 5th = 01124, 6th = 01125, 7th = 01126, 8th = 01127, 9th = 01128, 10th = 01129.

BASIS FOR CALCULATING APPRENTICE RATES:

1. Dues Check-Off amounts (Union Dues) are included in the Taxable Wage.
2. The Wage Rate for 1st and 2nd period apprentices includes an additional \$0.50.
3. There is no pension trust fund contribution required for 1st and 2nd period apprentices.
4. Credit Union *voluntary* payroll deduction is available to members at \$1.00, \$2.00, \$3.00, \$4.00 or \$5.00 per hour. The Credit Union amount is reflected on the dispatch and deducted from the taxable wage.
5. **401a Sup.Pension:** 7th through 10th Period Apprentice's are additionally *eligible for the Class III - 401a rate of 4.50, reduces their taxable wage rate by \$1.50. Apprentices at 9th and 10th period, are also *eligible for the Class IV - 401a rate of 6.00, reduces their taxable wage rate by \$3.00. **Please review their individual dispatch. *Member must have signed up prior with the union office.**

UA LOCAL UNION 342 PLUMBERS & STEAMFITTERS

935 Detroit Avenue Concord, CA 94518-2501 Phone 925/686-5880 Fax 925/685-3710

NORTHERN CALIFORNIA SERVICE AGREEMENT

EFFECTIVE 7/4/12 THROUGH 6/30/13

Contract 040, 043, 740

Example: HRA-A / Class II	JOURNEYMAN	FOREMAN	GEN.FOREMAN	SR. GEN. FOREMAN
TAXABLE WAGE RATE	\$ 52.46	\$ 57.71	\$ 62.95	\$ 68.20
(Dues Check Off)	(2.37)	(2.61)	(2.84)	(3.08)
Health & Welfare	11.35	11.35	11.35	11.35
Pension	10.54	10.54	10.54	10.54
401a Supplemental Pension	3.00	3.00	3.00	3.00
Health Reimbursement Account	.50	.50	.50	.50
LU Training Fund	2.60	2.60	2.60	2.60
International Training Fund	.10	.10	.10	.10
Labor Management Corp	.05	.05	.05	.05
Retiree Health & Welfare	4.05	4.05	4.05	4.05
Retiree Fund	.40	.40	.40	.40
Contract Administration	.25	.25	.25	.25
Fringe Total	32.84	32.84	32.84	32.84
TOTAL PACKAGE	\$ 85.30	\$ 90.55	\$ 95.79	\$ 101.04

OVERTIME INFORMATION : All time worked before and after the established work day of 8 hours, all time worked on Saturdays, Sundays and some *holidays (4 Holidays listed to the side are at double time rate) shall be paid at a rate not to exceed time and one-half. Initial start up is New Construction for purposes of overtime and hours of work.

The 401a Supplemental Pension and Health Reimbursement Account/HRA are paid at straight time, time and one-half, and *4 holidays are at the double time rate. The 401a and HRA is excluded for all tax purposes. All overtime on other fringes are at straight time.

Dues Ck-Off / Credit Union is deducted from the Taxable Wage rate and submitted at straight time, time and one half, and at the double time rate for the four holidays listed: **Double Time Holidays (4): New Years Day, Labor Day, Thanksgiving Day and Christmas Day.**

For Contractors not paying Contract Administration and/or the Joint/Management Cooperation contributions, Apprentice Training shall be paid an equivalent hourly amount in lieu of such contribution(s).

ALL the above are remitted once a month to the Northern California Pipe Trades Trust Funds.

IMPORTANT: Please see the following pages for wage and benefit information regarding HRA: A, B, C and D, and Classifications II, III, IV, V, VI and VII.

APPRENTICE Schedule is on Page 6.

**UA LOCAL 342 WAGE SCHEDULE
NORTHERN CALIFORNIA SERVICE AGREEMENT
EFFECTIVE 7/4/11 THROUGH 6/30/13
Contract 040, 043, 740**

JOURNEYMAN WAGE AND FRINGES - See dispatch for HRA and Classification

JOURNEYMAN: HRA = A (RT# 04040A, 04340A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A	II	50.09	2.37	52.46	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	85.30
A	III	48.59	2.37	50.96	11.35	10.54	4.50	.50	2.60	.10	.05	4.05	.40	.25	85.30
A	IV	47.09	2.37	49.46	11.35	10.54	6.00	.50	2.60	.10	.05	4.05	.40	.25	85.30
A	V	44.59	2.37	46.96	11.35	10.54	8.50	.50	2.60	.10	.05	4.05	.40	.25	85.30
A	VI	41.84	2.37	44.21	11.35	10.54	11.25	.50	2.60	.10	.05	4.05	.40	.25	85.30
A	VII	40.59	2.37	42.96	11.35	10.54	12.50	.50	2.60	.10	.05	4.05	.40	.25	85.30

JOURNEYMAN: HRA = B (RT# 04040B, 04340B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B	II	49.59	2.37	51.96	11.35	10.54	3.00	1.00	2.60	.10	.05	4.05	.40	.25	85.30
B	III	48.09	2.37	50.46	11.35	10.54	4.50	1.00	2.60	.10	.05	4.05	.40	.25	85.30
B	IV	46.59	2.37	48.96	11.35	10.54	6.00	1.00	2.60	.10	.05	4.05	.40	.25	85.30
B	V	44.09	2.37	46.46	11.35	10.54	8.50	1.00	2.60	.10	.05	4.05	.40	.25	85.30
B	VI	41.34	2.37	43.71	11.35	10.54	11.25	1.00	2.60	.10	.05	4.05	.40	.25	85.30
B	VII	40.09	2.37	42.46	11.35	10.54	12.50	1.00	2.60	.10	.05	4.05	.40	.25	85.30

JOURNEYMAN: HRA = C (RT# 04040C, 04340C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C	II	49.09	2.37	51.46	11.35	10.54	3.00	1.50	2.60	.10	.05	4.05	.40	.25	85.30
C	III	47.59	2.37	49.96	11.35	10.54	4.50	1.50	2.60	.10	.05	4.05	.40	.25	85.30
C	IV	46.09	2.37	48.46	11.35	10.54	6.00	1.50	2.60	.10	.05	4.05	.40	.25	85.30
C	V	43.59	2.37	45.96	11.35	10.54	8.50	1.50	2.60	.10	.05	4.05	.40	.25	85.30
C	VI	40.84	2.37	43.21	11.35	10.54	11.25	1.50	2.60	.10	.05	4.05	.40	.25	85.30
C	VII	39.59	2.37	41.96	11.35	10.54	12.50	1.50	2.60	.10	.05	4.05	.40	.25	85.30

JOURNEYMAN: HRA = D (RT# 04040D, 04340D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D	II	48.09	2.37	50.46	11.35	10.54	3.00	2.50	2.60	.10	.05	4.05	.40	.25	85.30
D	III	46.59	2.37	48.96	11.35	10.54	4.50	2.50	2.60	.10	.05	4.05	.40	.25	85.30
D	IV	45.09	2.37	47.46	11.35	10.54	6.00	2.50	2.60	.10	.05	4.05	.40	.25	85.30
D	V	42.59	2.37	44.96	11.35	10.54	8.50	2.50	2.60	.10	.05	4.05	.40	.25	85.30
D	VI	39.83	2.37	42.21	11.35	10.54	11.25	2.50	2.60	.10	.05	4.05	.40	.25	85.30
D	VII	38.59	2.37	40.96	11.35	10.54	12.50	2.50	2.60	.10	.05	4.05	.40	.25	85.30

**UA LOCAL 342 WAGE SCHEDULE
NORTHERN CALIFORNIA SERVICE AGREEMENT
EFFECTIVE 7/4/12 THROUGH 6/30/13**

Contract 040, 043, 740

FOREMAN WAGE AND FRINGES - See dispatch for HRA and Classification

FOREMAN: HRA = A (RT# 04041A, 04341A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A II	55.10	2.61	57.71	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		90.55
A III	53.60	2.61	56.21	11.35	10.54	4.50	.50	2.60	.10	.05	4.05	.40	.25		90.55
A IV	52.10	2.61	54.71	11.35	10.54	6.00	.50	2.60	.10	.05	4.05	.40	.25		90.55
A V	49.60	2.61	52.21	11.35	10.54	8.50	.50	2.60	.10	.05	4.05	.40	.25		90.55
A VI	46.85	2.61	49.46	11.35	10.54	11.25	.50	2.60	.10	.05	4.05	.40	.25		90.55
A VII	45.60	2.61	48.21	11.35	10.54	12.50	.50	2.60	.10	.05	4.05	.40	.25		90.55

FOREMAN: HRA = B (RT# 04041B, 04341B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B II	54.60	2.61	57.21	11.35	10.54	3.00	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B III	53.10	2.61	55.71	11.35	10.54	4.50	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B IV	51.60	2.61	54.21	11.35	10.54	6.00	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B V	49.10	2.61	51.71	11.35	10.54	8.50	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B VI	46.35	2.61	48.96	11.35	10.54	11.25	1.00	2.60	.10	.05	4.05	.40	.25		90.55
B VII	45.10	2.61	47.71	11.35	10.54	12.50	1.00	2.60	.10	.05	4.05	.40	.25		90.55

FOREMAN: HRA = C (RT# 04041C, 04341C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C II	54.10	2.61	56.71	11.35	10.54	3.00	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C III	52.60	2.61	55.21	11.35	10.54	4.50	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C IV	51.10	2.61	53.71	11.35	10.54	6.00	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C V	48.60	2.61	51.21	11.35	10.54	8.50	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C VI	45.85	2.61	48.46	11.35	10.54	11.25	1.50	2.60	.10	.05	4.05	.40	.25		90.55
C VII	44.60	2.61	47.21	11.35	10.54	12.50	1.50	2.60	.10	.05	4.05	.40	.25		90.55

FOREMAN: HRA = D (RT# 04041D, 04341D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D II	53.10	2.61	55.71	11.35	10.54	3.00	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D III	51.60	2.61	54.21	11.35	10.54	4.50	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D IV	50.10	2.61	52.71	11.35	10.54	6.00	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D V	47.60	2.61	50.21	11.35	10.54	8.50	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D VI	44.85	2.61	47.46	11.35	10.54	11.25	2.50	2.60	.10	.05	4.05	.40	.25		90.55
D VII	43.60	2.61	46.21	11.35	10.54	12.50	2.50	2.60	.10	.05	4.05	.40	.25		90.55

**UA LOCAL 342 WAGE SCHEDULE
NORTHERN CALIFORNIA SERVICE AGREEMENT
EFFECTIVE 7/4/12 THROUGH 6/30/13**

Contract 040, 043, 740

GENERAL FOREMAN WAGE AND FRINGES - See dispatch for HRA and Classification

GENERAL FOREMAN: HRA = A (RT# 04042A, 04342A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A II	60.11	2.84	62.95	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		95.79
A III	58.61	2.84	61.45	11.35	10.54	4.50	.50	2.60	.10	.05	4.05	.40	.25		95.79
A IV	57.11	2.84	59.95	11.35	10.54	6.00	.50	2.60	.10	.05	4.05	.40	.25		95.79
A V	54.61	2.84	57.45	11.35	10.54	8.50	.50	2.60	.10	.05	4.05	.40	.25		95.79
A VI	51.86	2.84	54.70	11.35	10.54	11.25	.50	2.60	.10	.05	4.05	.40	.25		95.79
A VII	50.61	2.84	53.45	11.35	10.54	12.50	.50	2.60	.10	.05	4.05	.40	.25		95.79

GENERAL FOREMAN: HRA = B (RT# 04042B, 04342B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B II	59.61	2.84	62.45	11.35	10.54	3.00	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B III	58.11	2.84	60.95	11.35	10.54	4.50	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B IV	56.61	2.84	59.45	11.35	10.54	6.00	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B V	54.11	2.84	56.95	11.35	10.54	8.50	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B VI	51.36	2.84	54.20	11.35	10.54	11.25	1.00	2.60	.10	.05	4.05	.40	.25		95.79
B VII	50.11	2.84	52.95	11.35	10.54	12.50	1.00	2.60	.10	.05	4.05	.40	.25		95.79

GENERAL FOREMAN: HRA = C (RT# 04042C, 04342C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C II	59.11	2.84	61.95	11.35	10.54	3.00	1.50	2.60	.10	.05	4.05	.40	.25		95.79
C III	57.61	2.84	60.45	11.35	10.54	4.50	1.50	2.60	.10	.05	4.05	.40	.25		95.79
C IV	56.11	2.84	58.95	11.35	10.54	6.00	1.50	2.60	.10	.05	4.05	.40	.25		95.79
C V	53.61	2.84	56.45	11.35	10.54	8.50	1.50	2.60	.10	.05	4.05	.40	.25		95.79
C VI	50.86	2.84	53.70	11.35	10.54	11.25	1.50	2.60	.10	.05	4.05	.40	.25		95.79
C VII	49.61	2.84	52.45	11.35	10.54	12.50	1.50	2.60	.10	.05	4.05	.40	.25		95.79

GENERAL FOREMAN: HRA = D (RT# 04042D, 04342D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D II	58.11	2.84	60.95	11.35	10.54	3.00	2.50	2.60	.10	.05	4.05	.40	.25		95.79
D III	56.61	2.84	59.45	11.35	10.54	4.50	2.50	2.60	.10	.05	4.05	.40	.25		95.79
D IV	55.11	2.84	57.95	11.35	10.54	6.00	2.50	2.60	.10	.05	4.05	.40	.25		95.79
D V	52.61	2.84	55.45	11.35	10.54	8.50	2.50	2.60	.10	.05	4.05	.40	.25		95.79
D VI	49.86	2.84	52.70	11.35	10.54	11.25	2.50	2.60	.10	.05	4.05	.40	.25		95.79
D VII	48.61	2.84	51.45	11.35	10.54	12.50	2.50	2.60	.10	.05	4.05	.40	.25		95.79

**UA LOCAL 342 WAGE SCHEDULE
NORTHERN CALIFORNIA SERVICE AGREEMENT
EFFECTIVE 7/4/12 THROUGH 6/30/13**

Contract 040, 043, 740

SR. GENERAL FOREMAN WAGE AND FRINGES - See dispatch for HRA and Classification

SR. GENERAL FOREMAN: HRA = A (RT# 04043A, 04343A)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
A II	65.12	3.08	68.20	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
A III	63.62	3.08	66.70	11.35	10.54	4.50	.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
A IV	62.12	3.08	65.20	11.35	10.54	6.00	.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
A V	59.62	3.08	62.70	11.35	10.54	8.50	.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
A VI	56.87	3.08	59.95	11.35	10.54	11.25	.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
A VII	55.62	3.08	58.70	11.35	10.54	12.50	.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04

SR. GENERAL FOREMAN: HRA = B (RT# 04043B, 04343B)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
B II	64.62	3.08	67.70	11.35	10.54	3.00	1.00	2.60	.10	.05	4.05	.40	.25	5.84	101.04
B III	63.12	3.08	66.20	11.35	10.54	4.50	1.00	2.60	.10	.05	4.05	.40	.25	5.84	101.04
B IV	61.62	3.08	64.70	11.35	10.54	6.00	1.00	2.60	.10	.05	4.05	.40	.25	5.84	101.04
B V	59.12	3.08	62.20	11.35	10.54	8.50	1.00	2.60	.10	.05	4.05	.40	.25	5.84	101.04
B VI	56.37	3.08	59.45	11.35	10.54	11.25	1.00	2.60	.10	.05	4.05	.40	.25	5.84	101.04
B VII	55.12	3.08	58.20	11.35	10.54	12.50	1.00	2.60	.10	.05	4.05	.40	.25	5.84	101.04

SR. GENERAL FOREMAN: HRA = C (RT# 04043C, 04343C)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
C II	64.12	3.08	67.20	11.35	10.54	3.00	1.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
C III	62.62	3.08	65.70	11.35	10.54	4.50	1.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
C IV	61.12	3.08	64.20	11.35	10.54	6.00	1.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
C V	58.62	3.08	61.70	11.35	10.54	8.50	1.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
C VI	55.87	3.08	58.95	11.35	10.54	11.25	1.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
C VII	54.62	3.08	57.70	11.35	10.54	12.50	1.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04

SR. GENERAL FOREMAN: HRA = D (RT# 04043D, 04343D)

Classification	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Total Pkg
D II	63.12	3.08	66.20	11.35	10.54	3.00	2.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
D III	61.62	3.08	64.70	11.35	10.54	4.50	2.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
D IV	60.12	3.08	63.20	11.35	10.54	6.00	2.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
D V	57.62	3.08	60.70	11.35	10.54	8.50	2.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
D VI	54.87	3.08	57.95	11.35	10.54	11.25	2.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04
D VII	53.62	3.08	56.70	11.35	10.54	12.50	2.50	2.60	.10	.05	4.05	.40	.25	5.84	101.04

**UNITED ASSOCIATION LOCAL 342 / Contract 040, 043, 740
 APPRENTICE SCHEDULE: NORTHERN CALIFORNIA SERVICE AGREEMENT
 EFFECTIVE 7/4/12 THROUGH 6/30/13**

Period	Scale	Base	Dues	TxWage	H&W	Pension	401A	HRA	Trng	ITF	L/M	RHW	RF	CTR	FringeT	Fringe I Class III	Fringe I Class IV	TotalPkg
1st	40%	20.70	.78	21.48	11.35	-	-	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	40.78
2nd	45%	23.24	.87	24.11	11.35	-	-	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	43.41
3rd	50%	25.28	.95	26.23	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	59.07
4th	55%	27.81	1.04	28.85	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	61.69
5th	60%	30.34	1.14	31.48	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	64.32
6th	65%	32.87	1.23	34.10	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	66.94
7th	70%	35.39	1.33	36.72	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	69.56
8th	75%	37.93	1.42	39.35	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	72.19
9th	80%	40.45	1.52	41.97	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	74.81
10th	85%	42.98	1.61	44.59	11.35	10.54	3.00	.50	2.60	.10	.05	4.05	.40	.25		N/A	N/A	77.43

JOURNEYMAN RATE AS OF 7-4-12	
Base Wage	50.09
Dues Check Off	2.37
Gross Taxable Wage	\$ 52.46
Health & Welfare	11.35
Pension	10.54
401a Supplemental Pension	3.00
Health Reimbursement Acct.	.50
LU Training Fund	2.60
International Training Fund	.10
Labor Management Corp	.05
Retiree Health & Welfare	4.05
Retiree Fund	.40
Contract Administration	.25
Fringe Total	32.84
TOTAL PACKAGE	\$ 85.30

RTW#: 1st = 04020, 2nd = 04021, 3rd = 04022, 4th = 04023, 5th = 04024, 6th = 04025, 7th = 04026, 8th = 04027, 9th = 04028, 10th = 04029.
 No Assoc RT#: 1st = 04320, 2nd = 04321, 3rd = 04322, 4th = 04323, 5th = 04324, 6th = 04325, 7th = 04326, 8th = 04327, 9th = 04328, 10th = 04329.

BASIS FOR CALCULATING APPRENTICE RATES:

1. Dues Check-Off amounts (Union Dues) are included in the Taxable Wage.
2. The Wage Rate for 1st and 2nd period apprentices includes an additional \$0.50.
3. There is no pension trust fund contribution required for 1st and 2nd period apprentices.
4. Credit Union *voluntary* payroll deduction is available to members at \$1.00, \$2.00, \$3.00, \$4.00 or \$5.00 per hour. The Credit Union amount is reflected on the dispatch and deducted from the taxable wage.
5. **401a Sup.Pension:** 7th through 10th Period Apprentice's are additionally *eligible for the Class III - 401a rate of 4.50, reduces their taxable wage rate by \$1.50. Apprentices at 9th and 10th period, are also *eligible for the Class IV - 401a rate of 6.00, reduces their taxable wage rate by \$3.00. **Please review their individual dispatch. *Member must have signed up prior with the union office.**

U. A. LOCAL 342 RESIDENTIAL / Contract 140,141

EFFECTIVE 7-4-12 THROUGH 6-30-13

Voluntary Credit Union deduction is available at \$1., \$2., \$3., \$4. or \$5. per hour, noted on dispatch. The Dues and Credit Union are deducted from the Taxable Wage rate and submitted at straight time, time and one-half and at double time rates.

RESIDENTIAL TRAINEE (RT# 14061, 14161)										
	Hourly	Dues	<u>TAXABLE WAGE</u>	H &W	Trng	* 401a	JLM	ConAd	Total Fringe	TOTAL Package
Level 1/ Class A	12.05	.25	12.30	6.50	.25	--	.05	.10	6.90	19.20
Level 2/ Class A	13.05	.25	13.30	6.50	.25	--	.05	.10	6.90	20.20
Level 3/ Class A	14.05	.25	14.30	6.50	.25	--	.05	.10	6.90	21.20
Level 4/ Class A	15.05	.25	15.30	6.50	.25	--	.05	.10	6.90	22.20

RESIDENTIAL SPECIALIST (RT# 14062, 14162)										
	Hourly	Dues	<u>TAXABLE WAGE</u>	H &W	Trng	* 401a	JLM	ConAd	Total Fringe	TOTAL Package
Level 1 /Class B	18.75	.50	19.25	6.50	.25	1.25	.05	.10	8.15	27.40
Level 1 /Class C	17.25	.50	17.75	6.50	.25	2.75	.05	.10	9.65	27.40
Level 2 /Class B	20.75	.50	21.25	6.50	.25	1.25	.05	.10	8.15	29.40
Level 2 /Class C	19.25	.50	19.75	6.50	.25	2.75	.05	.10	9.65	29.40
Level 2 /Class D	18.25	.50	18.75	6.50	.25	3.75	.05	.10	10.65	29.40
Level 3 /Class B	22.00	.50	22.50	6.50	.25	1.25	.05	.10	8.15	30.65
Level 3 /Class C	20.50	.50	21.00	6.50	.25	2.75	.05	.10	9.65	30.65
Level 3 /Class D	19.50	.50	20.00	6.50	.25	3.75	.05	.10	10.65	30.65
Level 4 /Class B	23.00	.50	23.50	6.50	.25	1.25	.05	.10	8.15	31.65
Level 4 /Class C	21.50	.50	22.00	6.50	.25	2.75	.05	.10	9.65	31.65
Level 4 /Class D	20.50	.50	21.00	6.50	.25	3.75	.05	.10	10.65	31.65

RJP (RT 14063, 14163)	Hourly	Dues	<u>TAXABLE WAGE</u>	H &W	Trng	* 401a	JLM	ConAd	Total Fringe	TOTAL Package
RJP/Class RB	29.00	.50	29.50	6.50	.25	3.25	.05	.10	10.15	39.65
RJP/Class RC	27.50	.50	28.00	6.50	.25	4.75	.05	.10	11.65	39.65
RJP/Class RD	26.50	.50	27.00	6.50	.25	5.75	.05	.10	12.65	39.65
RJP/Class RE	25.50	.50	26.00	6.50	.25	6.75	.05	.10	13.65	39.65

***NOTE:** The 401a Supplemental Pension is submitted at straight time, time and one-half and at double time rates.

Residential Specialist 401a Plan:

- Class A = -0-
- Class B = 1.25
- Class C = 2.75
- Class D = 3.75

RJP 401a Plan:

- Class RB = 3.25
- Class RC = 4.75
- Class RD = 5.75
- Class RE = 6.75

Note: Contractors not paying Contract Admin., shall remit an equivalent hourly amount in lieu to the Training.

UA Local 343

**U.A. LOCAL 343 WAGE SCHEDULE - MASTER LABOR AGREEMENT
EFFECTIVE 01/01/2013 TO 06/30/2013**

Employee Classification	Taxable Wage	Dues Check Off	Health & Welfare	Health & Welfare Supp.	Pension Defined Contrib.	Pension Defined Benefit	Pension Defined Benefit Supp.	Apprentice Training	JLM.	Contract Admin.	Total
Journeyman 0	46.25	2.08	12.70	0.75	1.00	11.00	0.50	1.25	0.50	0.24	74.19
Journeyman 1	45.25	2.08	12.70	0.75	2.00	11.00	0.50	1.25	0.50	0.24	74.19
Journeyman 2	44.25	2.08	12.70	0.75	3.00	11.00	0.50	1.25	0.50	0.24	74.19
Journeyman 3	43.25	2.08	12.70	0.75	4.00	11.00	0.50	1.25	0.50	0.24	74.19
Journeyman 4	42.25	2.08	12.70	0.75	5.00	11.00	0.50	1.25	0.50	0.24	74.19
Journeyman 5	41.25	2.08	12.70	0.75	6.00	11.00	0.50	1.25	0.50	0.24	74.19
Journeyman 6	40.25	2.08	12.70	0.75	7.00	11.00	0.50	1.25	0.50	0.24	74.19

Foreman 0	50.88	2.29	12.70	0.75	1.00	11.00	0.50	1.25	0.50	0.24	78.82
Foreman 1	49.88	2.29	12.70	0.75	2.00	11.00	0.50	1.25	0.50	0.24	78.82
Foreman 2	48.88	2.29	12.70	0.75	3.00	11.00	0.50	1.25	0.50	0.24	78.82
Foreman 3	47.88	2.29	12.70	0.75	4.00	11.00	0.50	1.25	0.50	0.24	78.82
Foreman 4	46.88	2.29	12.70	0.75	5.00	11.00	0.50	1.25	0.50	0.24	78.82
Foreman 5	45.88	2.29	12.70	0.75	6.00	11.00	0.50	1.25	0.50	0.24	78.82
Foreman 6	44.88	2.29	12.70	0.75	7.00	11.00	0.50	1.25	0.50	0.24	78.82

Gen Foreman 0	55.50	2.50	12.70	0.75	1.00	11.00	0.50	1.25	0.50	0.24	83.44
Gen Foreman 1	54.50	2.50	12.70	0.75	2.00	11.00	0.50	1.25	0.50	0.24	83.44
Gen Foreman 2	53.50	2.50	12.70	0.75	3.00	11.00	0.50	1.25	0.50	0.24	83.44
Gen Foreman 3	52.50	2.50	12.70	0.75	4.00	11.00	0.50	1.25	0.50	0.24	83.44
Gen Foreman 4	51.50	2.50	12.70	0.75	5.00	11.00	0.50	1.25	0.50	0.24	83.44
Gen Foreman 5	50.50	2.50	12.70	0.75	6.00	11.00	0.50	1.25	0.50	0.24	83.44
Gen Foreman 6	49.50	2.50	12.70	0.75	7.00	11.00	0.50	1.25	0.50	0.24	83.44
Sr. Gen Foreman	60.13	2.71	12.70	0.75	1.00	11.00	0.50	1.25	0.50	0.24	88.07

Apprentice 1	16.18	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	35.72
Apprentice 2	18.50	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	38.04
Apprentice 3	20.35	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	39.89
Apprentice 4	23.14	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	42.68
Apprentice 5	25.90	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	53.59
Apprentice 6	29.14	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	56.83
Apprentice 7	30.53	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	58.22
Apprentice 8	32.40	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	60.09
Apprentice 9	38.39	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	66.08
Apprentice 10	41.65	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	69.34

Defined Contribution Pension - Overtime Contribution Rates

Class	Straight Time	Add'l O/T	Time & One Half	Add'l O/T	Double Time
	Contribution	Time & One Half	Total	Double Time	Total
Class - 0	1.00	0.00	1.00	0.00	1.00
Class - 1	2.00	0.50	2.50	1.00	3.00
Class - 2	3.00	1.00	4.00	2.00	5.00
Class - 3	4.00	1.50	5.50	3.00	7.00
Class - 4	5.00	2.00	7.00	4.00	9.00
Class - 5	6.00	2.50	8.50	5.00	11.00
Class - 6	7.00	3.00	10.00	6.00	13.00

Note: Dues check off listed is for straight time hours. For time and one half hours multiply by 1.5 and for double time hours multiply by 2. **NOTE: CLASS OR WAGE CHANGES MUST BE REPORTED TO UNION HALL!! DUES CHECK OFF IS 4.5% OF TAXABLE WAGE (APPRENTICES EXCLUDED)**

U.A. LOCAL 343 WAGE SCHEDULE - RESIDENTIAL / LIGHT COMMERCIAL AGREEMENT

EFFECTIVE 01/01/2013 TO 06/30/2013

EMPLOYEE CLASSIFICATION	TAXABLE WAGE	DUES CHECK OFF	HEALTH & WELFARE	Health & Welfare Supp.	PENSION DEFINED CONTRIB	PENSION DEFINED BENEFIT	PENSION DEFINED BENEFIT SUPP	APPRENTICE TRAINING	JLM	CONT ADMIN	TOTAL
Journeyman 0	30.60	1.38	10.20	0.50	0.00	7.65	0.15	0.90	0.25	0.24	50.49
Journeyman 1	29.60	1.38	10.20	0.50	1.00	7.65	0.15	0.90	0.25	0.24	50.49
Journeyman 2	29.10	1.38	10.20	0.50	1.50	7.65	0.15	0.90	0.25	0.24	50.49
Journeyman 3	28.60	1.38	10.20	0.50	2.00	7.65	0.15	0.90	0.25	0.24	50.49
Journeyman 4	28.10	1.38	10.20	0.50	2.50	7.65	0.15	0.90	0.25	0.24	50.49
Journeyman 5	27.60	1.38	10.20	0.50	3.00	7.65	0.15	0.90	0.25	0.24	50.49
Journeyman 6	26.60	1.38	10.20	0.50	4.00	7.65	0.15	0.90	0.25	0.24	50.49
Foreman 0	33.66	1.51	10.20	0.50	0.00	7.65	0.15	0.90	0.25	0.24	53.55
Foreman 1	32.66	1.51	10.20	0.50	1.00	7.65	0.15	0.90	0.25	0.24	53.55
Foreman 2	32.16	1.51	10.20	0.50	1.50	7.65	0.15	0.90	0.25	0.24	53.55
Foreman 3	31.66	1.51	10.20	0.50	2.00	7.65	0.15	0.90	0.25	0.24	53.55
Foreman 4	31.16	1.51	10.20	0.50	2.50	7.65	0.15	0.90	0.25	0.24	53.55
Foreman 5	30.66	1.51	10.20	0.50	3.00	7.65	0.15	0.90	0.25	0.24	53.55
Foreman 6	29.66	1.51	10.20	0.50	4.00	7.65	0.15	0.90	0.25	0.24	53.55
Gen Foreman 0	36.72	1.65	10.20	0.50	0.00	7.65	0.15	0.90	0.25	0.24	56.61
Gen Foreman 1	35.72	1.65	10.20	0.50	1.00	7.65	0.15	0.90	0.25	0.24	56.61
Gen Foreman 2	35.22	1.65	10.20	0.50	1.50	7.65	0.15	0.90	0.25	0.24	56.61
Gen Foreman 3	34.72	1.65	10.20	0.50	2.00	7.65	0.15	0.90	0.25	0.24	56.61
Gen Foreman 4	34.22	1.65	10.20	0.50	2.50	7.65	0.15	0.90	0.25	0.24	56.61
Gen Foreman 5	33.72	1.65	10.20	0.50	3.00	7.65	0.15	0.90	0.25	0.24	56.61
Gen Foreman 6	32.72	1.65	10.20	0.50	4.00	7.65	0.15	0.90	0.25	0.24	56.61
Apprentice 1	13.47	0.75	8.95	0.25	0.00	1.50	0	0.90	0.50	0.24	25.81
Apprentice 2	14.46	0.75	8.95	0.25	0.00	1.50	0	0.90	0.50	0.24	26.80
Apprentice 3	15.79	0.75	8.95	0.25	0.00	2.50	0	0.90	0.50	0.24	29.13
Apprentice 4	17.07	0.75	8.95	0.25	0.00	2.50	0	0.90	0.50	0.24	30.41
Apprentice 5	18.79	1.25	10.20	0.25	1.00	2.50	0.15	0.90	0.50	0.24	34.53
Apprentice 6	20.07	1.25	10.20	0.25	1.00	2.50	0.15	0.90	0.50	0.24	35.81
Apprentice 7	21.38	1.25	10.20	0.25	1.00	2.50	0.15	0.90	0.50	0.24	37.12
Apprentice 9	22.68	1.25	10.20	0.25	1.00	2.50	0.15	0.90	0.50	0.24	38.42
Apprentice 9	23.64	1.25	10.20	0.25	1.00	2.50	0.15	0.90	0.50	0.24	39.38
Apprentice 10	24.92	1.25	10.20	0.25	1.00	2.50	0.15	0.90	0.50	0.24	40.66

Defined Contribution Pension - Overtime Contribution Rates

Class	Straight Time	Add'l O/T	Time & One Half	Add'l O/T	Double Time
	Contribution	Time & One Half	Total	Double Time	Total
Class - 0	0.00	0.00	0.00	0.00	0.00
Class - 1	1.00	0.50	1.50	1.00	2.00
Class - 2	1.50	0.75	2.25	1.50	3.00
Class - 3	2.00	1.00	3.00	2.00	4.00
Class - 4	2.50	1.25	3.75	2.50	5.00
Class - 5	3.00	1.50	4.50	3.00	6.00
Class - 6	4.00	2.00	6.00	4.00	8.00

Note: Dues check off listed is for straight time hours. For time and one half hours multiply by 1.5 and for double time hours multiply by 2. **NOTE: CLASS OR WAGE CHANGES MUST BE REPORTED TO UNION HALL!! DUES CHECK OFF IS 4.5% OF TAXABLE WAGE (APPRENTICES EXCLUDED)**

**U.A.LOCAL 343 WAGE SCHEDULE – PROJECT WINERY INDUSTRY AGREEMENT
EFFECTIVE 01/01/2013 TO 06/30/2013**

Employee Classification	Taxable Wage	Dues Check Off	Health & Welfare	Health & Welfare Supp.	Pension Defined Contrib.	Pension Defined Benefit	Pension Defined Benefit Supp.	Apprentice Training	JLM.	Contract Admin.	Total
Journeyman 0	37.00	1.67	12.70	0.75	1.00	11.00	0.50	1.25	0.50	0.24	64.94
Journeyman 1	36.00	1.67	12.70	0.75	2.00	11.00	0.50	1.25	0.50	0.24	64.94
Journeyman 2	35.00	1.67	12.70	0.75	3.00	11.00	0.50	1.25	0.50	0.24	64.94
Journeyman 3	34.00	1.67	12.70	0.75	4.00	11.00	0.50	1.25	0.50	0.24	64.94
Journeyman 4	33.00	1.67	12.70	0.75	5.00	11.00	0.50	1.25	0.50	0.24	64.94
Journeyman 5	32.00	1.67	12.70	0.75	6.00	11.00	0.50	1.25	0.50	0.24	64.94
Journeyman 6	31.00	1.67	12.70	0.75	7.00	11.00	0.50	1.25	0.50	0.24	64.94

Foreman 0	40.70	1.83	12.70	0.75	1.00	11.00	0.50	1.25	0.50	0.24	68.64
Foreman 1	39.70	1.83	12.70	0.75	2.00	11.00	0.50	1.25	0.50	0.24	68.64
Foreman 2	38.70	1.83	12.70	0.75	3.00	11.00	0.50	1.25	0.50	0.24	68.64
Foreman 3	37.70	1.83	12.70	0.75	4.00	11.00	0.50	1.25	0.50	0.24	68.64
Foreman 4	36.70	1.83	12.70	0.75	5.00	11.00	0.50	1.25	0.50	0.24	68.64
Foreman 5	35.70	1.83	12.70	0.75	6.00	11.00	0.50	1.25	0.50	0.24	68.64
Foreman 6	34.70	1.83	12.70	0.75	7.00	11.00	0.50	1.25	0.50	0.24	68.64

Gen Foreman 0	44.40	2.00	12.70	0.75	1.00	11.00	0.50	1.25	0.50	0.24	72.34
Gen Foreman 1	43.40	2.00	12.70	0.75	2.00	11.00	0.50	1.25	0.50	0.24	72.34
Gen Foreman 2	42.40	2.00	12.70	0.75	3.00	11.00	0.50	1.25	0.50	0.24	72.34
Gen Foreman 3	41.40	2.00	12.70	0.75	4.00	11.00	0.50	1.25	0.50	0.24	72.34
Gen Foreman 4	40.40	2.00	12.70	0.75	5.00	11.00	0.50	1.25	0.50	0.24	72.34
Gen Foreman 5	39.40	2.00	12.70	0.75	6.00	11.00	0.50	1.25	0.50	0.24	72.34
Gen Foreman 6	38.40	2.00	12.70	0.75	7.00	11.00	0.50	1.25	0.50	0.24	72.34

Apprentice 1	16.18	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	35.72
Apprentice 2	18.50	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	38.04
Apprentice 3	20.35	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	39.89
Apprentice 4	23.14	1.50	12.70	0.50	0.00	4.35	0.00	1.25	0.50	0.24	42.68
Apprentice 5	25.90	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	53.59
Apprentice 6	29.14	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	56.83
Apprentice 7	30.53	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	58.22
Apprentice 8	32.40	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	60.09
Apprentice 9	33.40	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	61.09
Apprentice 10	34.40	1.50	12.70	0.50	1.00	11.00	0.50	1.25	0.50	0.24	62.09

Defined Contribution Pension – Overtime Contribution Rates

Class	Straight Time	Add'l O/T	Time & One Half	Add'l O/T	Double Time
	Contribution	Time & One Half	Total	Double Time	Total
Class - 0	1.00	0.00	1.00	0.00	1.00
Class - 1	2.00	0.50	2.50	1.00	3.00
Class - 2	3.00	1.00	4.00	2.00	5.00
Class - 3	4.00	1.50	5.50	3.00	7.00
Class - 4	5.00	2.00	7.00	4.00	9.00
Class - 5	6.00	2.50	8.50	5.00	11.00
Class - 6	7.00	3.00	10.00	6.00	13.00

Note: Dues check off listed is for straight time hours. For time and one half hours multiply by 1.5 and for double time hours multiply by 2. **NOTE: CLASS OR WAGE CHANGES MUST BE REPORTED TO UNION HALL!** DUES CHECK OFF IS 4.5% OF TAXABLE WAGE (APPRENTICES EXCLUDED)

**U.A. LOCAL 343
RESIDENTIAL SPECIALIST
DIVISIONAL PLUMBER JOURNEYMAN
&
RESIDENTIAL SPECIALIST
DIVISIONAL PLUMBER TRAINEE**

WAGE SCHEDULE

EFFECTIVE 01/01/2013 - 06/30/2013

TAXABLE WAGE MINIMUM	DUES CHECK OFF	HEALTH & WELFARE	DEFINED BENEFIT PENSION	DEFINED CONTRIBUTION PENSION	APPRENTICE JOURNEYMAN TRAINING	CONTRACT ADMIN.	JLM TRUST	TOTAL
\$13.00	\$0.75	\$9.35	\$2.81	\$1.00	\$0.25	\$0.05	\$0.15	\$26.61

PLEASE NOTE: WAGES LISTED ARE MINIMUMS AND THE EMPLOYER IS ENCOURAGED TO PAY ANY AMOUNT ABOVE THE LISTED MINIMUMS.

EACH DIVISIONAL RESIDENTIAL PLUMBER JOURNEYMAN SHALL PAY \$.75 PER HOUR DUES CHECK OFF AS A CONDITION OF CONTINUED EMPLOYMENT. THE EMPLOYER SHALL CHECK OFF UNION DUES FOR THOSE EMPLOYEES WHO SUBMIT A WRITTEN AUTHORIZATION TO THAT EFFECT FROM THE BASIC TAXABLE WAGE, AFTER DEDUCTING TAXES.

EACH DIVISIONAL RESIDENTIAL PLUMBER TRAINEE SHALL PAY \$.50 PER HOUR DUES CHECK OFF.

STEP	1	2	3	4	5	6
TAXABLE WAGE MINIMUM	\$8.00	\$9.00	\$10.00	\$11.00	\$12.00	\$13.00
DUES CHECK OFF	0.50	0.50	0.50	0.50	0.50	0.50
HEALTH & WELFARE	9.35	9.35	9.35	9.35	9.35	9.35
PENSION DEFINED CONTRIBUTION	0.50	0.50	0.50	0.50	0.50	0.50
APPRENTICE TRAINING	0.20	0.20	0.20	0.20	0.20	0.20
CONTRACT ADMIN.	0.05	0.05	0.05	0.05	0.05	0.05
JLM TRUST	0.15	0.15	0.15	0.15	0.15	0.15
TOTALS	\$18.25	\$19.25	\$20.25	\$21.25	\$22.25	\$23.25

**U.A. LOCAL 343
SERVICE AND REPAIR INDUSTRY
SERVICE TECHNICIAN / TRAINEE WAGE SCHEDULE
01/01/2013 to 06/30/2013**

TAXABLE WAGE MINIMUM	DUES CHECK OFF	HEALTH & WELFARE HOUR / FLAT PER MO.	HEALTH & WELFARE SUPPLEMENT	DEFINED BENEFIT PENSION	DEFINED CONTRIBUTION PENSION	APPRENTICE & JOURNEYMAN TRAINING	CONTRACT ADMIN.	JLM TRUST	TOTAL
\$13.00	\$0.75	\$9.35	\$0.40	\$2.81	\$1.25	\$0.20	\$0.05	\$0.15	\$27.21
		\$1,286.01 Kaiser							

PLEASE NOTE: NO PENSION CONTRIBUTIONS SHALL BE REQUIRED FOR SERVICE TECHNICIAN TRAINEES FOR THE FIRST YEAR OF EMPLOYMENT.

EACH SERVICE TECHNICIAN SHALL PAY \$.75 PER HOUR DUES CHECK OFF AS A CONDITION OF CONTINUED EMPLOYMENT. THE EMPLOYER SHALL CHECK OFF UNION DUES FOR THOSE EMPLOYEES WHO SUBMIT A WRITTEN AUTHORIZATION TO THAT EFFECT FROM THE BASIC TAXABLE WAGE, AFTER DEDUCTING TAXES.

EACH SERVICE TECHNICIAN TRAINEE SHALL PAY \$.25 PER HOUR DUES CHECK OFF

UA Local 393

Plumbers, Steamfitters and Refrigeration Fitters

U.A. Local Union 393



Building Trades Journeyman, Foreman and General Foreman Wage Rates

July 1, 2012 – June 30, 2013



Plumbers, Steamfitters & Refrigerations Fitters UA Local 393

Holiday Calendar

July 1, 2012 to June 30, 2013

Construction Holiday (Paid @ X's 2)

* Service Holiday (Paid @ 1 1/2)
 ** Service Holiday (Paid @ X's 2)

July 2012

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 2012

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	

September 2012

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						

October 2012

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			

November 2012

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	

December 2012

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 2013

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 2013

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		

March 2013

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 2013

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 2013

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 2013

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

6150 Cottle Road • San Jose, CA • 95123
408.225.3030 • Fax 408.225.3405
Bill Meyer, *Business Manager*

November 2012

To: Payroll Department

➤ Information for July 1, 2012 Wage Rate Booklet

This is the wage and fringe rate booklet which will take effect on July 1, 2012. 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.

Instructions:

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

BM:eus(opeiu-29-afl-cio)

(Rev. 11/19/2012)

Jim Johnston
Asst. Business Manager

Warren Barry
Business Representative

Rudolph Carrasco Jr.
Business Representative

William Guthrie
Business Representative

Ricci Herro
Organizer

Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2012 through 06/30/2013

SCVCA Building Trades (Journeyman)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			50.55	49.55	48.55	46.55	44.55	42.55	40.55	38.55
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			55.91	54.91	53.91	51.91	49.91	47.91	45.91	43.91
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.93	29.93	30.93	32.93	34.93	36.93	38.93	40.93
Total Package :			84.84	84.84	84.84	84.84	84.84	84.84	84.84	84.84

SCVCA Building Trades (Journeyman)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			49.55	48.55	47.55	45.55	43.55	41.55	39.55	37.55
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			54.91	53.91	52.91	50.91	48.91	46.91	44.91	42.91
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			29.93	30.93	31.93	33.93	35.93	37.93	39.93	41.93
Total Package :			84.84	84.84	84.84	84.84	84.84	84.84	84.84	84.84

SCVCA Building Trades (Journeyman)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			48.55	47.55	46.55	44.55	42.55	40.55	38.55	36.55
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			53.91	52.91	51.91	49.91	47.91	45.91	43.91	41.91
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.93	31.93	32.93	34.93	36.93	38.93	40.93	42.93
Total Package :			84.84	84.84	84.84	84.84	84.84	84.84	84.84	84.84

SCVCA Building Trades (Journeyman)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			46.55	45.55	44.55	42.55	40.55	38.55	36.55	34.55
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			51.91	50.91	49.91	47.91	45.91	43.91	41.91	39.91
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			32.93	33.93	34.93	36.93	38.93	40.93	42.93	44.93
Total Package :			84.84	84.84	84.84	84.84	84.84	84.84	84.84	84.84

Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2012 through 06/30/2013

SCVCA Building Trades (Journeyman)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			77.51	76.01	74.51	71.51	68.51	65.51	62.51	59.51
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			83.87	82.37	80.87	77.87	74.87	71.87	68.87	65.87
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			30.18	31.68	33.18	36.18	39.18	42.18	45.18	48.18
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

SCVCA Building Trades (Journeyman)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			76.01	74.51	73.01	70.01	67.01	64.01	61.01	58.01
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			82.37	80.87	79.37	76.37	73.37	70.37	67.37	64.37
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			31.68	33.18	34.68	37.68	40.68	43.68	46.68	49.68
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

SCVCA Building Trades (Journeyman)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			74.51	73.01	71.51	68.51	65.51	62.51	59.51	56.51
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			80.87	79.37	77.87	74.87	71.87	68.87	65.87	62.87
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			33.18	34.68	36.18	39.18	42.18	45.18	48.18	51.18
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

SCVCA Building Trades (Journeyman)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			71.51	70.01	68.51	65.51	62.51	59.51	56.51	53.51
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			77.87	76.37	74.87	71.87	68.87	65.87	62.87	59.87
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			36.18	37.68	39.18	42.18	45.18	48.18	51.18	54.18
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2012 through 06/30/2013

SCVCA Building Trades (Journeyman)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			104.46	102.46	100.46	96.46	92.46	88.46	84.46	80.46
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			111.82	109.82	107.82	103.82	99.82	95.82	91.82	87.82
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			31.43	33.43	35.43	39.43	43.43	47.43	51.43	55.43
Total Package :			143.25	143.25	143.25	143.25	143.25	143.25	143.25	143.25
SCVCA Building Trades (Journeyman)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			102.46	100.46	98.46	94.46	90.46	86.46	82.46	78.46
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			109.82	107.82	105.82	101.82	97.82	93.82	89.82	85.82
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			33.43	35.43	37.43	41.43	45.43	49.43	53.43	57.43
Total Package :			143.25	143.25	143.25	143.25	143.25	143.25	143.25	143.25
SCVCA Building Trades (Journeyman)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			100.46	98.46	96.46	92.46	88.46	84.46	80.46	76.46
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			107.82	105.82	103.82	99.82	95.82	91.82	87.82	83.82
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			35.43	37.43	39.43	43.43	47.43	51.43	55.43	59.43
Total Package :			143.25	143.25	143.25	143.25	143.25	143.25	143.25	143.25
SCVCA Building Trades (Journeyman)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			96.46	94.46	92.46	88.46	84.46	80.46	76.46	72.46
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			103.82	101.82	99.82	95.82	91.82	87.82	83.82	79.82
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			39.43	41.43	43.43	47.43	51.43	55.43	59.43	63.43
Total Package :			143.25	143.25	143.25	143.25	143.25	143.25	143.25	143.25

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SCVCA Building Trades (Foreman)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			56.14	55.14	54.14	52.14	50.14	48.14	46.14	44.14
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			61.50	60.50	59.50	57.50	55.50	53.50	51.50	49.50
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.93	29.93	30.93	32.93	34.93	36.93	38.93	40.93
Total Package :			90.43	90.43	90.43	90.43	90.43	90.43	90.43	90.43

SCVCA Building Trades (Foreman)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			55.14	54.14	53.14	51.14	49.14	47.14	45.14	43.14
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			60.50	59.50	58.50	56.50	54.50	52.50	50.50	48.50
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			29.93	30.93	31.93	33.93	35.93	37.93	39.93	41.93
Total Package :			90.43	90.43	90.43	90.43	90.43	90.43	90.43	90.43

SCVCA Building Trades (Foreman)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			54.14	53.14	52.14	50.14	48.14	46.14	44.14	42.14
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			59.50	58.50	57.50	55.50	53.50	51.50	49.50	47.50
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.93	31.93	32.93	34.93	36.93	38.93	40.93	42.93
Total Package :			90.43	90.43	90.43	90.43	90.43	90.43	90.43	90.43

SCVCA Building Trades (Foreman)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			52.14	51.14	50.14	48.14	46.14	44.14	42.14	40.14
Employee Savings Deduction			2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			57.50	56.50	55.50	53.50	51.50	49.50	47.50	45.50
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension			12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			32.93	33.93	34.93	36.93	38.93	40.93	42.93	44.93
Total Package :			90.43	90.43	90.43	90.43	90.43	90.43	90.43	90.43

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SCVCA Building Trades (Foreman)										
	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			85.89	84.39	82.89	79.89	76.89	73.89	70.89	67.89
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			92.25	90.75	89.25	86.25	83.25	80.25	77.25	74.25
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			30.18	31.68	33.18	36.18	39.18	42.18	45.18	48.18
Total Package :			122.43	122.43	122.43	122.43	122.43	122.43	122.43	122.43
SCVCA Building Trades (Foreman)										
	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			84.39	82.89	81.39	78.39	75.39	72.39	69.39	66.39
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			90.75	89.25	87.75	84.75	81.75	78.75	75.75	72.75
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			31.68	33.18	34.68	37.68	40.68	43.68	46.68	49.68
Total Package :			122.43	122.43	122.43	122.43	122.43	122.43	122.43	122.43
SCVCA Building Trades (Foreman)										
	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			82.89	81.39	79.89	76.89	73.89	70.89	67.89	64.89
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			89.25	87.75	86.25	83.25	80.25	77.25	74.25	71.25
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			33.18	34.68	36.18	39.18	42.18	45.18	48.18	51.18
Total Package :			122.43	122.43	122.43	122.43	122.43	122.43	122.43	122.43
SCVCA Building Trades (Foreman)										
	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			79.89	78.39	76.89	73.89	70.89	67.89	64.89	61.89
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			86.25	84.75	83.25	80.25	77.25	74.25	71.25	68.25
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			36.18	37.68	39.18	42.18	45.18	48.18	51.18	54.18
Total Package :			122.43	122.43	122.43	122.43	122.43	122.43	122.43	122.43

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SCVCA Building Trades (Foreman)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			115.64	113.64	111.64	107.64	103.64	99.64	95.64	91.64
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			123.00	121.00	119.00	115.00	111.00	107.00	103.00	99.00
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			31.43	33.43	35.43	39.43	43.43	47.43	51.43	55.43
Total Package :			154.43	154.43	154.43	154.43	154.43	154.43	154.43	154.43

SCVCA Building Trades (Foreman)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			113.64	111.64	109.64	105.64	101.64	97.64	93.64	89.64
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			121.00	119.00	117.00	113.00	109.00	105.00	101.00	97.00
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			33.43	35.43	37.43	41.43	45.43	49.43	53.43	57.43
Total Package :			154.43	154.43	154.43	154.43	154.43	154.43	154.43	154.43

SCVCA Building Trades (Foreman)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			111.64	109.64	107.64	103.64	99.64	95.64	91.64	87.64
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			119.00	117.00	115.00	111.00	107.00	103.00	99.00	95.00
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			35.43	37.43	39.43	43.43	47.43	51.43	55.43	59.43
Total Package :			154.43	154.43	154.43	154.43	154.43	154.43	154.43	154.43

SCVCA Building Trades (Foreman)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			107.64	105.64	103.64	99.64	95.64	91.64	87.64	83.64
Employee Savings Deduction			4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			115.00	113.00	111.00	107.00	103.00	99.00	95.00	91.00
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Pension			14.82	14.82	14.82	14.82	14.82	14.82	14.82	14.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			39.43	41.43	43.43	47.43	51.43	55.43	59.43	63.43
Total Package :			154.43	154.43	154.43	154.43	154.43	154.43	154.43	154.43

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SCVCA Building Trades (General Foreman)	Straight Time HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		61.73	60.73	59.73	57.73	55.73	53.73	51.73	49.73
Employee Savings Deduction		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off		2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :		67.09	66.09	65.09	63.09	61.09	59.09	57.09	55.09
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension		12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		28.93	29.93	30.93	32.93	34.93	36.93	38.93	40.93
Total Package :		96.02	96.02	96.02	96.02	96.02	96.02	96.02	96.02

SCVCA Building Trades (General Foreman)	Straight Time HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		60.73	59.73	58.73	56.73	54.73	52.73	50.73	48.73
Employee Savings Deduction		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off		2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :		66.09	65.09	64.09	62.09	60.09	58.09	56.09	54.09
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension		12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		29.93	30.93	31.93	33.93	35.93	37.93	39.93	41.93
Total Package :		96.02	96.02	96.02	96.02	96.02	96.02	96.02	96.02

SCVCA Building Trades (General Foreman)	Straight Time HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		59.73	58.73	57.73	55.73	53.73	51.73	49.73	47.73
Employee Savings Deduction		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off		2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :		65.09	64.09	63.09	61.09	59.09	57.09	55.09	53.09
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension		12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		30.93	31.93	32.93	34.93	36.93	38.93	40.93	42.93
Total Package :		96.02	96.02	96.02	96.02	96.02	96.02	96.02	96.02

SCVCA Building Trades (General Foreman)	Straight Time HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		57.73	56.73	55.73	53.73	51.73	49.73	47.73	45.73
Employee Savings Deduction		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Market Recovery		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off		2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :		63.09	62.09	61.09	59.09	57.09	55.09	53.09	51.09
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Pension		12.82	12.82	12.82	12.82	12.82	12.82	12.82	12.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		32.93	33.93	34.93	36.93	38.93	40.93	42.93	44.93
Total Package :		96.02	96.02	96.02	96.02	96.02	96.02	96.02	96.02

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SCVCA Building Trades (General Foreman)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			94.28	92.78	91.28	88.28	85.28	82.28	79.28	76.28
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			100.64	99.14	97.64	94.64	91.64	88.64	85.64	82.64
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			30.18	31.68	33.18	36.18	39.18	42.18	45.18	48.18
Total Package :			130.82	130.82	130.82	130.82	130.82	130.82	130.82	130.82

SCVCA Building Trades (General Foreman)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			92.78	91.28	89.78	86.78	83.78	80.78	77.78	74.78
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			99.14	97.64	96.14	93.14	90.14	87.14	84.14	81.14
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			31.68	33.18	34.68	37.68	40.68	43.68	46.68	49.68
Total Package :			130.82	130.82	130.82	130.82	130.82	130.82	130.82	130.82

SCVCA Building Trades (General Foreman)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			91.28	89.78	88.28	85.28	82.28	79.28	76.28	73.28
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			97.64	96.14	94.64	91.64	88.64	85.64	82.64	79.64
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			33.18	34.68	36.18	39.18	42.18	45.18	48.18	51.18
Total Package :			130.82	130.82	130.82	130.82	130.82	130.82	130.82	130.82

SCVCA Building Trades (General Foreman)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			88.28	86.78	85.28	82.28	79.28	76.28	73.28	70.28
Employee Savings Deduction			3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Market Recovery			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Dues Check-Off			2.36	2.36	2.36	2.36	2.36	2.36	2.36	2.36
Total Hourly Wages :			94.64	93.14	91.64	88.64	85.64	82.64	79.64	76.64
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Pension			13.82	13.82	13.82	13.82	13.82	13.82	13.82	13.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			36.18	37.68	39.18	42.18	45.18	48.18	51.18	54.18
Total Package :			130.82	130.82	130.82	130.82	130.82	130.82	130.82	130.82

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SCVCA Building Trades (General Foreman)		Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		126.82		124.82	122.82	118.82	114.82	110.82	106.82	102.82	
Employee Savings Deduction		4.00		4.00	4.00	4.00	4.00	4.00	4.00	4.00	
Market Recovery		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Dues Check-Off		2.36		2.36	2.36	2.36	2.36	2.36	2.36	2.36	
Total Hourly Wages :		134.18		132.18	130.18	126.18	122.18	118.18	114.18	110.18	
Health & Welfare		13.31		13.31	13.31	13.31	13.31	13.31	13.31	13.31	
H&W Extended Reserve		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Pension		14.82		14.82	14.82	14.82	14.82	14.82	14.82	14.82	
SUB		0.50		0.50	0.50	0.50	0.50	0.50	0.50	0.50	
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	
Additional Part B Pension		0.00		2.00	4.00	8.00	12.00	16.00	20.00	24.00	
Total Hourly Fringes :		31.43		33.43	35.43	39.43	43.43	47.43	51.43	55.43	
Total Package :		165.61		165.61	165.61	165.61	165.61	165.61	165.61	165.61	
SCVCA Building Trades (General Foreman)		Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		124.82		122.82	120.82	116.82	112.82	108.82	104.82	100.82	
Employee Savings Deduction		4.00		4.00	4.00	4.00	4.00	4.00	4.00	4.00	
Market Recovery		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Dues Check-Off		2.36		2.36	2.36	2.36	2.36	2.36	2.36	2.36	
Total Hourly Wages :		132.18		130.18	128.18	124.18	120.18	116.18	112.18	108.18	
Health & Welfare		13.31		13.31	13.31	13.31	13.31	13.31	13.31	13.31	
H&W Extended Reserve		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Pension		14.82		14.82	14.82	14.82	14.82	14.82	14.82	14.82	
SUB		0.50		0.50	0.50	0.50	0.50	0.50	0.50	0.50	
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	
Additional Part B Pension		0.00		2.00	4.00	8.00	12.00	16.00	20.00	24.00	
Total Hourly Fringes :		33.43		35.43	37.43	41.43	45.43	49.43	53.43	57.43	
Total Package :		165.61		165.61	165.61	165.61	165.61	165.61	165.61	165.61	
SCVCA Building Trades (General Foreman)		Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		122.82		120.82	118.82	114.82	110.82	106.82	102.82	98.82	
Employee Savings Deduction		4.00		4.00	4.00	4.00	4.00	4.00	4.00	4.00	
Market Recovery		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Dues Check-Off		2.36		2.36	2.36	2.36	2.36	2.36	2.36	2.36	
Total Hourly Wages :		130.18		128.18	126.18	122.18	118.18	114.18	110.18	106.18	
Health & Welfare		13.31		13.31	13.31	13.31	13.31	13.31	13.31	13.31	
H&W Extended Reserve		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Pension		14.82		14.82	14.82	14.82	14.82	14.82	14.82	14.82	
SUB		0.50		0.50	0.50	0.50	0.50	0.50	0.50	0.50	
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	
Additional Part B Pension		0.00		2.00	4.00	8.00	12.00	16.00	20.00	24.00	
Total Hourly Fringes :		35.43		37.43	39.43	43.43	47.43	51.43	55.43	59.43	
Total Package :		165.61		165.61	165.61	165.61	165.61	165.61	165.61	165.61	
SCVCA Building Trades (General Foreman)		Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		118.82		116.82	114.82	110.82	106.82	102.82	98.82	94.82	
Employee Savings Deduction		4.00		4.00	4.00	4.00	4.00	4.00	4.00	4.00	
Market Recovery		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Dues Check-Off		2.36		2.36	2.36	2.36	2.36	2.36	2.36	2.36	
Total Hourly Wages :		126.18		124.18	122.18	118.18	114.18	110.18	106.18	102.18	
Health & Welfare		13.31		13.31	13.31	13.31	13.31	13.31	13.31	13.31	
H&W Extended Reserve		1.00		1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Pension		14.82		14.82	14.82	14.82	14.82	14.82	14.82	14.82	
SUB		0.50		0.50	0.50	0.50	0.50	0.50	0.50	0.50	
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	
Additional Part B Pension		0.00		2.00	4.00	8.00	12.00	16.00	20.00	24.00	
Total Hourly Fringes :		39.43		41.43	43.43	47.43	51.43	55.43	59.43	63.43	
Total Package :		165.61		165.61	165.61	165.61	165.61	165.61	165.61	165.61	

Plumbers, Steamfitters and Refrigeration Fitters

U.A. Local Union 393



Building Trades Apprentice Wage Rates

July 1, 2012 – June 30, 2013



Plumbers, Steamfitters & Refrigerations Fitters UA Local 393

Holiday Calendar

July 1, 2012 to June 30, 2013

Construction Holiday (Paid @ X's 2)

* Service Holiday (Paid @ 1 1/2)
 ** Service Holiday (Paid @ X's 2)

July 2012

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 2012

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	

September 2012

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						

October 2012

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			

November 2012

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	

December 2012

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 2013

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 2013

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		

March 2013

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 2013

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 2013

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 2013

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

6150 Cottle Road • San Jose, CA • 95123
408.225.3030 • Fax 408.225.3405
Bill Meyer, *Business Manager*

November 2012

To: Payroll Department

➤ Information for July 1, 2012 Wage Rate Booklet

This is the wage and fringe rate booklet which will take effect on July 1, 2012. 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.

Instructions:

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

BM:eus(opeiu-29-afl-cio)

(Rev. 11/19/2012)

Jim Johnston
Asst. Business Manager

Warren Barry
Business Representative

Rudolph Carrasco Jr.
Business Representative

William Guthrie
Business Representative

Ricci Herro
Organizer

Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2012 through 06/30/2013

SCVCA Building Trades (BT Appr Per 1)		Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				21.64	20.64	19.64	17.64	15.64	13.64	11.64	9.64
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
Total Hourly Wages :				23.95	22.95	21.95	19.95	17.95	15.95	13.95	11.95
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :				26.23	27.23	28.23	30.23	32.23	34.23	36.23	38.23
Total Package :				50.18	50.18	50.18	50.18	50.18	50.18	50.18	50.18
SCVCA Building Trades (BT Appr Per 1)		Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				20.64	19.64	18.64	16.64	14.64	12.64	10.64	8.64
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
Total Hourly Wages :				22.95	21.95	20.95	18.95	16.95	14.95	12.95	10.95
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :				27.23	28.23	29.23	31.23	33.23	35.23	37.23	39.23
Total Package :				50.18	50.18	50.18	50.18	50.18	50.18	50.18	50.18
SCVCA Building Trades (BT Appr Per 1)		Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				19.64	18.64	17.64	15.64	13.64	11.64	9.64	7.64
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
Total Hourly Wages :				21.95	20.95	19.95	17.95	15.95	13.95	11.95	9.95
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :				28.23	29.23	30.23	32.23	34.23	36.23	38.23	40.23
Total Package :				50.18	50.18	50.18	50.18	50.18	50.18	50.18	50.18
SCVCA Building Trades (BT Appr Per 1)		Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				17.64	16.64	15.64	13.64	11.64	9.64	7.64	5.64
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
Total Hourly Wages :				19.95	18.95	17.95	15.95	13.95	11.95	9.95	7.95
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :				30.23	31.23	32.23	34.23	36.23	38.23	40.23	42.23
Total Package :				50.18	50.18	50.18	50.18	50.18	50.18	50.18	50.18

Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2012 through 06/30/2013

SCVCA Building Trades (BT Appr Per 1)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			33.21	31.71	30.21	27.21	24.21	21.21	18.21	15.21
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
Total Hourly Wages :			35.93	34.43	32.93	29.93	26.93	23.93	20.93	17.93
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.23	27.73	29.23	32.23	35.23	38.23	41.23	44.23
Total Package :			62.16	62.16	62.16	62.16	62.16	62.16	62.16	62.16

SCVCA Building Trades (BT Appr Per 1)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			31.71	30.21	28.71	25.71	22.71	19.71	16.71	13.71
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
Total Hourly Wages :			34.43	32.93	31.43	28.43	25.43	22.43	19.43	16.43
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.73	29.23	30.73	33.73	36.73	39.73	42.73	45.73
Total Package :			62.16	62.16	62.16	62.16	62.16	62.16	62.16	62.16

SCVCA Building Trades (BT Appr Per 1)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			30.21	28.71	27.21	24.21	21.21	18.21	15.21	12.21
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
Total Hourly Wages :			32.93	31.43	29.93	26.93	23.93	20.93	17.93	14.93
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.23	30.73	32.23	35.23	38.23	41.23	44.23	47.23
Total Package :			62.16	62.16	62.16	62.16	62.16	62.16	62.16	62.16

SCVCA Building Trades (BT Appr Per 1)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			27.21	25.71	24.21	21.21	18.21	15.21	12.21	9.21
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
Total Hourly Wages :			29.93	28.43	26.93	23.93	20.93	17.93	14.93	11.93
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.23	33.73	35.23	38.23	41.23	44.23	47.23	50.23
Total Package :			62.16	62.16	62.16	62.16	62.16	62.16	62.16	62.16

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SCVCA Building Trades (BT Appr Per 1)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			44.77	42.77	40.77	36.77	32.77	28.77	24.77	20.77
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
Total Hourly Wages :			47.90	45.90	43.90	39.90	35.90	31.90	27.90	23.90
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.23	28.23	30.23	34.23	38.23	42.23	46.23	50.23
Total Package :			74.13	74.13	74.13	74.13	74.13	74.13	74.13	74.13
SCVCA Building Trades (BT Appr Per 1)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			42.77	40.77	38.77	34.77	30.77	26.77	22.77	18.77
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
Total Hourly Wages :			45.90	43.90	41.90	37.90	33.90	29.90	25.90	21.90
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.23	30.23	32.23	36.23	40.23	44.23	48.23	52.23
Total Package :			74.13	74.13	74.13	74.13	74.13	74.13	74.13	74.13
SCVCA Building Trades (BT Appr Per 1)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			40.77	38.77	36.77	32.77	28.77	24.77	20.77	16.77
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
Total Hourly Wages :			43.90	41.90	39.90	35.90	31.90	27.90	23.90	19.90
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.23	32.23	34.23	38.23	42.23	46.23	50.23	54.23
Total Package :			74.13	74.13	74.13	74.13	74.13	74.13	74.13	74.13
SCVCA Building Trades (BT Appr Per 1)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			36.77	34.77	32.77	28.77	24.77	20.77	16.77	12.77
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
Total Hourly Wages :			39.90	37.90	35.90	31.90	27.90	23.90	19.90	15.90
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.23	36.23	38.23	42.23	46.23	50.23	54.23	58.23
Total Package :			74.13	74.13	74.13	74.13	74.13	74.13	74.13	74.13

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SCVCA Building Trades (BT Appr Per 2)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			24.38	23.38	22.38	20.38	18.38	16.38	14.38	12.38
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
Total Hourly Wages :			26.87	25.87	24.87	22.87	20.87	18.87	16.87	14.87
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.23	27.23	28.23	30.23	32.23	34.23	36.23	38.23
Total Package :			53.10	53.10	53.10	53.10	53.10	53.10	53.10	53.10

SCVCA Building Trades (BT Appr Per 2)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			23.38	22.38	21.38	19.38	17.38	15.38	13.38	11.38
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
Total Hourly Wages :			25.87	24.87	23.87	21.87	19.87	17.87	15.87	13.87
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.23	28.23	29.23	31.23	33.23	35.23	37.23	39.23
Total Package :			53.10	53.10	53.10	53.10	53.10	53.10	53.10	53.10

SCVCA Building Trades (BT Appr Per 2)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			22.38	21.38	20.38	18.38	16.38	14.38	12.38	10.38
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
Total Hourly Wages :			24.87	23.87	22.87	20.87	18.87	16.87	14.87	12.87
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.23	29.23	30.23	32.23	34.23	36.23	38.23	40.23
Total Package :			53.10	53.10	53.10	53.10	53.10	53.10	53.10	53.10

SCVCA Building Trades (BT Appr Per 2)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			20.38	19.38	18.38	16.38	14.38	12.38	10.38	8.38
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
Total Hourly Wages :			22.87	21.87	20.87	18.87	16.87	14.87	12.87	10.87
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.23	31.23	32.23	34.23	36.23	38.23	40.23	42.23
Total Package :			53.10	53.10	53.10	53.10	53.10	53.10	53.10	53.10

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SCVCA Building Trades (BT Appr Per 2)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			37.36	35.86	34.36	31.36	28.36	25.36	22.36	19.36
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
Total Hourly Wages :			40.31	38.81	37.31	34.31	31.31	28.31	25.31	22.31
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.23	27.73	29.23	32.23	35.23	38.23	41.23	44.23
Total Package :			66.54	66.54	66.54	66.54	66.54	66.54	66.54	66.54

SCVCA Building Trades (BT Appr Per 2)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			35.86	34.36	32.86	29.86	26.86	23.86	20.86	17.86
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
Total Hourly Wages :			38.81	37.31	35.81	32.81	29.81	26.81	23.81	20.81
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.73	29.23	30.73	33.73	36.73	39.73	42.73	45.73
Total Package :			66.54	66.54	66.54	66.54	66.54	66.54	66.54	66.54

SCVCA Building Trades (BT Appr Per 2)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			34.36	32.86	31.36	28.36	25.36	22.36	19.36	16.36
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
Total Hourly Wages :			37.31	35.81	34.31	31.31	28.31	25.31	22.31	19.31
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.23	30.73	32.23	35.23	38.23	41.23	44.23	47.23
Total Package :			66.54	66.54	66.54	66.54	66.54	66.54	66.54	66.54

SCVCA Building Trades (BT Appr Per 2)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			31.36	29.86	28.36	25.36	22.36	19.36	16.36	13.36
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
Total Hourly Wages :			34.31	32.81	31.31	28.31	25.31	22.31	19.31	16.31
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.23	33.73	35.23	38.23	41.23	44.23	47.23	50.23
Total Package :			66.54	66.54	66.54	66.54	66.54	66.54	66.54	66.54

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SCVCA Building Trades (BT Appr Per 2)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			50.33	48.33	46.33	42.33	38.33	34.33	30.33	26.33
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
Total Hourly Wages :			53.74	51.74	49.74	45.74	41.74	37.74	33.74	29.74
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.23	28.23	30.23	34.23	38.23	42.23	46.23	50.23
Total Package :			79.97	79.97	79.97	79.97	79.97	79.97	79.97	79.97

SCVCA Building Trades (BT Appr Per 2)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			48.33	46.33	44.33	40.33	36.33	32.33	28.33	24.33
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
Total Hourly Wages :			51.74	49.74	47.74	43.74	39.74	35.74	31.74	27.74
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.23	30.23	32.23	36.23	40.23	44.23	48.23	52.23
Total Package :			79.97	79.97	79.97	79.97	79.97	79.97	79.97	79.97

SCVCA Building Trades (BT Appr Per 2)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			46.33	44.33	42.33	38.33	34.33	30.33	26.33	22.33
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
Total Hourly Wages :			49.74	47.74	45.74	41.74	37.74	33.74	29.74	25.74
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.23	32.23	34.23	38.23	42.23	46.23	50.23	54.23
Total Package :			79.97	79.97	79.97	79.97	79.97	79.97	79.97	79.97

SCVCA Building Trades (BT Appr Per 2)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			42.33	40.33	38.33	34.33	30.33	26.33	22.33	18.33
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
Total Hourly Wages :			45.74	43.74	41.74	37.74	33.74	29.74	25.74	21.74
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.23	36.23	38.23	42.23	46.23	50.23	54.23	58.23
Total Package :			79.97	79.97	79.97	79.97	79.97	79.97	79.97	79.97

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SCVCA Building Trades (BT Appr Per 3)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			27.08	26.08	25.08	23.08	21.08	19.08	17.08	15.08
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
Total Hourly Wages :			29.79	28.79	27.79	25.79	23.79	21.79	19.79	17.79
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.23	27.23	28.23	30.23	32.23	34.23	36.23	38.23
Total Package :			56.02	56.02	56.02	56.02	56.02	56.02	56.02	56.02

SCVCA Building Trades (BT Appr Per 3)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			26.08	25.08	24.08	22.08	20.08	18.08	16.08	14.08
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
Total Hourly Wages :			28.79	27.79	26.79	24.79	22.79	20.79	18.79	16.79
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.23	28.23	29.23	31.23	33.23	35.23	37.23	39.23
Total Package :			56.02	56.02	56.02	56.02	56.02	56.02	56.02	56.02

SCVCA Building Trades (BT Appr Per 3)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			25.08	24.08	23.08	21.08	19.08	17.08	15.08	13.08
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
Total Hourly Wages :			27.79	26.79	25.79	23.79	21.79	19.79	17.79	15.79
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.23	29.23	30.23	32.23	34.23	36.23	38.23	40.23
Total Package :			56.02	56.02	56.02	56.02	56.02	56.02	56.02	56.02

SCVCA Building Trades (BT Appr Per 3)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			23.08	22.08	21.08	19.08	17.08	15.08	13.08	11.08
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
Total Hourly Wages :			25.79	24.79	23.79	21.79	19.79	17.79	15.79	13.79
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.23	31.23	32.23	34.23	36.23	38.23	40.23	42.23
Total Package :			56.02	56.02	56.02	56.02	56.02	56.02	56.02	56.02

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SCVCA Building Trades (BT Appr Per 3)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			41.47	39.97	38.47	35.47	32.47	29.47	26.47	23.47
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
Total Hourly Wages :			44.69	43.19	41.69	38.69	35.69	32.69	29.69	26.69
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.23	27.73	29.23	32.23	35.23	38.23	41.23	44.23
Total Package :			70.92	70.92	70.92	70.92	70.92	70.92	70.92	70.92

SCVCA Building Trades (BT Appr Per 3)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			39.97	38.47	36.97	33.97	30.97	27.97	24.97	21.97
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
Total Hourly Wages :			43.19	41.69	40.19	37.19	34.19	31.19	28.19	25.19
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.73	29.23	30.73	33.73	36.73	39.73	42.73	45.73
Total Package :			70.92	70.92	70.92	70.92	70.92	70.92	70.92	70.92

SCVCA Building Trades (BT Appr Per 3)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			38.47	36.97	35.47	32.47	29.47	26.47	23.47	20.47
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
Total Hourly Wages :			41.69	40.19	38.69	35.69	32.69	29.69	26.69	23.69
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.23	30.73	32.23	35.23	38.23	41.23	44.23	47.23
Total Package :			70.92	70.92	70.92	70.92	70.92	70.92	70.92	70.92

SCVCA Building Trades (BT Appr Per 3)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			35.47	33.97	32.47	29.47	26.47	23.47	20.47	17.47
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
Total Hourly Wages :			38.69	37.19	35.69	32.69	29.69	26.69	23.69	20.69
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.23	33.73	35.23	38.23	41.23	44.23	47.23	50.23
Total Package :			70.92	70.92	70.92	70.92	70.92	70.92	70.92	70.92

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SCVCA Building Trades (BT Appr Per 3)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			55.85	53.85	51.85	47.85	43.85	39.85	35.85	31.85
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
Total Hourly Wages :			59.58	57.58	55.58	51.58	47.58	43.58	39.58	35.58
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.23	28.23	30.23	34.23	38.23	42.23	46.23	50.23
Total Package :			85.81	85.81	85.81	85.81	85.81	85.81	85.81	85.81

SCVCA Building Trades (BT Appr Per 3)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			53.85	51.85	49.85	45.85	41.85	37.85	33.85	29.85
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
Total Hourly Wages :			57.58	55.58	53.58	49.58	45.58	41.58	37.58	33.58
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.23	30.23	32.23	36.23	40.23	44.23	48.23	52.23
Total Package :			85.81	85.81	85.81	85.81	85.81	85.81	85.81	85.81

SCVCA Building Trades (BT Appr Per 3)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			51.85	49.85	47.85	43.85	39.85	35.85	31.85	27.85
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
Total Hourly Wages :			55.58	53.58	51.58	47.58	43.58	39.58	35.58	31.58
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.23	32.23	34.23	38.23	42.23	46.23	50.23	54.23
Total Package :			85.81	85.81	85.81	85.81	85.81	85.81	85.81	85.81

SCVCA Building Trades (BT Appr Per 3)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			47.85	45.85	43.85	39.85	35.85	31.85	27.85	23.85
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
Total Hourly Wages :			51.58	49.58	47.58	43.58	39.58	35.58	31.58	27.58
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.23	36.23	38.23	42.23	46.23	50.23	54.23	58.23
Total Package :			85.81	85.81	85.81	85.81	85.81	85.81	85.81	85.81

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SCVCA Building Trades (BT Appr Per 4)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			29.80	28.80	27.80	25.80	23.80	21.80	19.80	17.80
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
Total Hourly Wages :			32.71	31.71	30.71	28.71	26.71	24.71	22.71	20.71
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.23	27.23	28.23	30.23	32.23	34.23	36.23	38.23
Total Package :			58.94	58.94	58.94	58.94	58.94	58.94	58.94	58.94

SCVCA Building Trades (BT Appr Per 4)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			28.80	27.80	26.80	24.80	22.80	20.80	18.80	16.80
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
Total Hourly Wages :			31.71	30.71	29.71	27.71	25.71	23.71	21.71	19.71
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.23	28.23	29.23	31.23	33.23	35.23	37.23	39.23
Total Package :			58.94	58.94	58.94	58.94	58.94	58.94	58.94	58.94

SCVCA Building Trades (BT Appr Per 4)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			27.80	26.80	25.80	23.80	21.80	19.80	17.80	15.80
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
Total Hourly Wages :			30.71	29.71	28.71	26.71	24.71	22.71	20.71	18.71
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.23	29.23	30.23	32.23	34.23	36.23	38.23	40.23
Total Package :			58.94	58.94	58.94	58.94	58.94	58.94	58.94	58.94

SCVCA Building Trades (BT Appr Per 4)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			25.80	24.80	23.80	21.80	19.80	17.80	15.80	13.80
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
Total Hourly Wages :			28.71	27.71	26.71	24.71	22.71	20.71	18.71	16.71
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.23	31.23	32.23	34.23	36.23	38.23	40.23	42.23
Total Package :			58.94	58.94	58.94	58.94	58.94	58.94	58.94	58.94

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SCVCA Building Trades (BT Appr Per 4)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			45.60	44.10	42.60	39.60	36.60	33.60	30.60	27.60
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
Total Hourly Wages :			49.07	47.57	46.07	43.07	40.07	37.07	34.07	31.07
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.23	27.73	29.23	32.23	35.23	38.23	41.23	44.23
Total Package :			75.30	75.30	75.30	75.30	75.30	75.30	75.30	75.30
SCVCA Building Trades (BT Appr Per 4)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			44.10	42.60	41.10	38.10	35.10	32.10	29.10	26.10
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
Total Hourly Wages :			47.57	46.07	44.57	41.57	38.57	35.57	32.57	29.57
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.73	29.23	30.73	33.73	36.73	39.73	42.73	45.73
Total Package :			75.30	75.30	75.30	75.30	75.30	75.30	75.30	75.30
SCVCA Building Trades (BT Appr Per 4)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			42.60	41.10	39.60	36.60	33.60	30.60	27.60	24.60
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
Total Hourly Wages :			46.07	44.57	43.07	40.07	37.07	34.07	31.07	28.07
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.23	30.73	32.23	35.23	38.23	41.23	44.23	47.23
Total Package :			75.30	75.30	75.30	75.30	75.30	75.30	75.30	75.30
SCVCA Building Trades (BT Appr Per 4)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			39.60	38.10	36.60	33.60	30.60	27.60	24.60	21.60
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
Total Hourly Wages :			43.07	41.57	40.07	37.07	34.07	31.07	28.07	25.07
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.23	33.73	35.23	38.23	41.23	44.23	47.23	50.23
Total Package :			75.30	75.30	75.30	75.30	75.30	75.30	75.30	75.30

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SCVCA Building Trades (BT Appr Per 4)		Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				61.39	59.39	57.39	53.39	49.39	45.39	41.39	37.39
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
Total Hourly Wages :				65.42	63.42	61.42	57.42	53.42	49.42	45.42	41.42
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :				26.23	28.23	30.23	34.23	38.23	42.23	46.23	50.23
Total Package :				91.65	91.65	91.65	91.65	91.65	91.65	91.65	91.65
SCVCA Building Trades (BT Appr Per 4)		Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				59.39	57.39	55.39	51.39	47.39	43.39	39.39	35.39
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
Total Hourly Wages :				63.42	61.42	59.42	55.42	51.42	47.42	43.42	39.42
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :				28.23	30.23	32.23	36.23	40.23	44.23	48.23	52.23
Total Package :				91.65	91.65	91.65	91.65	91.65	91.65	91.65	91.65
SCVCA Building Trades (BT Appr Per 4)		Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				57.39	55.39	53.39	49.39	45.39	41.39	37.39	33.39
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
Total Hourly Wages :				61.42	59.42	57.42	53.42	49.42	45.42	41.42	37.42
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :				30.23	32.23	34.23	38.23	42.23	46.23	50.23	54.23
Total Package :				91.65	91.65	91.65	91.65	91.65	91.65	91.65	91.65
SCVCA Building Trades (BT Appr Per 4)		Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				53.39	51.39	49.39	45.39	41.39	37.39	33.39	29.39
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
Total Hourly Wages :				57.42	55.42	53.42	49.42	45.42	41.42	37.42	33.42
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :				34.23	36.23	38.23	42.23	46.23	50.23	54.23	58.23
Total Package :				91.65	91.65	91.65	91.65	91.65	91.65	91.65	91.65

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SCVCA Building Trades (BT Appr Per 5)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			32.52	31.52	30.52	28.52	26.52	24.52	22.52	20.52
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
Total Hourly Wages :			35.63	34.63	33.63	31.63	29.63	27.63	25.63	23.63
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.23	27.23	28.23	30.23	32.23	34.23	36.23	38.23
Total Package :			61.86	61.86	61.86	61.86	61.86	61.86	61.86	61.86

SCVCA Building Trades (BT Appr Per 5)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			31.52	30.52	29.52	27.52	25.52	23.52	21.52	19.52
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
Total Hourly Wages :			34.63	33.63	32.63	30.63	28.63	26.63	24.63	22.63
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.23	28.23	29.23	31.23	33.23	35.23	37.23	39.23
Total Package :			61.86	61.86	61.86	61.86	61.86	61.86	61.86	61.86

SCVCA Building Trades (BT Appr Per 5)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			30.52	29.52	28.52	26.52	24.52	22.52	20.52	18.52
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
Total Hourly Wages :			33.63	32.63	31.63	29.63	27.63	25.63	23.63	21.63
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.23	29.23	30.23	32.23	34.23	36.23	38.23	40.23
Total Package :			61.86	61.86	61.86	61.86	61.86	61.86	61.86	61.86

SCVCA Building Trades (BT Appr Per 5)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			28.52	27.52	26.52	24.52	22.52	20.52	18.52	16.52
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
Total Hourly Wages :			31.63	30.63	29.63	27.63	25.63	23.63	21.63	19.63
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.23	31.23	32.23	34.23	36.23	38.23	40.23	42.23
Total Package :			61.86	61.86	61.86	61.86	61.86	61.86	61.86	61.86

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SCVCA Building Trades (BT Appr Per 5)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			49.73	48.23	46.73	43.73	40.73	37.73	34.73	31.73
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
Total Hourly Wages :			53.45	51.95	50.45	47.45	44.45	41.45	38.45	35.45
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.23	27.73	29.23	32.23	35.23	38.23	41.23	44.23
Total Package :			79.68	79.68	79.68	79.68	79.68	79.68	79.68	79.68
SCVCA Building Trades (BT Appr Per 5)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			48.23	46.73	45.23	42.23	39.23	36.23	33.23	30.23
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
Total Hourly Wages :			51.95	50.45	48.95	45.95	42.95	39.95	36.95	33.95
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.73	29.23	30.73	33.73	36.73	39.73	42.73	45.73
Total Package :			79.68	79.68	79.68	79.68	79.68	79.68	79.68	79.68
SCVCA Building Trades (BT Appr Per 5)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			46.73	45.23	43.73	40.73	37.73	34.73	31.73	28.73
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
Total Hourly Wages :			50.45	48.95	47.45	44.45	41.45	38.45	35.45	32.45
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.23	30.73	32.23	35.23	38.23	41.23	44.23	47.23
Total Package :			79.68	79.68	79.68	79.68	79.68	79.68	79.68	79.68
SCVCA Building Trades (BT Appr Per 5)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			43.73	42.23	40.73	37.73	34.73	31.73	28.73	25.73
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
Total Hourly Wages :			47.45	45.95	44.45	41.45	38.45	35.45	32.45	29.45
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.23	33.73	35.23	38.23	41.23	44.23	47.23	50.23
Total Package :			79.68	79.68	79.68	79.68	79.68	79.68	79.68	79.68

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SCVCA Building Trades (BT Appr Per 5)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			66.93	64.93	62.93	58.93	54.93	50.93	46.93	42.93
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
Total Hourly Wages :			71.26	69.26	67.26	63.26	59.26	55.26	51.26	47.26
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.23	28.23	30.23	34.23	38.23	42.23	46.23	50.23
Total Package :			97.49	97.49	97.49	97.49	97.49	97.49	97.49	97.49
SCVCA Building Trades (BT Appr Per 5)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			64.93	62.93	60.93	56.93	52.93	48.93	44.93	40.93
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
Total Hourly Wages :			69.26	67.26	65.26	61.26	57.26	53.26	49.26	45.26
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.23	30.23	32.23	36.23	40.23	44.23	48.23	52.23
Total Package :			97.49	97.49	97.49	97.49	97.49	97.49	97.49	97.49
SCVCA Building Trades (BT Appr Per 5)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			62.93	60.93	58.93	54.93	50.93	46.93	42.93	38.93
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
Total Hourly Wages :			67.26	65.26	63.26	59.26	55.26	51.26	47.26	43.26
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.23	32.23	34.23	38.23	42.23	46.23	50.23	54.23
Total Package :			97.49	97.49	97.49	97.49	97.49	97.49	97.49	97.49
SCVCA Building Trades (BT Appr Per 5)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			58.93	56.93	54.93	50.93	46.93	42.93	38.93	34.93
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
Total Hourly Wages :			63.26	61.26	59.26	55.26	51.26	47.26	43.26	39.26
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.23	36.23	38.23	42.23	46.23	50.23	54.23	58.23
Total Package :			97.49	97.49	97.49	97.49	97.49	97.49	97.49	97.49

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SCVCA Building Trades (BT Appr Per 6)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			34.98	33.98	32.98	30.98	28.98	26.98	24.98	22.98
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
Total Hourly Wages :			38.55	37.55	36.55	34.55	32.55	30.55	28.55	26.55
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.43	27.43	28.43	30.43	32.43	34.43	36.43	38.43
Total Package :			64.98	64.98	64.98	64.98	64.98	64.98	64.98	64.98

SCVCA Building Trades (BT Appr Per 6)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			33.98	32.98	31.98	29.98	27.98	25.98	23.98	21.98
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
Total Hourly Wages :			37.55	36.55	35.55	33.55	31.55	29.55	27.55	25.55
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.43	28.43	29.43	31.43	33.43	35.43	37.43	39.43
Total Package :			64.98	64.98	64.98	64.98	64.98	64.98	64.98	64.98

SCVCA Building Trades (BT Appr Per 6)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			32.98	31.98	30.98	28.98	26.98	24.98	22.98	20.98
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
Total Hourly Wages :			36.55	35.55	34.55	32.55	30.55	28.55	26.55	24.55
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.43	29.43	30.43	32.43	34.43	36.43	38.43	40.43
Total Package :			64.98	64.98	64.98	64.98	64.98	64.98	64.98	64.98

SCVCA Building Trades (BT Appr Per 6)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			30.98	29.98	28.98	26.98	24.98	22.98	20.98	18.98
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
Total Hourly Wages :			34.55	33.55	32.55	30.55	28.55	26.55	24.55	22.55
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.43	31.43	32.43	34.43	36.43	38.43	40.43	42.43
Total Package :			64.98	64.98	64.98	64.98	64.98	64.98	64.98	64.98

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SCVCA Building Trades (BT Appr Per 6)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			53.60	52.10	50.60	47.60	44.60	41.60	38.60	35.60
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
Total Hourly Wages :			57.83	56.33	54.83	51.83	48.83	45.83	42.83	39.83
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.43	27.93	29.43	32.43	35.43	38.43	41.43	44.43
Total Package :			84.26	84.26	84.26	84.26	84.26	84.26	84.26	84.26

SCVCA Building Trades (BT Appr Per 6)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			52.10	50.60	49.10	46.10	43.10	40.10	37.10	34.10
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
Total Hourly Wages :			56.33	54.83	53.33	50.33	47.33	44.33	41.33	38.33
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.93	29.43	30.93	33.93	36.93	39.93	42.93	45.93
Total Package :			84.26	84.26	84.26	84.26	84.26	84.26	84.26	84.26

SCVCA Building Trades (BT Appr Per 6)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			50.60	49.10	47.60	44.60	41.60	38.60	35.60	32.60
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
Total Hourly Wages :			54.83	53.33	51.83	48.83	45.83	42.83	39.83	36.83
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.43	30.93	32.43	35.43	38.43	41.43	44.43	47.43
Total Package :			84.26	84.26	84.26	84.26	84.26	84.26	84.26	84.26

SCVCA Building Trades (BT Appr Per 6)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			47.60	46.10	44.60	41.60	38.60	35.60	32.60	29.60
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
Total Hourly Wages :			51.83	50.33	48.83	45.83	42.83	39.83	36.83	33.83
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.43	33.93	35.43	38.43	41.43	44.43	47.43	50.43
Total Package :			84.26	84.26	84.26	84.26	84.26	84.26	84.26	84.26

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SCVCA Building Trades (BT Appr Per 6)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			72.21	70.21	68.21	64.21	60.21	56.21	52.21	48.21
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
Total Hourly Wages :			77.10	75.10	73.10	69.10	65.10	61.10	57.10	53.10
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.43	28.43	30.43	34.43	38.43	42.43	46.43	50.43
Total Package :			103.53	103.53	103.53	103.53	103.53	103.53	103.53	103.53

SCVCA Building Trades (BT Appr Per 6)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			70.21	68.21	66.21	62.21	58.21	54.21	50.21	46.21
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
Total Hourly Wages :			75.10	73.10	71.10	67.10	63.10	59.10	55.10	51.10
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.43	30.43	32.43	36.43	40.43	44.43	48.43	52.43
Total Package :			103.53	103.53	103.53	103.53	103.53	103.53	103.53	103.53

SCVCA Building Trades (BT Appr Per 6)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			68.21	66.21	64.21	60.21	56.21	52.21	48.21	44.21
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
Total Hourly Wages :			73.10	71.10	69.10	65.10	61.10	57.10	53.10	49.10
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.43	32.43	34.43	38.43	42.43	46.43	50.43	54.43
Total Package :			103.53	103.53	103.53	103.53	103.53	103.53	103.53	103.53

SCVCA Building Trades (BT Appr Per 6)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			64.21	62.21	60.21	56.21	52.21	48.21	44.21	40.21
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
Total Hourly Wages :			69.10	67.10	65.10	61.10	57.10	53.10	49.10	45.10
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.43	36.43	38.43	42.43	46.43	50.43	54.43	58.43
Total Package :			103.53	103.53	103.53	103.53	103.53	103.53	103.53	103.53

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SCVCA Building Trades (BT Appr Per 7)	Straight Time HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		37.17	36.17	35.17	33.17	31.17	29.17	27.17	25.17
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
Total Hourly Wages :		40.89	39.89	38.89	36.89	34.89	32.89	30.89	28.89
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension		10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		26.43	27.43	28.43	30.43	32.43	34.43	36.43	38.43
Total Package :		67.32	67.32	67.32	67.32	67.32	67.32	67.32	67.32
SCVCA Building Trades (BT Appr Per 7)	Straight Time HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		36.17	35.17	34.17	32.17	30.17	28.17	26.17	24.17
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
Total Hourly Wages :		39.89	38.89	37.89	35.89	33.89	31.89	29.89	27.89
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension		10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		27.43	28.43	29.43	31.43	33.43	35.43	37.43	39.43
Total Package :		67.32	67.32	67.32	67.32	67.32	67.32	67.32	67.32
SCVCA Building Trades (BT Appr Per 7)	Straight Time HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		35.17	34.17	33.17	31.17	29.17	27.17	25.17	23.17
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
Total Hourly Wages :		38.89	37.89	36.89	34.89	32.89	30.89	28.89	26.89
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension		10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		28.43	29.43	30.43	32.43	34.43	36.43	38.43	40.43
Total Package :		67.32	67.32	67.32	67.32	67.32	67.32	67.32	67.32
SCVCA Building Trades (BT Appr Per 7)	Straight Time HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate		33.17	32.17	31.17	29.17	27.17	25.17	23.17	21.17
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
Total Hourly Wages :		36.89	35.89	34.89	32.89	30.89	28.89	26.89	24.89
Health & Welfare		13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension		10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension		0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :		30.43	31.43	32.43	34.43	36.43	38.43	40.43	42.43
Total Package :		67.32	67.32	67.32	67.32	67.32	67.32	67.32	67.32

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SCVCA Building Trades (BT Appr Per 7)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			56.92	55.42	53.92	50.92	47.92	44.92	41.92	38.92
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
Total Hourly Wages :			61.34	59.84	58.34	55.34	52.34	49.34	46.34	43.34
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.43	27.93	29.43	32.43	35.43	38.43	41.43	44.43
Total Package :			87.77	87.77	87.77	87.77	87.77	87.77	87.77	87.77
SCVCA Building Trades (BT Appr Per 7)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			55.42	53.92	52.42	49.42	46.42	43.42	40.42	37.42
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
Total Hourly Wages :			59.84	58.34	56.84	53.84	50.84	47.84	44.84	41.84
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.93	29.43	30.93	33.93	36.93	39.93	42.93	45.93
Total Package :			87.77	87.77	87.77	87.77	87.77	87.77	87.77	87.77
SCVCA Building Trades (BT Appr Per 7)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			53.92	52.42	50.92	47.92	44.92	41.92	38.92	35.92
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
Total Hourly Wages :			58.34	56.84	55.34	52.34	49.34	46.34	43.34	40.34
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.43	30.93	32.43	35.43	38.43	41.43	44.43	47.43
Total Package :			87.77	87.77	87.77	87.77	87.77	87.77	87.77	87.77
SCVCA Building Trades (BT Appr Per 7)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			50.92	49.42	47.92	44.92	41.92	38.92	35.92	32.92
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
Total Hourly Wages :			55.34	53.84	52.34	49.34	46.34	43.34	40.34	37.34
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.43	33.93	35.43	38.43	41.43	44.43	47.43	50.43
Total Package :			87.77	87.77	87.77	87.77	87.77	87.77	87.77	87.77

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SCVCA Building Trades (BT Appr Per 7)		Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				76.66	74.66	72.66	68.66	64.66	60.66	56.66	52.66
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
	Total Hourly Wages :			81.78	79.78	77.78	73.78	69.78	65.78	61.78	57.78
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
	Total Hourly Fringes :			26.43	28.43	30.43	34.43	38.43	42.43	46.43	50.43
	Total Package :			108.21	108.21	108.21	108.21	108.21	108.21	108.21	108.21
SCVCA Building Trades (BT Appr Per 7)		Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				74.66	72.66	70.66	66.66	62.66	58.66	54.66	50.66
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
	Total Hourly Wages :			79.78	77.78	75.78	71.78	67.78	63.78	59.78	55.78
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
	Total Hourly Fringes :			28.43	30.43	32.43	36.43	40.43	44.43	48.43	52.43
	Total Package :			108.21	108.21	108.21	108.21	108.21	108.21	108.21	108.21
SCVCA Building Trades (BT Appr Per 7)		Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				72.66	70.66	68.66	64.66	60.66	56.66	52.66	48.66
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
	Total Hourly Wages :			77.78	75.78	73.78	69.78	65.78	61.78	57.78	53.78
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
	Total Hourly Fringes :			30.43	32.43	34.43	38.43	42.43	46.43	50.43	54.43
	Total Package :			108.21	108.21	108.21	108.21	108.21	108.21	108.21	108.21
SCVCA Building Trades (BT Appr Per 7)		Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate				68.66	66.66	64.66	60.66	56.66	52.66	48.66	44.66
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
	Total Hourly Wages :			73.78	71.78	69.78	65.78	61.78	57.78	53.78	49.78
Health & Welfare				13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension				10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB				0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension				0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
	Total Hourly Fringes :			34.43	36.43	38.43	42.43	46.43	50.43	54.43	58.43
	Total Package :			108.21	108.21	108.21	108.21	108.21	108.21	108.21	108.21

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SCVCA Building Trades (BT Appr Per 8)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			39.88	38.88	37.88	35.88	33.88	31.88	29.88	27.88
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
Total Hourly Wages :			43.81	42.81	41.81	39.81	37.81	35.81	33.81	31.81
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.43	27.43	28.43	30.43	32.43	34.43	36.43	38.43
Total Package :			70.24	70.24	70.24	70.24	70.24	70.24	70.24	70.24

SCVCA Building Trades (BT Appr Per 8)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			38.88	37.88	36.88	34.88	32.88	30.88	28.88	26.88
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
Total Hourly Wages :			42.81	41.81	40.81	38.81	36.81	34.81	32.81	30.81
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.43	28.43	29.43	31.43	33.43	35.43	37.43	39.43
Total Package :			70.24	70.24	70.24	70.24	70.24	70.24	70.24	70.24

SCVCA Building Trades (BT Appr Per 8)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			37.88	36.88	35.88	33.88	31.88	29.88	27.88	25.88
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
Total Hourly Wages :			41.81	40.81	39.81	37.81	35.81	33.81	31.81	29.81
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.43	29.43	30.43	32.43	34.43	36.43	38.43	40.43
Total Package :			70.24	70.24	70.24	70.24	70.24	70.24	70.24	70.24

SCVCA Building Trades (BT Appr Per 8)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			35.88	34.88	33.88	31.88	29.88	27.88	25.88	23.88
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
Total Hourly Wages :			39.81	38.81	37.81	35.81	33.81	31.81	29.81	27.81
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.43	31.43	32.43	34.43	36.43	38.43	40.43	42.43
Total Package :			70.24	70.24	70.24	70.24	70.24	70.24	70.24	70.24

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SCVCA Building Trades (BT Appr Per 8)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			61.04	59.54	58.04	55.04	52.04	49.04	46.04	43.04
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
Total Hourly Wages :			65.72	64.22	62.72	59.72	56.72	53.72	50.72	47.72
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.43	27.93	29.43	32.43	35.43	38.43	41.43	44.43
Total Package :			92.15	92.15	92.15	92.15	92.15	92.15	92.15	92.15
SCVCA Building Trades (BT Appr Per 8)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			59.54	58.04	56.54	53.54	50.54	47.54	44.54	41.54
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
Total Hourly Wages :			64.22	62.72	61.22	58.22	55.22	52.22	49.22	46.22
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.93	29.43	30.93	33.93	36.93	39.93	42.93	45.93
Total Package :			92.15	92.15	92.15	92.15	92.15	92.15	92.15	92.15
SCVCA Building Trades (BT Appr Per 8)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			58.04	56.54	55.04	52.04	49.04	46.04	43.04	40.04
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
Total Hourly Wages :			62.72	61.22	59.72	56.72	53.72	50.72	47.72	44.72
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.43	30.93	32.43	35.43	38.43	41.43	44.43	47.43
Total Package :			92.15	92.15	92.15	92.15	92.15	92.15	92.15	92.15
SCVCA Building Trades (BT Appr Per 8)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			55.04	53.54	52.04	49.04	46.04	43.04	40.04	37.04
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
Total Hourly Wages :			59.72	58.22	56.72	53.72	50.72	47.72	44.72	41.72
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.43	33.93	35.43	38.43	41.43	44.43	47.43	50.43
Total Package :			92.15	92.15	92.15	92.15	92.15	92.15	92.15	92.15

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SCVCA Building Trades (BT Appr Per 8)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			82.19	80.19	78.19	74.19	70.19	66.19	62.19	58.19
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
Total Hourly Wages :			87.62	85.62	83.62	79.62	75.62	71.62	67.62	63.62
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.43	28.43	30.43	34.43	38.43	42.43	46.43	50.43
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

SCVCA Building Trades (BT Appr Per 8)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			80.19	78.19	76.19	72.19	68.19	64.19	60.19	56.19
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
Total Hourly Wages :			85.62	83.62	81.62	77.62	73.62	69.62	65.62	61.62
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.43	30.43	32.43	36.43	40.43	44.43	48.43	52.43
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

SCVCA Building Trades (BT Appr Per 8)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			78.19	76.19	74.19	70.19	66.19	62.19	58.19	54.19
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
Total Hourly Wages :			83.62	81.62	79.62	75.62	71.62	67.62	63.62	59.62
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.43	32.43	34.43	38.43	42.43	46.43	50.43	54.43
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

SCVCA Building Trades (BT Appr Per 8)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			74.19	72.19	70.19	66.19	62.19	58.19	54.19	50.19
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
Total Hourly Wages :			79.62	77.62	75.62	71.62	67.62	63.62	59.62	55.62
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.43	36.43	38.43	42.43	46.43	50.43	54.43	58.43
Total Package :			114.05	114.05	114.05	114.05	114.05	114.05	114.05	114.05

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SCVCA Building Trades (BT Appr Per 9)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			46.73	45.73	44.73	42.73	40.73	38.73	36.73	34.73
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.43	27.43	28.43	30.43	32.43	34.43	36.43	38.43
Total Package :			73.16	73.16	73.16	73.16	73.16	73.16	73.16	73.16

SCVCA Building Trades (BT Appr Per 9)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			41.60	40.60	39.60	37.60	35.60	33.60	31.60	29.60
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
Total Hourly Wages :			45.73	44.73	43.73	41.73	39.73	37.73	35.73	33.73
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.43	28.43	29.43	31.43	33.43	35.43	37.43	39.43
Total Package :			73.16	73.16	73.16	73.16	73.16	73.16	73.16	73.16

SCVCA Building Trades (BT Appr Per 9)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			40.60	39.60	38.60	36.60	34.60	32.60	30.60	28.60
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
Total Hourly Wages :			44.73	43.73	42.73	40.73	38.73	36.73	34.73	32.73
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.43	29.43	30.43	32.43	34.43	36.43	38.43	40.43
Total Package :			73.16	73.16	73.16	73.16	73.16	73.16	73.16	73.16

SCVCA Building Trades (BT Appr Per 9)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			38.60	37.60	36.60	34.60	32.60	30.60	28.60	26.60
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
Total Hourly Wages :			42.73	41.73	40.73	38.73	36.73	34.73	32.73	30.73
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.43	31.43	32.43	34.43	36.43	38.43	40.43	42.43
Total Package :			73.16	73.16	73.16	73.16	73.16	73.16	73.16	73.16

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SCVCA Building Trades (BT Appr Per 9)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			70.10	68.60	67.10	64.10	61.10	58.10	55.10	52.10
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.43	27.93	29.43	32.43	35.43	38.43	41.43	44.43
Total Package :			96.53	96.53	96.53	96.53	96.53	96.53	96.53	96.53

SCVCA Building Trades (BT Appr Per 9)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			63.67	62.17	60.67	57.67	54.67	51.67	48.67	45.67
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
Total Hourly Wages :			68.60	67.10	65.60	62.60	59.60	56.60	53.60	50.60
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.93	29.43	30.93	33.93	36.93	39.93	42.93	45.93
Total Package :			96.53	96.53	96.53	96.53	96.53	96.53	96.53	96.53

SCVCA Building Trades (BT Appr Per 9)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			62.17	60.67	59.17	56.17	53.17	50.17	47.17	44.17
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
Total Hourly Wages :			67.10	65.60	64.10	61.10	58.10	55.10	52.10	49.10
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.43	30.93	32.43	35.43	38.43	41.43	44.43	47.43
Total Package :			96.53	96.53	96.53	96.53	96.53	96.53	96.53	96.53

SCVCA Building Trades (BT Appr Per 9)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			59.17	57.67	56.17	53.17	50.17	47.17	44.17	41.17
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
Total Hourly Wages :			64.10	62.60	61.10	58.10	55.10	52.10	49.10	46.10
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.43	33.93	35.43	38.43	41.43	44.43	47.43	50.43
Total Package :			96.53	96.53	96.53	96.53	96.53	96.53	96.53	96.53

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SCVCA Building Trades (BT Appr Per 9)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
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
Total Hourly Wages :			93.46	91.46	89.46	85.46	81.46	77.46	73.46	69.46
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.43	28.43	30.43	34.43	38.43	42.43	46.43	50.43
Total Package :			119.89	119.89	119.89	119.89	119.89	119.89	119.89	119.89
SCVCA Building Trades (BT Appr Per 9)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			85.73	83.73	81.73	77.73	73.73	69.73	65.73	61.73
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
Total Hourly Wages :			91.46	89.46	87.46	83.46	79.46	75.46	71.46	67.46
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.43	30.43	32.43	36.43	40.43	44.43	48.43	52.43
Total Package :			119.89	119.89	119.89	119.89	119.89	119.89	119.89	119.89
SCVCA Building Trades (BT Appr Per 9)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			83.73	81.73	79.73	75.73	71.73	67.73	63.73	59.73
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
Total Hourly Wages :			89.46	87.46	85.46	81.46	77.46	73.46	69.46	65.46
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.43	32.43	34.43	38.43	42.43	46.43	50.43	54.43
Total Package :			119.89	119.89	119.89	119.89	119.89	119.89	119.89	119.89
SCVCA Building Trades (BT Appr Per 9)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			79.73	77.73	75.73	71.73	67.73	63.73	59.73	55.73
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
Total Hourly Wages :			85.46	83.46	81.46	77.46	73.46	69.46	65.46	61.46
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.43	36.43	38.43	42.43	46.43	50.43	54.43	58.43
Total Package :			119.89	119.89	119.89	119.89	119.89	119.89	119.89	119.89

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SCVCA Building Trades (BT Appr Per 10)	Straight Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			48.04	47.04	46.04	44.04	42.04	40.04	38.04	36.04
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
Total Hourly Wages :			52.57	51.57	50.57	48.57	46.57	44.57	42.57	40.57
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			26.43	27.43	28.43	30.43	32.43	34.43	36.43	38.43
Total Package :			79.00	79.00	79.00	79.00	79.00	79.00	79.00	79.00

SCVCA Building Trades (BT Appr Per 10)	Straight Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			47.04	46.04	45.04	43.04	41.04	39.04	37.04	35.04
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
Total Hourly Wages :			51.57	50.57	49.57	47.57	45.57	43.57	41.57	39.57
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			27.43	28.43	29.43	31.43	33.43	35.43	37.43	39.43
Total Package :			79.00	79.00	79.00	79.00	79.00	79.00	79.00	79.00

SCVCA Building Trades (BT Appr Per 10)	Straight Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			46.04	45.04	44.04	42.04	40.04	38.04	36.04	34.04
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
Total Hourly Wages :			50.57	49.57	48.57	46.57	44.57	42.57	40.57	38.57
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			28.43	29.43	30.43	32.43	34.43	36.43	38.43	40.43
Total Package :			79.00	79.00	79.00	79.00	79.00	79.00	79.00	79.00

SCVCA Building Trades (BT Appr Per 10)	Straight Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			44.04	43.04	42.04	40.04	38.04	36.04	34.04	32.04
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
Total Hourly Wages :			48.57	47.57	46.57	44.57	42.57	40.57	38.57	36.57
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.00	2.00	4.00	6.00	8.00	10.00	12.00
Total Hourly Fringes :			30.43	31.43	32.43	34.43	36.43	38.43	40.43	42.43
Total Package :			79.00	79.00	79.00	79.00	79.00	79.00	79.00	79.00

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SCVCA Building Trades (BT Appr Per 10)	Over Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			73.43	71.93	70.43	67.43	64.43	61.43	58.43	55.43
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
Total Hourly Wages :			78.86	77.36	75.86	72.86	69.86	66.86	63.86	60.86
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			26.43	27.93	29.43	32.43	35.43	38.43	41.43	44.43
Total Package :			105.29	105.29	105.29	105.29	105.29	105.29	105.29	105.29

SCVCA Building Trades (BT Appr Per 10)	Over Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			71.93	70.43	68.93	65.93	62.93	59.93	56.93	53.93
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
Total Hourly Wages :			77.36	75.86	74.36	71.36	68.36	65.36	62.36	59.36
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			27.93	29.43	30.93	33.93	36.93	39.93	42.93	45.93
Total Package :			105.29	105.29	105.29	105.29	105.29	105.29	105.29	105.29

SCVCA Building Trades (BT Appr Per 10)	Over Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			70.43	68.93	67.43	64.43	61.43	58.43	55.43	52.43
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
Total Hourly Wages :			75.86	74.36	72.86	69.86	66.86	63.86	60.86	57.86
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			29.43	30.93	32.43	35.43	38.43	41.43	44.43	47.43
Total Package :			105.29	105.29	105.29	105.29	105.29	105.29	105.29	105.29

SCVCA Building Trades (BT Appr Per 10)	Over Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			67.43	65.93	64.43	61.43	58.43	55.43	52.43	49.43
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
Total Hourly Wages :			72.86	71.36	69.86	66.86	63.86	60.86	57.86	54.86
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	1.50	3.00	6.00	9.00	12.00	15.00	18.00
Total Hourly Fringes :			32.43	33.93	35.43	38.43	41.43	44.43	47.43	50.43
Total Package :			105.29	105.29	105.29	105.29	105.29	105.29	105.29	105.29

Plumbers, Steamfitters, & Refrigeration Fitters UA Local Union 393 Effective: 07/01/2012 through 06/30/2013

SCVCA Building Trades (BT Appr Per 10)	Double Time	HWR 0	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			98.81	96.81	94.81	90.81	86.81	82.81	78.81	74.81
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
Total Hourly Wages :			105.14	103.14	101.14	97.14	93.14	89.14	85.14	81.14
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			26.43	28.43	30.43	34.43	38.43	42.43	46.43	50.43
Total Package :			131.57	131.57	131.57	131.57	131.57	131.57	131.57	131.57

SCVCA Building Trades (BT Appr Per 10)	Double Time	HWR 1	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			96.81	94.81	92.81	88.81	84.81	80.81	76.81	72.81
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
Total Hourly Wages :			103.14	101.14	99.14	95.14	91.14	87.14	83.14	79.14
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			28.43	30.43	32.43	36.43	40.43	44.43	48.43	52.43
Total Package :			131.57	131.57	131.57	131.57	131.57	131.57	131.57	131.57

SCVCA Building Trades (BT Appr Per 10)	Double Time	HWR 2	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			94.81	92.81	90.81	86.81	82.81	78.81	74.81	70.81
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
Total Hourly Wages :			101.14	99.14	97.14	93.14	89.14	85.14	81.14	77.14
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			30.43	32.43	34.43	38.43	42.43	46.43	50.43	54.43
Total Package :			131.57	131.57	131.57	131.57	131.57	131.57	131.57	131.57

SCVCA Building Trades (BT Appr Per 10)	Double Time	HWR 4	PtB 0	PtB 1	PtB 2	PtB 4	PtB 6	PtB 8	PtB 10	PtB 12
Base Rate			90.81	88.81	86.81	82.81	78.81	74.81	70.81	66.81
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
Total Hourly Wages :			97.14	95.14	93.14	89.14	85.14	81.14	77.14	73.14
Health & Welfare			13.31	13.31	13.31	13.31	13.31	13.31	13.31	13.31
H&W Extended Reserve			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension			10.82	10.82	10.82	10.82	10.82	10.82	10.82	10.82
SUB			0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
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
Additional Part B Pension			0.00	2.00	4.00	8.00	12.00	16.00	20.00	24.00
Total Hourly Fringes :			34.43	36.43	38.43	42.43	46.43	50.43	54.43	58.43
Total Package :			131.57	131.57	131.57	131.57	131.57	131.57	131.57	131.57

UA Local 447

**PLUMBERS & PIPEFITTERS LOCAL UNION NO. 447
WAGE & FRINGE BENEFIT RATES -- EFFECTIVE: JULY 1, 2012 THRU JUNE 30, 2013**

Employee Classification	Taxable Wage	Vacation	Dues Check-Off	Health & Welfare	Pension Defined Contribution	Pension Defined Benefit	Training	Contract Admnl.	Labor/ Management Fund	Total Package
Journeyman 1	40.02	3.91		12.70	1.50	6.85	.95	.35	.10	62.47
Journeyman 2	39.02	3.91	*3.5% of Class 1 Taxable Wage Rate	12.70	2.50	6.85	.95	.35	.10	62.47
Journeyman 4	37.02	3.91		12.70	4.50	6.85	.95	.35	.10	62.47
Journeyman 6	35.02	3.91		12.70	6.50	6.85	.95	.35	.10	62.47
Journeyman 8	33.02	3.91		12.70	8.50	6.85	.95	.35	.10	62.47
Foreman 1	46.42	3.96		12.70	1.50	6.85	.95	.35	.10	68.87
Foreman 2	45.42	3.96	*3.5% of Class 1 Taxable Wage Rate	12.70	2.50	6.85	.95	.35	.10	68.87
Foreman 4	43.42	3.96		12.70	4.50	6.85	.95	.35	.10	68.87
Foreman 6	41.42	3.96		12.70	6.50	6.85	.95	.35	.10	68.87
Foreman 8	39.42	3.96		12.70	8.50	6.85	.95	.35	.10	68.87
General Foreman 1	48.82	4.01		12.70	1.50	6.85	.95	.35	.10	71.27
General Foreman 2	47.82	4.01	*3.5% of Class 1 Taxable Wage Rate	12.70	2.50	6.85	.95	.35	.10	71.27
General Foreman 4	45.82	4.01		12.70	4.50	6.85	.95	.35	.10	71.27
General Foreman 6	43.82	4.01		12.70	6.50	6.85	.95	.35	.10	71.27
General Foreman 8	41.82	4.01		12.70	8.50	6.85	.95	.35	.10	71.27
Senior General Foreman 1	52.82	4.01		12.70	1.50	6.85	.95	.35	.10	75.27
Senior General Foreman 2	51.82	4.01	*3.5% of Class 1 Taxable Wage Rate	12.70	2.50	6.85	.95	.35	.10	75.27
Senior General Foreman 4	49.82	4.01		12.70	4.50	6.85	.95	.35	.10	75.27
Senior General Foreman 6	47.82	4.01		12.70	6.50	6.85	.95	.35	.10	75.27
Senior General Foreman 8	45.82	4.01		12.70	8.50	6.85	.95	.35	.10	75.27
R/L.C. Journeyman	30.48	1.74	*3.5% of Taxable wage rate	10.07	-0-	5.85	.95	.35	.10	47.80
R/L.C. Foreman	35.32	1.74		10.07	-0-	5.85	.95	.35	.10	52.64

NOTE: Vacation and Dues Check-Off are included in the hourly taxable wage rate. Dues Check-Off computed using Class I wage rate.

Defined Contribution Pension Plan -- Overtime Contribution Rates:

Class	Straight Time Contribution	Add'l Overtime Contribution (Time and 1/2)	Time and One Half Total		Add'l O/T Contribution (Double Time)	Double Time Total
			Time and One Half Total	Add'l O/T Contribution (Double Time)		
Class 1	\$1.50	0	\$1.50	0	0	\$1.50
Class 2	\$2.50	0	\$3.00	0	0	\$3.00
Class 4	\$4.50	\$1.50	\$6.00	\$3.00	\$3.00	\$7.50
Class 6	\$6.50	\$2.50	\$9.00	\$4.50	\$4.50	\$11.50
Class 8	\$8.50	\$3.50	\$12.00	\$6.00	\$6.00	\$15.50

Created: 6/20/2012
Corrected: 6/26/2012

**PLUMBERS & PIPEFITTERS LOCAL UNION NO. 447
WAGE & FRINGE BENEFIT RATES - EFFECTIVE: JULY 1, 2012 THRU JUNE 30, 2013**

(TO BE USED FOR CURRENTLY EMPLOYED APPRENTICES - PRIOR TO JULY 1, 2012)

Employee Classification APPRENTICES	Taxable Wage	Vacation	Dues Check-Off	Health & Welfare	Pension Defined Contribution	Pension Defined Benefit	Training	Contract Admin.	Labor/ Management Fund	Total Package
1 st 6 months	20.01	1.71	*3.5% of Taxable Wage Rate	12.70	-0-	-0-	.95	.35	.10	34.11
2 nd 6 months	22.01	1.71		12.70	-0-	-0-	.95	.35	.10	36.11
3 rd 6 months	24.01	2.21		12.70	-0-	-0-	.95	.35	.10	38.11
4 th 6 months	26.01	2.21		12.70	-0-	-0-	.95	.35	.10	40.11
5 th 6 months	28.01	2.71		12.70	-0-	5.85	.95	.35	.10	47.96
6 th 6 months	30.01	2.71		12.70	-0-	5.85	.95	.35	.10	49.96
7 th 6 months	32.01	3.21		12.70	-0-	5.85	.95	.35	.10	51.96
8 th 6 months	34.01	3.21		12.70	-0-	5.85	.95	.35	.10	53.96
9 th 6 months	36.01	3.71		12.70	1.50	6.85	.95	.35	.10	58.46
10 th 6 months	38.01	3.71		12.70	1.50	6.85	.95	.35	.10	60.46

NOTE: Vacation and Dues Check-Off are included in the hourly taxable wage rate.

PRE-APPRENTICE RATES: (Note: 3.5% dues check-off is applicable to Pre-Apprentices)

PRE-APPRENTICE:

Hourly Rate Taxable Wages	\$8.00
Health & Welfare	\$1.00
Apprentice Training	\$.95
Contract Administration	\$.35

PRE-APPRENTICE - RESIDENTIAL ONLY:

Hourly Rate Taxable Wages	\$8.00
Health & Welfare	\$1.00
Contract Administration	\$.35

**PLUMBERS & PIPEFITTERS LOCAL UNION NO. 447
WAGE & FRINGE BENEFIT RATES - EFFECTIVE: JULY 1, 2012 THRU JUNE 30, 2013**

(TO BE USED FOR NEWLY SIGNED APPRENTICES EMPLOYED AFTER JULY 1, 2012)

Employee Classification	Taxable Wage	Vacation	Dues Check-Off	Health & Welfare	Pension Defined Contribution	Pension Defined Benefit	Training	Contract Admn.	Labor/ Management	Total Package
1 st 6 months	16.00	1.71	*3.5% of Taxable Wage Rate	12.70	-0-	-0-	.95	.35	.10	30.10
2 nd 6 months	18.00	1.71		12.70	-0-	-0-	.95	.35	.10	32.10
3 rd 6 months	20.01	2.21		12.70	-0-	-0-	.95	.35	.10	34.11
4 th 6 months	22.01	2.21		12.70	-0-	-0-	.95	.35	.10	36.11
5 th 6 months	24.01	2.71		12.70	-0-	5.85	.95	.35	.10	43.96
6 th 6 months	26.01	2.71		12.70	-0-	5.85	.95	.35	.10	45.96
7 th 6 months	28.01	3.21		12.70	-0-	5.85	.95	.35	.10	47.96
8 th 6 months	30.01	3.21		12.70	-0-	5.85	.95	.35	.10	49.96
9 th 6 months	32.01	3.71		12.70	1.50	6.85	.95	.35	.10	54.46
10 th 6 months	36.01	3.71		12.70	1.50	6.85	.95	.35	.10	58.46

NOTE: Vacation and Dues Check-Off are included in the hourly taxable wage rate.

PRE-APPRENTICE RATES: (Note: 3.5% dues check-off is applicable to Pre-Apprentices)

PRE-APPRENTICE:

Hourly Rate Taxable Wages	\$8.00
Health & Welfare	\$1.00
Apprentice Training	\$.95
Contract Administration	\$.35

PRE-APPRENTICE - RESIDENTIAL ONLY:

Hourly Rate Taxable Wages	\$8.00
Health & Welfare	\$1.00
Contract Administration	\$.35

UA Local 467

**PLUMBERS, STEAMFITTERS AND REFRIGERATION FITTERS
LOCAL UNION #467**



1519 ROLLINS ROAD
BURLINGAME, CALIFORNIA 94010
(650) 692-4730

MARK TAYLOR
PRESIDENT

MARK BURRI
BUSINESS AGENT I

MIKE SWANSON
BUSINESS MANAGER
FINANCIAL SEC.-TREAS.

CHRISTOPHER COLLINS
BUSINESS AGENT II

U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013

New Construction - Plumbing & Pipefitting:

New Construction & Service - Refrigeration/ Air Conditioning:

	Class Code	Hourly Take	Vacation	Total Hourly	Taxable Overtime	
		Home	Deduction	Taxable	1 1/2 Time	Double Time
Journeyman	J	\$51.10	\$4.10	\$55.20	\$82.80	\$110.40
Journeyman	J-1	\$50.10	\$4.10	\$54.20	\$81.80	\$109.40
Journeyman	J-3	\$48.10	\$4.10	\$52.20	\$79.80	\$107.40
Journeyman	J-5	\$46.10	\$4.10	\$50.20	\$77.80	\$105.40
Journeyman	J-7	\$44.10	\$4.10	\$48.20	\$75.80	\$103.40
Journeyman	J-10	\$41.10	\$4.10	\$45.20	\$72.80	\$100.40
Foreman	J	\$56.62	\$4.10	\$60.72	\$91.08	\$121.44
Foreman	J-1	\$55.62	\$4.10	\$59.72	\$90.08	\$120.44
Foreman	J-3	\$53.62	\$4.10	\$57.72	\$88.08	\$118.44
Foreman	J-5	\$51.62	\$4.10	\$55.72	\$86.08	\$116.44
Foreman	J-7	\$49.62	\$4.10	\$53.72	\$84.08	\$114.44
Foreman	J-10	\$46.62	\$4.10	\$50.72	\$81.08	\$111.44
Gen.Foreman	J	\$62.14	\$4.10	\$66.24	\$99.36	\$132.48
Gen.Foreman	J-1	\$61.14	\$4.10	\$65.24	\$98.36	\$131.48
Gen.Foreman	J-3	\$59.14	\$4.10	\$63.24	\$96.36	\$129.48
Gen.Foreman	J-5	\$57.14	\$4.10	\$61.24	\$94.36	\$127.48
Gen.Foreman	J-7	\$55.14	\$4.10	\$59.24	\$92.36	\$125.48
Gen.Foreman	J-10	\$52.14	\$4.10	\$56.24	\$89.36	\$122.48

Fringe Benefits Rates

Class Code	J	J-1	J-3	J-5	J-7	J-10
Vacation	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10
Pension	\$15.47	\$16.47	\$18.47	\$20.47	\$22.47	\$25.47
Health & Welfare	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98
Training	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Contract Administration	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Advertising Promotion	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
International Training	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Total Fringe Benefit	\$33.11	\$34.11	\$36.11	\$38.11	\$40.11	\$43.11

**PLUMBERS, STEAMFITTERS AND REFRIGERATION FITTERS
LOCAL UNION #467**



1519 ROLLINS ROAD
BURLINGAME, CALIFORNIA 94010
(650) 692-4730

MIKE SWANSON
BUSINESS MANAGER
FINANCIAL SEC.-TREAS.

MARK TAYLOR
PRESIDENT

MARK BURRI
BUSINESS AGENT I

CHRISTOPHER COLLINS
BUSINESS AGENT II

U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013

New Construction - Plumbing & Pipefitting:

New Construction & Service - Refrigeration/ Air Conditioning:

****Additional Health & Welfare Extended Reserve - Code "A" = \$1.00 Per Hour Deduction**

	Class Code	Hourly Take		Vacation Deduction	Total Hourly Taxable	Taxable Overtime	
		Home				1 1/2 Time	Double Time
Journeyman	JA	\$50.10	\$4.10	\$4.10	\$54.20	\$81.80	\$109.40
Journeyman	J-1A	\$49.10	\$4.10	\$4.10	\$53.20	\$80.80	\$108.40
Journeyman	J-3A	\$47.10	\$4.10	\$4.10	\$51.20	\$78.80	\$106.40
Journeyman	J-5A	\$45.10	\$4.10	\$4.10	\$49.20	\$76.80	\$104.40
Journeyman	J-7A	\$43.10	\$4.10	\$4.10	\$47.20	\$74.80	\$102.40
Journeyman	J-10A	\$40.10	\$4.10	\$4.10	\$44.20	\$71.80	\$99.40
Foreman	JA	\$55.62	\$4.10	\$4.10	\$59.72	\$90.08	\$120.44
Foreman	J-1A	\$54.62	\$4.10	\$4.10	\$58.72	\$89.08	\$119.44
Foreman	J-3A	\$52.62	\$4.10	\$4.10	\$56.72	\$87.08	\$117.44
Foreman	J-5A	\$50.62	\$4.10	\$4.10	\$54.72	\$85.08	\$115.44
Foreman	J-7A	\$48.62	\$4.10	\$4.10	\$52.72	\$83.08	\$113.44
Foreman	J-10A	\$45.62	\$4.10	\$4.10	\$49.72	\$80.08	\$110.44
Gen.Foreman	JA	\$61.14	\$4.10	\$4.10	\$65.24	\$98.36	\$131.48
Gen.Foreman	J-1A	\$60.14	\$4.10	\$4.10	\$64.24	\$97.36	\$130.48
Gen.Foreman	J-3A	\$58.14	\$4.10	\$4.10	\$62.24	\$95.36	\$128.48
Gen.Foreman	J-5A	\$56.14	\$4.10	\$4.10	\$60.24	\$93.36	\$126.48
Gen.Foreman	J-7A	\$54.14	\$4.10	\$4.10	\$58.24	\$91.36	\$124.48
Gen.Foreman	J-10A	\$51.14	\$4.10	\$4.10	\$55.24	\$88.36	\$121.48

Fringe Benefits Rates

Class Code	JA	J-1A	J-3A	J-5A	J-7A	J-10A
Vacation	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10
Pension	\$15.47	\$16.47	\$18.47	\$20.47	\$22.47	\$25.47
Health & Welfare	\$12.98	\$12.98	\$12.98	\$12.98	\$12.98	\$12.98
Training	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Contract Administration	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Advertising Promotion	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
International Training	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Total Fringe Benefit	\$34.11	\$35.11	\$37.11	\$39.11	\$41.11	\$44.11



**PLUMBERS, STEAMFITTERS AND REFRIGERATION FITTERS
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1519 ROLLINS ROAD
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(650) 692-4730

MARK TAYLOR
PRESIDENT

MARK BURRI
BUSINESS AGENT I

MIKE SWANSON
BUSINESS MANAGER
FINANCIAL SEC. TREAS.

CHRISTOPHER COLLINS
BUSINESS AGENT II

**U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013**

New Construction - Plumbing & Pipefitting:

New Construction & Service - Refrigeration/ Air Conditioning:

****Additional Health & Welfare Extended Reserve - Code "B" = \$2.00 Per Hour Deduction**

Class Code		Hourly Take Home	Vacation Deduction	Total Hourly		Taxable Overtime	
				Taxable	1 1/2 Time	Double Time	
Journeyman	JB	\$49.10	\$4.10	\$53.20	\$80.80	\$108.40	
Journeyman	J-1B	\$48.10	\$4.10	\$52.20	\$79.80	\$107.40	
Journeyman	J-3B	\$46.10	\$4.10	\$50.20	\$77.80	\$105.40	
Journeyman	J-5B	\$44.10	\$4.10	\$48.20	\$75.80	\$103.40	
Journeyman	J-7B	\$42.10	\$4.10	\$46.20	\$73.80	\$101.40	
Journeyman	J-10B	\$39.10	\$4.10	\$43.20	\$70.80	\$98.40	
Foreman	JB	\$54.62	\$4.10	\$58.72	\$89.08	\$119.44	
Foreman	J-1B	\$53.62	\$4.10	\$57.72	\$88.08	\$118.44	
Foreman	J-3B	\$51.62	\$4.10	\$55.72	\$86.08	\$116.44	
Foreman	J-5B	\$49.62	\$4.10	\$53.72	\$84.08	\$114.44	
Foreman	J-7B	\$47.62	\$4.10	\$51.72	\$82.08	\$112.44	
Foreman	J-10B	\$44.62	\$4.10	\$48.72	\$79.08	\$109.44	
Gen.Foreman	JB	\$60.14	\$4.10	\$64.24	\$97.36	\$130.48	
Gen.Foreman	J-1B	\$59.14	\$4.10	\$63.24	\$96.36	\$129.48	
Gen.Foreman	J-3B	\$57.14	\$4.10	\$61.24	\$94.36	\$127.48	
Gen.Foreman	J-5B	\$55.14	\$4.10	\$59.24	\$92.36	\$125.48	
Gen.Foreman	J-7B	\$53.14	\$4.10	\$57.24	\$90.36	\$123.48	
Gen.Foreman	J-10B	\$50.14	\$4.10	\$54.24	\$87.36	\$120.48	

Fringe Benefits Rates

Class Code	JB	J-1B	J-3B	J-5B	J-7B	J-10B
Vacation	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10
Pension	\$15.47	\$16.47	\$18.47	\$20.47	\$22.47	\$25.47
Health & Welfare	\$13.98	\$13.98	\$13.98	\$13.98	\$13.98	\$13.98
Training	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Contract Administration	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Advertising Promotion	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringe Benefit	\$35.11	\$36.11	\$38.11	\$40.11	\$42.11	\$45.11



**PLUMBERS, STEAMFITTERS AND REFRIGERATION FITTERS
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MARK TAYLOR
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MARK BURRI
BUSINESS AGENT I

CHRISTOPHER COLLINS
BUSINESS AGENT II

U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013

New Construction - Plumbing & Pipefitting:

New Construction & Service - Refrigeration/ Air Conditioning:

****Additional Health & Welfare Extended Reserve - Code "C" = \$3.00 Per Hour Deduction**

	Class Code	Hourly Take	Vacation	Total Hourly	Taxable Overtime	
		Home	Deduction	Taxable	1 1/2 Time	Double Time
Journeyman	JC	\$48.10	\$4.10	\$52.20	\$79.80	\$107.40
Journeyman	J-1C	\$47.10	\$4.10	\$51.20	\$78.80	\$106.40
Journeyman	J-3C	\$45.10	\$4.10	\$49.20	\$76.80	\$104.40
Journeyman	J-5C	\$43.10	\$4.10	\$47.20	\$74.80	\$102.40
Journeyman	J-7C	\$41.10	\$4.10	\$45.20	\$72.80	\$100.40
Journeyman	J-10C	\$38.10	\$4.10	\$42.20	\$69.80	\$97.40
Foreman	JC	\$53.62	\$4.10	\$57.72	\$88.08	\$118.44
Foreman	J-1C	\$52.62	\$4.10	\$56.72	\$87.08	\$117.44
Foreman	J-3C	\$50.62	\$4.10	\$54.72	\$85.08	\$115.44
Foreman	J-5C	\$48.62	\$4.10	\$52.72	\$83.08	\$113.44
Foreman	J-7C	\$46.62	\$4.10	\$50.72	\$81.08	\$111.44
Foreman	J-10C	\$43.62	\$4.10	\$47.72	\$78.08	\$108.44
Gen.Foreman	JC	\$59.14	\$4.10	\$63.24	\$96.36	\$129.48
Gen.Foreman	J-1C	\$58.14	\$4.10	\$62.24	\$95.36	\$128.48
Gen.Foreman	J-3C	\$56.14	\$4.10	\$60.24	\$93.36	\$126.48
Gen.Foreman	J-5C	\$54.14	\$4.10	\$58.24	\$91.36	\$124.48
Gen.Foreman	J-7C	\$52.14	\$4.10	\$56.24	\$89.36	\$122.48
Gen.Foreman	J-10C	\$49.14	\$4.10	\$53.24	\$86.36	\$119.48

Fringe Benefits Rates

Class Code	JC	J-1C	J-3C	J-5C	J-7C	J-10C
Vacation	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10
Pension	\$15.47	\$16.47	\$18.47	\$20.47	\$22.47	\$25.47
Health & Welfare	\$14.98	\$14.98	\$14.98	\$14.98	\$14.98	\$14.98
Training	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Contract Administration	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Advertising Promotion	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
International Training	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Total Fringe Benefit	\$36.11	\$37.11	\$39.11	\$41.11	\$43.11	\$46.11



**PLUMBERS, STEAMFITTERS AND REFRIGERATION FITTERS
LOCAL UNION #467**



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MARK TAYLOR
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MARK BURRI
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MIKE SWANSON
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FINANCIAL SEC.-TREAS.

CHRISTOPHER COLLINS
BUSINESS AGENT II

U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013

New Construction - Plumbing & Pipefitting:

New Construction & Service - Refrigeration/ Air Conditioning:

****Additional Health & Welfare Extended Reserve - Code "D" = \$5.00 Per Hour Deduction**

Class	Code	Hourly Take		Total Hourly Taxable	Taxable Overtime	
		Home	Vacation Deduction		1 1/2 Time	Double Time
Journeyman	JD	\$46.10	\$4.10	\$50.20	\$77.80	\$105.40
Journeyman	J-1D	\$45.10	\$4.10	\$49.20	\$76.80	\$104.40
Journeyman	J-3D	\$43.10	\$4.10	\$47.20	\$74.80	\$102.40
Journeyman	J-5D	\$41.10	\$4.10	\$45.20	\$72.80	\$100.40
Journeyman	J-7D	\$39.10	\$4.10	\$43.20	\$70.80	\$98.40
Journeyman	J-10D	\$36.10	\$4.10	\$40.20	\$67.80	\$95.40
Foreman	JD	\$51.62	\$4.10	\$55.72	\$86.08	\$116.44
Foreman	J-1D	\$50.62	\$4.10	\$54.72	\$85.08	\$115.44
Foreman	J-3D	\$48.62	\$4.10	\$52.72	\$83.08	\$113.44
Foreman	J-5D	\$46.62	\$4.10	\$50.72	\$81.08	\$111.44
Foreman	J-7D	\$44.62	\$4.10	\$48.72	\$79.08	\$109.44
Foreman	J-10D	\$41.62	\$4.10	\$45.72	\$76.08	\$106.44
Gen.Foreman	JD	\$57.14	\$4.10	\$61.24	\$94.36	\$127.48
Gen.Foreman	J-1D	\$56.14	\$4.10	\$60.24	\$93.36	\$126.48
Gen.Foreman	J-3D	\$54.14	\$4.10	\$58.24	\$91.36	\$124.48
Gen.Foreman	J-5D	\$52.14	\$4.10	\$56.24	\$89.36	\$122.48
Gen.Foreman	J-7D	\$50.14	\$4.10	\$54.24	\$87.36	\$120.48
Gen.Foreman	J-10D	\$47.14	\$4.10	\$51.24	\$84.36	\$117.48

Fringe Benefits Rates

Class Code	JD	J-1D	J-3D	J-5D	J-7D	J-10D
Vacation	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10	\$4.10
Pension	\$15.47	\$16.47	\$18.47	\$20.47	\$22.47	\$25.47
Health & Welfare	\$16.98	\$16.98	\$16.98	\$16.98	\$16.98	\$16.98
Training	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Contract Administration	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Advertising Promotion	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringe Benefit	\$38.11	\$39.11	\$41.11	\$43.11	\$45.11	\$48.11

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BUSINESS AGENT II

**U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013**

All Local #467 Apprentices:

Period	Percentage	Class Code	Hourly Take Home	Vacation Deduction	Total Hourly Taxable	Taxable Overtime	
						1 1/2 Time	Double Time
1st (800 Hours)	40%	CO	\$22.08	\$0.00	\$22.08	\$33.12	\$44.16
2nd (800 Hours)	45%	DO	\$22.14	\$2.70	\$24.84	\$37.26	\$49.68
3rd&4th (1600 Hours)	50%	EO	\$24.90	\$2.70	\$27.60	\$41.40	\$55.20
5th&6th (1600 Hours)	60%	FO	\$30.42	\$2.70	\$33.12	\$49.68	\$66.24
7th & 8th (1600 Hours)	70%	GO	\$35.94	\$2.70	\$38.64	\$57.96	\$77.28
		G1	\$34.94	\$2.70	\$37.64	\$56.96	\$76.28
9th	85%	HO	\$44.22	\$2.70	\$46.92	\$70.38	\$93.84
&		H1	\$43.22	\$2.70	\$45.92	\$69.38	\$92.84
10th (1600 Hours)		H2	\$42.22	\$2.70	\$44.92	\$68.38	\$91.84

Fringe Benefit Rates on back

Based on Journeyman Rate \$55.20 Per Hour

(OVER)

U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013

All Local #467 Apprentices

Fringe Benefit Rates

<u>Class Code</u>	<u>CO</u>	<u>DO</u>	<u>EO</u>	<u>FO</u>	<u>GO</u>	<u>G1</u>	<u>HO</u>	<u>H1</u>	<u>H2</u>
Vacation	\$0	\$2.70	\$2.70	\$2.70	\$2.70	\$2.70	\$2.70	\$2.70	\$2.70
Pension	\$0	\$0	\$7.74	\$9.28	\$10.83	\$11.83	\$13.15	\$14.15	\$15.15
Health & Welfare	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98
Training	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Advertising & Promotion	\$0	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
Contract Administration	\$0.00	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringe Benefit	\$12.94	\$16.24	\$23.98	\$25.52	\$27.07	\$28.07	\$29.39	\$30.39	\$31.39

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**U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013**

Plumbing & Service Repair:

	Class Code	Hourly Take	Vacation	Total Hourly	Taxable Overtime
		Home	Deduction	Taxable	1 1/2 Time
Journeyman	S	\$44.24	\$3.60	\$47.84	\$71.76
Journeyman	S-1	\$43.24	\$3.60	\$46.84	\$70.76
Journeyman	S-3	\$41.24	\$3.60	\$44.84	\$68.76
Journeyman	S-5	\$39.24	\$3.60	\$42.84	\$66.76
Journeyman	S-7	\$37.24	\$3.60	\$40.84	\$64.76
Journeyman	S-10	\$34.24	\$3.60	\$37.84	\$61.76
Foreman	S	\$49.03	\$3.60	\$52.63	\$78.95
Foreman	S-1	\$48.03	\$3.60	\$51.63	\$77.95
Foreman	S-3	\$46.03	\$3.60	\$49.63	\$75.95
Foreman	S-5	\$44.03	\$3.60	\$47.63	\$73.95
Foreman	S-7	\$42.03	\$3.60	\$45.63	\$71.95
Foreman	S-10	\$39.03	\$3.60	\$42.63	\$68.95

Fringe Benefits Rates

Class Code	S	S-1	S-3	S-5	S-7	S-10
Vacation	\$3.60	\$3.60	\$3.60	\$3.60	\$3.60	\$3.60
Pension	\$15.35	\$16.35	\$18.35	\$20.35	\$22.35	\$25.35
Health & Welfare	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98
Training	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Contract Administration	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Advertising & Promotion	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringe Benefit	\$32.49	\$33.49	\$35.49	\$37.49	\$39.49	\$42.49



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**U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013**

New Plumbing Service & Repair Journeyman:

	<u>Class Code</u>	<u>Net Take Home</u>	<u>Vacation Deduction</u>	<u>Total Hourly Taxable</u>	<u>Taxable Overtime 1 1/2 Time</u>
Journeyman	R	\$36.51	\$3.20	\$39.71	\$59.57
Journeyman (First 3 Months)	R-A	\$28.94	\$0.00	\$28.94	\$43.41
Journeyman (Next 6 Months)	R-B	\$35.04	\$0.00	\$35.04	\$52.56

FRINGE BENEFIT RATE

<u>Class Code</u>	<u>R</u>	<u>R-A</u>	<u>R-B</u>
Vacation	\$3.20	\$0.00	\$0.00
Pension	\$11.63	\$0.00	\$0.00
Health & Welfare	\$11.98	\$11.98	\$11.98
Training	\$0.86	\$0.86	\$0.86
Hiring Hall	\$0.17	\$0.00	\$0.00
Contract Administration	\$0.25	\$0.00	\$0.00
Advertising & Promotion	\$0.18	\$0.00	\$0.00
International Training	\$0.10	\$0.10	\$0.10
Total Fringe Benefit	\$28.37	\$12.94	\$12.94

**PLUMBERS, STEAMFITTERS AND REFRIGERATION FITTERS
LOCAL UNION #467**



1519 ROLLINS ROAD
BURLINGAME, CALIFORNIA 94010
(650) 692-4730

MIKE SWANSON
BUSINESS MANAGER
FINANCIAL SEC.-TREAS.

MARK TAYLOR
PRESIDENT

MARK BURRI
BUSINESS AGENT I

CHRISTOPHER COLLINS
BUSINESS AGENT II

**U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013**

New Plumbing Residential Classifications

	<u>Class Code</u>	<u>Net Take Home</u>	<u>Dues Check Off</u>	<u>Total Hourly Taxable</u>	<u>Taxable Overtime</u> 1 1/2 Time Double Time	
Residential Journeyman	RJ	\$34.76	\$0.86	\$35.62	\$53.43	\$71.24
Residential Tradesman (After 6 Months)	RT	\$18.59	\$0.66	\$19.25	\$28.88	\$38.50
Residential Tradesman (1st 6 Months)	TR	\$20.29	\$0.66	\$20.95	\$31.43	\$41.90

FRINGE BENEFIT RATE

<u>Class Code</u>	<u>RJ</u>	<u>RT</u>	<u>TR</u>
Pension	\$6.72	\$0.00	\$0.00
Health & Welfare	\$11.98	\$11.98	\$0.00
Training	\$0.30	\$0.20	\$0.40
Hiring Hall	\$0.12	\$0.12	\$0.00
Dues Check off	\$0.86	\$0.66	\$0.66
International Training	\$0.10	\$0.10	\$0.10
Total Fringe Benefits	\$20.08	\$13.06	\$1.16

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**U. A. LOCAL #467 WAGE AND FRINGE SCHEDULE
with effect from January 1, 2013 thru June 30, 2013**

Plumbing Service Tradesman:

Probationary Plumbing Service Tradesman
(First 6 Months)

Take Home	\$18.81		
Vacation	\$0.00		
Fringes	\$0.00		
TOTAL	\$18.81	=	\$18.81

Probationary Plumbing Service Tradesman - Class Code "O"
(Second 6 Months)

Take Home	\$16.17		
Vacation	\$2.05		
Total Taxable	\$18.22		
 Vacation	\$2.05		(Included above but paid as part of fringes)
Health & Welfare	\$11.98		
Training	\$0.10		
Hiring Hall	\$0.14		
Cont. Administration	\$0.20		
International Training	\$0.10		
TOTAL	\$14.57	=	\$30.74

Probationary Plumbing Service Tradesman - Class Code "Q"
(After 1 year of employment)

Take Home	\$23.31		
Vacation	\$2.05		
Total Taxable	\$25.36		
 Vacation	\$2.05		(Included above but paid as part of fringes)
Pension	\$7.52		
Health & Welfare	\$11.98		
Training	\$0.05		
Hiring Hall	\$0.14		
Cont. Administration	\$0.20		
International Training	\$0.10		
TOTAL	\$22.04	=	\$45.35

