

LVCA

LEHIGH VALLEY
CONTRACTORS ASSOCIATION, INC.

P.O. BOX 1505, BETHLEHEM, PA 18016-1505 610-691-1414 FAX 610-691-0874

Board of Directors

Greg L. Butz
President

Alex Maggitti
Vice-President

Louise Schomp-Smith
Secretary-Treasurer

Michael Conkey
Tom Chapman
Wilson Eshbach

Executive Director

Jack James

**Administrative
Assistant**

Joan M. McGee

Lehigh Valley Contractors Association

2023 – 2024 Wage Rate Chart

P.O. BOX 1505, BETHLEHEM, PA 18016-1505
PHONE: 610-691-1414 FAX 610-691-0874

JULY 2023



WWW.LVGONTRAGTORS-ASSOC.ORG



Lehigh Valley Building Trades

7609 Kuhns Drive, Trexlertown, PA 18087

Phone: 610.351.5422

Fax: 610.351.5427

President: James Reilley

Treasurer: William B. McGee

Boilermakers Local 13

Roger Jayne (215) 783-5536

Bricklayers Local 5

Randy Eberly (717) 564-6501

Carpenters Local 167

Kevin Lewis (610) 866-3030

Electricians Local 102

Fred Sisco (610) 253-6139

Electricians Local 375

Paul Anthony (610) 432-9762

Elevators Local 84

Rob Leuthe (570) 849-0020

Glaziers Local 252

Michael Vanes (215) 677-3877

Insulators Local 23

William McGee (717) 930-0922

Ironworkers Local 404

Mark Buniski (717) 564-8550

Laborers Local 158

Jamie Andrews (717) 671-1810

Laborers Local 1174

Mike Knecht (610) 433-4706

Millwrights Local 219

John Demyanovich (215) 569-2558

Operating Engineers Local 542

James Reilley (610) 351-5422

Painters—IUPAT DC21

Michael Valco (215) 677-7980

Plasterers Local 592

Tim Rementer (570) 241-4464

Plumbers Local 690

Don Snyder (215) 677-6900

Road Sprinklers Fitters Local 669

Scott Moser (610) 614-0548

Roofers Local 30

Tom Jones (215) 331-8771

Sheet Metal Workers Local 19

Bill Dorward (215) 952-1950

Steamfitters Local 420

Gary Andress (610) 366-0408

Teamsters Local 773

Mark Laubach (610) 841-3279



Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

1803 Spring Garden Street, Philadelphia, PA 19130 | Phone: 215-569-1634 | EASCARPENTERS.ORG

MILLWRIGHT LOCAL UNION 219

LEHIGH, NORTHAMPTON AND CARBON COUNTIES IN PENNSYLVANIA

Rate Code Number: 804

WAGE RATE AND FRINGE BENEFITS

05/01/2023 TO 4/30/2024

Rate Code Number: 804	Journeyman	App 1	App 2	App 3	App 4
PERIODS OF APPRENTICESHIP (HOURS)		0-2000	2001-4000	4001-6000	6001-8000
		45%	57%	68%	84%
Wage Rate	\$ 48.41	\$ 21.78	\$ 27.59	\$ 32.92	\$ 40.66
Foreman	\$ 53.25				
General Foreman	\$ 58.58				
FRINGE BENEFITS- Rate Code					
Health & Welfare	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50
HRA	\$ 0.62	\$ 0.75	\$ 0.62	\$ 0.62	\$ 0.62
Vacation Fund	\$ 0.63	\$ -	\$ 0.63	\$ 0.63	\$ 0.63
Annuity	\$ 11.03	\$ 11.06	\$ 11.06	\$ 11.06	\$ 11.06
Pension	\$ 11.29	\$ 5.65	\$ 5.65	\$ 5.65	\$ 5.65
Apprenticeship (JAC)	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
PVMCA	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Carpenters Intl. Training Fund (CITF)	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13
UBC Millwrights Labor-Management	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
Carpenters Contractor Trust	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
TOTAL FRINGE BENEFITS	\$ 34.27	\$ 28.16	\$ 28.66	\$ 28.66	\$ 28.66
TOTAL PACKAGE	\$ 82.68	\$ 49.94	\$ 56.25	\$ 61.58	\$ 69.32
WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES					
Regional Council Dues % of the wage	3.50%	3.50%	3.50%	3.50%	3.50%
Political Education % of the wage	0.50%	0.50%	0.50%	0.50%	0.50%
Local 219 Contingency Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Local 219 Scholarship Dues	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
Job Recovery Dues	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
International Per Capita	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08
Members Assistance Program (MAP)	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10

OVERTIME: All overtime shall be paid at time & one-half. Except; Sundays, and Holidays which shall be paid at the Double time rate.

HOLIDAYS: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day.

Representing members in Delaware, Maryland, New Jersey, Pennsylvania, Virginia, West Virginia, and The District of Columbia.

1013 Centre Rd., Suite 301, Wilmington, DE 19805 • P: 215-569-2558 • F: 215-569-1077 • E: Local219@eascarpenters.org



Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

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MILLWRIGHT LOCAL UNION 219

OVERHEAD DOOR EMPLOYERS

PHILADELPHIA, DELAWARE, CHESTER, MONTGOMERY, BUCKS, LEHIGH, NORTHAMPTON, CARBONCOUNTIES, STATE OF DELAWARE, AND THE COUNTIES OF QUEEN ANNES, KENT, CECIL, CAROLINE, DORCHESTER, TALBOT, WORCHESTER, SOMERSET, AND WICOMICO IN THE STATE OF MARYLAND

Rate Code Number: 803

WAGE RATE AND FRINGE BENEFITS

05/01/2023 TO 4/30/2024

Rate Code Number: 803	Journeyman	App 1	App 2	App 3	App 4
PERIODS OF APPRENTICESHIP (HOURS)		0-2000	2001-4000	4001-6000	6001-8000
		45%	57%	68%	84%
Wage Rate	\$ 49.96	\$ 22.48	\$ 28.48	\$ 33.97	\$ 41.97
Foreman	\$ 55.96				
General Foreman	\$ 60.46				
FRINGE BENEFITS- Rate Code					
HRA	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Vacation Fund	\$ 0.75	\$ -	\$ 0.75	\$ 0.75	\$ 0.75
Annuity	\$ 22.95	\$ 12.00	\$ 14.38	\$ 16.57	\$ 19.76
Apprenticeship (JAC)	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
PVMCA	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Carpenters Intl. Training Fund (CITF)	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13
UBC Millwrights Labor-Management	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
TOTAL FRINGE BENEFITS	\$ 25.50	\$ 13.80	\$ 16.93	\$ 19.12	\$ 22.31
TOTAL PACKAGE	\$ 75.46	\$ 36.28	\$ 45.41	\$ 53.09	\$ 64.28
WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES					
Regional Council Dues % of the wage	3.50%	3.50%	3.50%	3.50%	3.50%
Political Education % of the wage	0.50%	0.50%	0.50%	0.50%	0.50%
Local 219 Contingency Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Job Recovery Dues	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
International Per Capita	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08

OVERTIME: All overtime shall be paid at time & one-half. Except; Sundays, and Holidays which shall be paid at the Double time rate.

HOLIDAYS: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day.

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Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

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MILLWRIGHT LOCAL UNION 219

PHILADELPHIA, BUCKS, CHESTER, DELAWARE, and MONTGOMERY COUNTIES in PENNSYLVANIA

Rate Code Number: 801

WAGE RATE AND FRINGE BENEFITS

05/01/2023 TO 4/30/2024

Rate Code Number: 801	Journeyman	App 1	App 2	App 3	App 4
PERIODS OF APPRENTICESHIP (HOURS)		0-2000	2001-4000	4001-6000	6001-8000
		45%	57%	68%	84%
Wage Rate	\$ 51.60	\$ 23.22	\$ 29.41	\$ 35.09	\$ 43.34
Foreman	\$ 56.76				
General Foreman	\$ 62.44				
FRINGE BENEFITS- Rate Code					
Health & Welfare	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50
HRA	\$ 0.62	\$ 0.75	\$ 0.62	\$ 0.62	\$ 0.62
Vacation Fund	\$ 0.63	\$ -	\$ 0.63	\$ 0.63	\$ 0.63
Annuity	\$ 12.89	\$ 8.66	\$ 9.16	\$ 10.16	\$ 13.16
Pension	\$ 11.29	\$ 5.65	\$ 5.65	\$ 5.65	\$ 5.65
Apprenticeship (JAC)	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
PVMCA	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Carpenters Intl. Training Fund (CITF)	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13
UBC Millwrights Labor-Management	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
Carpenters Contractor Trust	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
TOTAL FRINGE BENEFITS	\$ 36.13	\$ 25.76	\$ 26.76	\$ 27.76	\$ 30.76
TOTAL PACKAGE	\$ 87.73	\$ 48.98	\$ 56.17	\$ 62.85	\$ 74.10
WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES					
Regional Council Dues % of the wage	3.50%	3.50%	3.50%	3.50%	3.50%
Political Education % of the wage	0.50%	0.50%	0.50%	0.50%	0.50%
Local 219 Contingency Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Local 219 Scholarship Dues	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
Jobs Recovery Dues	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
International Per Capita	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08	\$ 0.08
Members Assistance Program (MAP)	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10

OVERTIME: All overtime shall be paid at time & one-half. Except; Sundays, and Holidays which shall be paid at the Double time rate.

HOLIDAYS: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day.

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Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

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Lehigh Valley Contractors Association Commercial Rate
Employers for Lehigh, Northampton, and Carbon Counties
Rate Code Number: 74

WAGE RATE AND FRINGE BENEFITS

5/1/2023 TO 4/30/2024

	Journeyman	App 1	App 2	App 3	App 4
Periods of Apprenticeship (Hours)		0-2,000	2,001-4,000	4,001-6,000	6,001-8,000
Wage Rate	\$37.81	\$15.12	\$18.91	\$22.69	\$30.25
FRINGE BENEFITS- Rate Code	74-0	74-11	74-12	74-13	74-14
Health & Welfare	\$9.60	\$9.60	\$9.60	\$9.60	\$9.60
Vacation Fund	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
HRA	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
Pension	\$11.29	\$5.65	\$5.65	\$5.65	\$5.65
Annuity	\$4.00	\$2.00	\$3.00	\$4.00	\$4.00
Apprenticeship (JAC)	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Carpenters Intl. Training Fund (CITF)	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Carpenters Contractor's Trust (CCT)	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
TOTAL FRINGE BENEFITS	\$27.62	\$19.98	\$20.98	\$21.98	\$21.98
TOTAL PACKAGE	\$65.43	\$35.10	\$39.89	\$44.67	\$52.23

WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES

3.50% of Gross Wages - Regional Council Dues

0.50% of Gross Wages to Political Education Committee

\$1.10 per Hour to Jobs Recovery Dues

\$0.08 per Hour to International Per Capita Tax

\$0.10 per Hour to (MAP) Member Assistance Program

All Employers with more than 35 members on the payroll must post a \$175,000.00 Surety Bond. All Employers with 26 to 35 members on the payroll must post a \$125,000 Surety Bond. All Employers with 11 to 25 members on the payroll must post a \$100,000.00 Surety Bond. And all others must post a \$75,000.00 Surety Bond. Please contact your bonding agent or insurance carrier immediately to update or post the proper bonding requirements. NOTE: If an Employer covered by this agreement fails or refuses to deposit cash or post a Bond as described herein and maintain it in effect at all times during which work covered by this agreement is being performed, the person or persons who executed this Agreement on behalf of that employer agree(s) to be personally and individually bound to satisfy any and all of the fringe benefit or delinquency obligations of that Employer under this Agreement.

**CEMENT MASONS
ALLENTOWN, PENNSYLVANIA
LOCAL 592**

5-1-2023

JOURNEYMAN	\$35.18
FOREMAN	38.70 (10% above journeyman rate)
HEALTH & WELFARE	\$11.00 PER HOUR
PENSION	7.40 PER HOUR
ANNUITY	5.50 PER HOUR
IND. PROMOTION	.20 PER HOUR
TRAINING	.35 PER HOUR
DUES CHECK-OFF	\$3.28 PER HOUR (deducted from wages 4 1/2 local, 1% international)
JOB TARGET	\$0.60 DEDUCT FROM WAGES
VACATION	\$2.50 DEDUCT FROM WAGES

OVERTIME:

1ST 2 HRS. OF OT (MON-FRI) AND THE 1ST 8 HRS WORKED ON SATURDAY SHALL BE AT TIME AND ONE-HALF. ALL OTHER OVERTIME SHALL BE PAID AT DOUBLE TIME. 12:00 NOON TO 12:30 PM IS LUNCH. \$1.00 PER HOUR FOR GRINDING AND EPOXY.

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, THANKSGIVING DAY, CHRISTMAS DAY, INDEPENDENCE DAY, LABOR DAY.

BUSINESS MANAGER:

MARK WILDSMITH
7821 BARTRAM AVENUE, SUITE 102
PHILADELPHIA, PA 19145

PHONE: 215-468-0235
FAX: 215-271-5222

EXPIRATION DATE:

APRIL 30, 2024



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION No. 375

101 SOUTH 7TH STREET
ALLENTOWN, PA 18101



TELEPHONE: 610-432-9762

610-432-1033

FAX: 610-432-8467

INSIDE CONSTRUCTION RATE SHEET

Business Manager: Paul Anthony

	<u>06/01/21</u>	<u>06/01/22</u>	<u>06/01/23</u>
<u>FOREMAN</u>			
General Foreman (51 men & above 12%)	\$47.77	\$49.06	\$50.57
General Foreman (11 - 50 Men 9%)	\$46.49	\$47.74	\$49.21
Foreman (5 -10 men 6%)	\$45.21	\$46.43	\$47.86
Foreman (1-4 men \$1.50)	\$44.15	\$45.30	\$46.65
<u>JOURNEYMAN/WIREMAN (base wage rate)</u>	\$42.65	\$43.80	\$45.15
Health & Welfare (23.70% of gross wages as of 6/1/2021)	\$10.11	\$10.38	\$10.70
Retirement Plan	\$10.70	\$11.06	\$11.38
J.A.T.C.	\$0.60	\$0.60	\$0.60
N.E.B.F. (3% of gross wages)	\$1.28	\$1.31	\$1.35
Promotional Fund	\$0.04	\$0.04	\$0.04
N.L.M.C.C.	\$0.01	\$0.01	\$0.01
N.E.I.F. (.25% of gross wages)	\$0.11	\$0.11	\$0.11
E.C.P.E.C.A.F. (Admin Fund) .5% of gross wages)	\$0.21	\$0.22	\$0.22
Total Package based on JW Rate	\$65.71	\$67.53	\$69.56
<u>APPRENTICE</u>			
1 st Period/0-1,000 Hrs/35% JW rate	\$14.93	\$15.33	\$15.80
2 nd Period/1,000-2,000 hrs/40% of JW rate	\$17.06	\$17.52	\$18.06
3 rd Period/2,000-3,500 hrs/1 st yr school comp./50% of JW rate	\$21.33	\$21.90	\$22.58
4 th Period/3,500-5,000 hrs/2 nd yr school comp./60% of JW rate	\$25.59	\$26.28	\$27.09
5 th Period/5,000-6,500 hrs/3 rd yr school comp./70% of JW rate	\$29.86	\$30.66	\$31.61
6 th Period/6,500-8,000 hrs/4 th yr school comp./80% JW rate	\$34.12	\$35.04	\$36.12
5 th year of school complete + 8,000 hours			Journeyman/Wireman Rate
<u>Apprentice Fringe Benefits</u>			
Health & Welfare (23.70% of gross wages as of 6/1/2021)	23.70% of gross wages		
Retirement Plan (1 st & 2 nd Period Uninitiated Apprentices)	\$0.00	\$0.00	\$0.00
Retirement Plan (all other classifications)	\$2.20	\$2.20	\$2.20
J.A.T.C.	\$0.60	\$0.60	\$0.60
N.E.B.F.	3% of gross wages		
Promotional Fund	\$0.04	\$0.04	\$0.04
N.L.M.C.C.	\$0.01	\$0.01	\$0.01
N.E.I.F.	.25% of gross wages		
E.C.P.E.C.A.F. (Admin. Fund)	.5% of gross wages		

CHECK-OFF-Working dues are 5% Gross Wages; Vacation Fund is \$1.00 per hour worked, (excluding 1st and 2nd period uninitiated apprentices.)

NOTES-Retirement Plan, J.A.T.C., and N.L.M.C.C. and the Promotional Fund are dollar amounts. All other fringe benefits are percentages as stated above.

**GLAZIERS AND GLASSWORKERS
(READING, ALLELNTOWN AREA) LOCAL 252**

5-1-2023

MECHANIC	\$38.48
JOURNEYPERSON	\$32.72
ANNUITY	5.82
DC21 APPRENTICE	1.05
National FTI Apprentice	.10
AGI	.15
HEALTH & WELFARE	9.00
I.U. LMP	.07
PENSION	6.50
DC21LMCF	.07
IAF	.15

DEDUCTIONS:

DUES CHECK-OFF	3.5% OF GROSS WAGES
DC21 SCHOLARSHIP FUND	\$.06 - EMPLOYEE DEDUCTION
PAC FUND	\$.25 - EMPLOYEE DEDUCTION
ADMIN DUES ON FRINGES	\$.80 - EMPLOYEE DEDUCTION
BENEVOLENT FUND	\$.10 - EMPLOYEE DEDUCTION
VACATION	\$.50 - EMPLOYEE DEDUCTION
INT'L PAC	\$.05 - EMPLOYEE DEDUCTION
IU ADMIN DUES	\$.10 - EMPLOYEE DEDUCTION
ORGANIZING FUND (Core)	\$.02 - EMPLOYEE DEDUCTION

OVERTIME:

TIME AND ONE HALF (1 ½) AFTER EIGHT (8) HOURS, SATURDAY'S TIME AND ONE HALF (1 ½) DOUBLE TIME SUNDAY

HOLIDAYS:

NEW YEAR'S DAY, GOOD FRIDAY, MEMORIAL DAY, INDEPENDENCE DAY, VETERAN'S DAY, THANKSGIVING DAY AND CHRISTMAS DAY

JURISDICTION:

COUNTIES OF NORTHAMPTON, LEHIGH, SCHUYLKILL, BERKS AND PORTIONS OF LEBANON, LANCASTER, CHESTER, MONTGOMERY, BUCKS, COLUMBIA, LUZERNE, CARBON AND MONROE

BUSINESS AGENT:

MICHAEL VARNES
P O BOX 456
BIRDSBORO, PA 19508

PHONE: 215-778-4536
NO FAXES
EMAIL: mikev@dc21.com

EXPIRATION DATE:

MAY 1, 2024

IRONWORKERS
LOCAL 404
WAGES & BENEFITS EFFECTIVE 7-1-2023

JOURNEYMAN WAGES

ZONE 1 (Former Local 404 & 420)	<u>PER HOUR</u>
Journeyman	\$36.26
Foreman (not less than 7% hr above JM Wage)	\$38.80
General Foreman (not less than 11% hr above JM Wage)	\$40.25

HEALTH & PENSION: HOURS WORKED

PENSION	\$12.55
HEALTH	12.20

CONTRIBUTIONS; HOURS WORKED

Apprentice training fund	\$.63
Industry Advancement fund	.04

CONTRIBUTIONS; HOURS PAID*

Annuity	\$6.00
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DEDUCTIONS*

Union Dues / Working Assessment (Gross Wages)	\$9%
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APPRNTICE WAGES **7-1-2023**

70% of JM Rate w/\$2 to Annuity per hr paid	25.38
75% of JM Rate w/\$2 to Annuity per hr paid	27.20
80% of JM Rate w/\$4 to Annuity per hr paid	29.01
85% of JM Rate w/\$2 to Annuity per hr paid	30.82
90% of JM Rate w/\$4 to Annuity per hr paid	32.63
95% of JM Rate w/\$4 to Annuity per hr paid	34.45

***payroll deductions, along with employees annuity fund contributions, shall be clearly defined on employee's pay receipt**

BUSINESS MANAGER:

KERRY ZETTEMAYER
981 NORTH PEIFFER LANE
HARRISBURG, PA

PHONE: 717-564-8550
FAX: 717-564-4178

EXPIRATION DATE:

JUNE 30, 2024

LABORERS LOCAL 1174
COUNTIES OF CARBON, LEHIGH, MONROE & NORTHAMPTON

	<u>5-1-2023</u>
JOURNEYMAN LABORER (See Sch "A")	\$30.59
CONSTRUCTION SPECIALIST See (Sch "B")	31.62
PLASTER TENDERS See (Sch "C")	31.94
MASON TENDER REFRACTORY WORK	31.94
SKID-STEERING LOADER AND FORKLIFT LABORER	31.94
MASONRY CRANE LABORER	33.19
CONCRETE SPECIALIST	32.59
FOREMAN	RATE PLUS 10%
GENERAL FORMAN	2.00 ABOVE FOREMAN RATE

FRINGES (PER HOUR):

ANNUITY	\$4.00
ANNUITY – (at time & one half)	6.00
ANNUITY – (at double time)	8.00
HEALTH & WELFARE	7.25
PENSION (Pension benefits paid on hours paid)	7.25
TRAINING/LECET FUND	.29
I.A.P.F.	.20

DEDUCTIONS:

VOLUNTARY LPL (Deduct from wage)	\$.10
DUES (Deduct from wage)	6% of gross wages
I.A.P.F. (M.C.A. only)	\$.29
MAROC Dues Deduction (per hour from Wage)	\$.25

Any employee reporting for work upon direction of the employer, and not put to work shall receive one (1) hours pay

HOLIDAYS: NEW YEAR'S DAY, GOOD FRIDAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY

OVERTIME: Sundays and Holidays – double time all other overtime - time and one-half.

SHIFT WORK: The 2nd & 3rd shift works eight hours and receives straight time rate of wages. Employees shall receive 15% (of rate) incentive per hour for the 2nd & 3rd shift

BUSINESS MANAGER:

RAY HUDOCK
465 ALLENTOWN DRIVE
ALLENTOWN, PA 18109

PHONE: 610-433-4706
FAX: 610-433-5655

EXPIRATION DATE:

APRIL 30, 2024



HOURS ENHANCEMENT PLAN

Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

EFFECTIVE MAY 1, 2023 THROUGH APRIL 30, 2024

PAINTING	80%	\$24.87 PER HOUR
	90%	\$27.98 PER HOUR

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$10.85 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.91 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 7.08 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 0.97 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$23.19 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.81 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked

HOURS ENHANCEMENT PLAN IS A REDUCED WAGE AND FULL BENEFITS

FOR THE 5 COUNTIES IN THE STATE OF PA USE OF THIS PROGRAM MUST BE APPROVED BY DISTRICT COUNCIL 21



Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

WAGES EFFECTIVE MAY 1, 2023 THROUGH APRIL 30, 2024

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

COMMERCIAL
Nightshift

\$31.09 per hour

\$32.09 per hour

REPAINT
Nightshift

\$30.09 per hour

\$31.09 per hour

PREMIUM RATES FOR ALL CLASSIFICATIONS: \$1.00 per hour above the rate for all classifications for work done in the following manner: Steel, Spray Painting, HIPAC Coatings, Catalyzed Epoxy, Urethanes, Removers, Blasting with Liquid or Solids, Steam Cleaning, Swing Scaffolds, Cherry Pickers and High Reaches Above 35 Feet, Applying Hazardous Materials and Hanging Wall Paper or Vinyl.

FOREMAN RATE FOR ALL AREAS:

2 TO 4 Employees
5 AND ABOVE

\$.50 ABOVE THE HIGHEST RATE ON THE JOB
\$1.00 ABOVE THE HIGHEST RATE ON THE JOB

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$10.85 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.91 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 7.08 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 0.97 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$23.19 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.81 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked



Painters Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

Painter Apprentice WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2023 THROUGH APRIL 30, 2024

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

COMMERCIAL Journeyman rate for area		\$31.09 per hour
Apprentice rate at steps:	50%	\$15.55
	60%	\$18.65
	70%	\$21.76
	80%	\$24.87

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$10.85 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.91 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 2.02 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 0.97 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$16.73 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.59 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$0.80 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.09 per hour worked



Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

WAGES EFFECTIVE MAY 1, 2023 THROUGH APRIL 30, 2024

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

INDUSTRIAL

Nightshift rates: 2nd shift 10% **\$33.99 per hour**
3rd shift 15% **\$37.39 per hour**
\$39.09 per hour

BRIDGE

Nightshift rates: 2nd shift 10% **\$40.09 per hour**
3rd shift 15% **\$44.10 per hour**
\$46.10 per hour

PREMIUM RATES FOR ALL CLASSIFICATIONS: \$1.00 per hour above the rate for all classifications for work done in the following manner: Steel, Spray Painting, HIPAC Coatings, Catalyzed Epoxy, Urethanes, Removers, Blasting with Liquid or Solids, Steam Cleaning, Swing Scaffolds, Cherry Pickers and High Reaches Above 35 Feet, Applying Hazardous Materials and Hanging Wall Paper or Vinyl.

FOREMAN RATE FOR ALL AREAS:

2 TO 4 Employees: \$.50 ABOVE THE HIGHEST RATE ON THE JOB
5 AND ABOVE: \$1.00 ABOVE THE HIGHEST RATE ON THE JOB

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$10.85 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.91 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
IUPAT Pension Fund	\$ 7.08 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 0.98 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$23.20 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.81 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked



Industrial Painter Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

Painter Apprentice INDUSTRIAL WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2023 THROUGH APRIL 30, 2024

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

INDUSTRIAL Journeyman rate for area		\$33.99 per hour
Nightshift rates:	2 nd shift 10%	\$37.39 per hour
	3 rd shift 15%	\$39.09 per hour
Apprentice rate at steps:	50%	\$17.00 per hour
Nightshift rates:	2 nd shift 10%	\$18.70 per hour
	3 rd shift 15%	\$19.55 per hour
	60%	\$20.39 per hour
Nightshift rates:	2 nd shift 10%	\$22.43 per hour
	3 rd shift 15%	\$23.45 per hour
	70%	\$23.79 per hour
Nightshift rates:	2 nd shift 10%	\$26.17 per hour
	3 rd shift 15%	\$27.36 per hour
	80%	\$27.19 per hour
Nightshift rates:	2 nd shift 10%	\$29.91 per hour
	3 rd shift 15%	\$31.27 per hour

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$10.85 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.91 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
IUPAT Pension Fund	\$ 2.02 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 0.98 per hour worked
2011 Labor Management	\$ 0.03 per hour worked

Total Fringe Package

\$16.74 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.59 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$0.80 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.09 per hour worked



Bridge Painter Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

Painter Apprentice Bridge WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2023 THROUGH APRIL 30, 2024

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

BRIDGE Journeyman rate for area		\$40.09 per hour
Nightshift rates: 2 nd shift 10%		\$44.10 per hour
3 rd shift 15%		\$46.10 per hour
Apprentice rate at steps:		
50%		\$20.05 per hour
Nightshift rates: 2 nd shift 10%		\$22.06 per hour
3 rd shift 15%		\$23.06 per hour
60%		\$24.05 per hour
Nightshift rates: 2 nd shift 10%		\$26.46 per hour
3 rd shift 15%		\$27.66 per hour
70%		\$28.06 per hour
Nightshift rates: 2 nd shift 10%		\$30.87 per hour
3 rd shift 15%		\$32.27 per hour
80%		\$32.07 per hour
Nightshift rates: 2 nd shift 10%		\$35.28 per hour
3 rd shift 15%		\$36.88 per hour

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$10.85 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.91 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
IUPAT Pension Fund	\$ 2.02 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 0.98 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$16.74 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.59 per hour paid
IU Administrative Dues	\$0.10 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
IUPAT PAC	\$0.05 per hour worked
Vacation Fund	\$0.80 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.09 per hour worked

**PLASTERERS
ALLENTOWN, PENNSYLVANIA
LOCAL 592**

5-1-2023

JOURNEYMAN	\$35.93
FOREMAN	39.52 (10% above journeyman)

FRINGE BENEFITS:

HEALTH & WELFARE	\$11.00	per hour
PENSION	7.40	per hour
ANNUITY	5.00	per hour
IND. PROMOTION	.20	per hour
APPRENTICE	.01	per hour
TRAINING	.35	per hour
DUES CHECK-OFF(5 ½%)	3.29	deducted from wage-4½ local,1%inter
JOB TARGETING	.60	deducted from wages
P.A.C.	.05	deducted from wages
VACATION	2.50	deducted from wages

OVERTIME:

1ST 2 HRS. OF OT (MON-FRI) AND THE 1ST 8 HRS WORKED ON SATURDAY SHALL BE AT TIME AND ONE-HALF. ALL OTHER OVERTIME SHALL BE PAID AT DOUBLE TIME. 12:00 NOON TO 12:30 PM IS LUNCH.

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY.

BUSINESS MANAGER:

MARK WILDSMITH
7821 BARTRAM AVENUE, SUITE 102
PHILADELPHIA, PA 19145

PHONE: 215-468-0235
FAX: 215-271-5222

EXPIRATION DATE: **APRIL 30, 2024**

**PLUMBERS
LEHIGH VALLEY DISTRICT
LOCAL 690**

5-1-2023

JOURNEYMAN: \$52.48

FOREMAN RATE:

107% OF JOURNEYMAN RATE (2-5 JOURNEYMEN)
110% OF JOURNEYMEN RATE (2-10 JOURNEYMEN)
AREA FOREMEN: 112% OF JOURNEYMEN RATE

GENERAL FOREMEN: 115% OF JOURNEYMEN RATE (2 foremen &
100 journeymen or less)
120% OF JOURNEYMEN RATE (supervising
101 journeymen or more)

FRINGE BENEFITS:

HEALTH & WELFARE	\$16.98
PENSION	10.68
ANNUITY (S.R.P.)	5.10
APPRENTICE TRAINING FUND	1.30
INDUSTRY FUND	.40
SCHOLARSHIP FUND	.10

DEDUCTIONS:

VACATION FUND	\$3.25	PER HOUR
POLITICAL ACTION	.88	PER HOUR
ORGANIZATIONAL FUND	.60	PER HOUR from NET WAGES
DUES	2.52%	OF TOTAL PACKAGE
SOCIAL FUND	.62	PER HOUR from NET WAGES
INDUSTRY ADVANCEMENT PLUMBING	2.18	PER HOUR from NET WAGES

OVERTIME: ANY WORK PERFORMED IN EXCESS OF 12 HOURS WORKED,
SUNDAYS AND HOLIDAYS SHALL BE PAID AT THE RATE OF DOUBLE (2) THE
STRAIGHT TIME RATE WORK BEING PERFORMED BETWEEN THE HOURS OF
4:30 PM AND 7:00 AM SHALL BE PAID FOR AT ONE AND ONE HALF TIMES (1 ½)
THE RATE OF PAY.

EIGHT (8) HOURS SHALL CONSTITUTE A DAY'S WORK, MONDAY TO FRIDAY.
WORK PERFORMED IN EXCESS OF EIGHT (8) HOURS TO TWELVE 12 HOURS
WILL BE PAID AT TIME AND ONE HALF (1 ½)

JURISDICTION: BERKS COUNTY, LEHIGH, AND NORTHAMPTON

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, INDEPENDENCE
DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY

BUSINESS MANAGER:

JOHN KANE
2791 SOUTHAMPTON ROAD
PHILADELPHIA, PA 19154

PHONE: 215-677-6900
FAX: 215-677-7102

EXPIRATION DATE:

APRIL 30, 2024

ROOFERS LOCAL 30

5-1-2023

JOURNEYMAN	\$42.63 per hour
FOREMAN (5 men or less)	44.63 per hour
FOREMAN (6 men or more)	45.13 per hour

EMPLOYER CONTRIBUTIONS

WELFARE	\$13.50 per hour
PENSION	12.19 per hour
ANNUITY	7.50 per hour
RCA INDUSTRY FUND	.50 per hour
APPRENTICE FUND	.93 per hour

*(Includes \$.06 per hour for Research & Education)

EMPLOYEE DEDUCTIONS

Union fund	\$2.99 Per Hour
Credit Union/McCullough Day fund	1.80 Per Hour
Political Action Fund	.50 Per Hour
Home Association fund	.05 Per Hour

**Board Money is \$35.00 per day - \$245.00 per week.

**Travel money is \$8.00 per day or \$35.00 per day if shop is 75 miles or more away from jobsite

**If machinery is used (new work), each worker is to receive an additional fifty cents (\$.50) per hour.

**Union Dues are 3.9% of total package (Excluding Industry Fund)

**Credit Union is a dollar and sixty cents (1.60) per hour and twenty cents (\$.20) per hour for John McCullough Holiday

Apprentices **do not have Vacation & Holiday Fund deducted

**3rd & 4th year Apprentices receive \$.50 deduction for credit union

OVERTIME:

TIME AND ONE HALF (1 ½)

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY

BUSINESS REPRESENTATIVE

TOM JONES
6447 TORRESDALE AVENUE
PHILADELPHIA, PA 19135

PHONE: 215-331-8770
FAX: 215-331-8325
CELL: 215-694-2422

EXPIRATION DATE:

APRIL 30, 2024

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION- LOCAL #19
 RESIDENTIAL ADDENDUM-PHILADELPHIA
 HOURLY WAGE, DEDUCTION AND CONTRIBUTION SCHEDULE
 EFFECTIVE JULY 1, 2023 THROUGH MAY 31, 2024

CLASSIFICATION	LABOR COST	APPR TRN FUND	INDUSTRY FUND	TOTAL BENEFIT WAG	WELFARE FUND	PENSION FUND	ANNUITY FUND	S U B FUND	TAXABLE WAGE RATE	WORK ASSESS	NET WAGES	TOTAL DED & FUND
RES MECH RED CIRCLED 05/01/18	\$55.54	\$0.25	\$0.73	\$54.56	\$9.80	\$5.00	\$2.45	\$1.59	\$35.72	\$1.93	\$33.79	\$21.75
HVAC TECHNICIAN	\$52.56	\$0.25	\$0.73	\$51.58	\$9.80	\$5.00	\$2.45	\$1.59	\$32.74	\$1.89	\$30.85	\$21.71
INSTALLER	\$48.56	\$0.25	\$0.73	\$47.58	\$9.80	\$2.50	\$0.95	\$1.59	\$32.74	\$1.83	\$30.91	\$17.65
4TH PERIOD APPRENTICE (1 YEAR) 80% of Installer	\$38.93	\$0.25	\$0.73	\$37.95	\$8.80	\$2.00	\$0.23	\$0.63	\$26.29	\$1.08	\$25.21	\$13.72
3RD PERIOD APPRENTICE (1 YEAR) 70% of Installer	\$34.12	\$0.25	\$0.73	\$33.14	\$8.80	\$2.00	\$0.23	\$0.53	\$21.58	\$1.01	\$20.57	\$13.55
2ND PERIOD APPRENTICE (6 MONTHS) 61% of Installer	\$29.78	\$0.25	\$0.73	\$28.80	\$8.80	\$2.00	\$0.23	\$0.43	\$17.34	\$0.95	\$16.39	\$13.39
1ST PERIOD APPRENTICE (6 MONTHS) 52% of Installer	\$25.45	\$0.25	\$0.73	\$24.47	\$8.80	\$0.00	\$0.23	\$0.00	\$15.44	\$0.88	\$14.56	\$10.89
OWNER MEMBER		\$0.25	\$0.73		\$9.80	\$5.00	\$2.45			\$1.93		\$19.82

SUB FUND=RESIDENTIAL MECHANIC TOTAL BENEFIT WAGE, MINUS OLD SUB X 3%

WORK ASSESSMENT(MECH, HVAC TECH, INSTALLER)=LABOR COST X 1.5 +.60 Organizing +.15 RFF +.05 LICENSE +.20 IA+.10 HOLIDAY

WORK ASSESSMENT(APPRENTICE) = LABOR COST X 1.5 + .15 RFF + .05 LICENSE + .20 IA + .10 HOLIDAY

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION - LOCAL # 19
 HOURLY WAGE DEDUCTION AND CONTRIBUTION SCHEDULE
 PHILADELPHIA AREA
 EFFECTIVE MAY 1, 2023 - APRIL 30, 2024

CLASSIFICATION	GROSS LABOR COST	PHILA APPR FUND	ITI FUND	INDS FUND	TOTAL BENEFIT WAGE	HEALTH & WELFARE	Retiree Health Care	PENSION	ANNUITY	SUB	TAXABLE WAGE RATE	ASSMT	NET WAGE	TOTAL DED/ FUNDS	
JOURNEYPERSON	\$106.28	\$0.95	\$0.15	\$1.50	\$103.68	\$14.85	\$3.25	\$16.65	\$9.10	\$2.52	\$57.31	\$3.68	\$53.63	\$52.65	
FOREPERSON	\$110.29	\$0.95	\$0.15	\$1.50	\$107.69	\$14.85	\$3.25	\$16.65	\$9.10	\$2.52	\$61.32	\$3.68	\$57.64	\$52.65	7%
GENERAL FOREPEI	\$114.30	\$0.95	\$0.15	\$1.50	\$111.70	\$14.85	\$3.25	\$16.65	\$9.10	\$2.52	\$65.33	\$3.68	\$61.65	\$52.65	14%
APPRENTICES															
1ST PERIOD	\$49.76	\$0.95	\$0.15	\$1.50	\$47.16	\$11.35		\$8.33	\$3.56	\$1.00	\$22.92	\$1.99	\$20.93	\$28.83	40%
2ND PERIOD	\$52.63	\$0.95	\$0.15	\$1.50	\$50.03	\$11.35		\$8.33	\$3.56	\$1.00	\$25.79	\$2.02	\$23.77	\$28.86	45%
3RD PERIOD	\$62.87	\$0.95	\$0.15	\$1.50	\$60.27	\$14.85		\$8.33	\$3.56	\$2.01	\$31.52	\$2.12	\$29.40	\$33.47	55%
4TH PERIOD	\$65.74	\$0.95	\$0.15	\$1.50	\$63.14	\$14.85		\$8.33	\$3.56	\$2.01	\$34.39	\$2.15	\$32.24	\$33.50	60%
5TH PERIOD	\$68.60	\$0.95	\$0.15	\$1.50	\$66.00	\$14.85		\$8.33	\$3.56	\$2.01	\$37.25	\$2.18	\$35.07	\$33.53	65%
6TH PERIOD	\$71.47	\$0.95	\$0.15	\$1.50	\$68.87	\$14.85		\$8.33	\$3.56	\$2.01	\$40.12	\$2.21	\$37.91	\$33.56	70%
7TH PERIOD	\$74.33	\$0.95	\$0.15	\$1.50	\$71.73	\$14.85		\$8.33	\$3.56	\$2.01	\$42.98	\$2.24	\$40.74	\$33.59	75%
8TH PERIOD	\$80.06	\$0.95	\$0.15	\$1.50	\$77.46	\$14.85		\$8.33	\$3.56	\$2.01	\$48.71	\$2.29	\$46.42	\$33.64	85%
LIMITED APPRENTICE															
4TH PERIOD	\$65.74	\$0.95	\$0.15	\$1.50	\$63.14	\$14.85		\$8.33	\$3.56	\$2.01	\$34.39	\$3.07	\$31.32	\$34.42	60%
3RD PERIOD	\$62.87	\$0.95	\$0.15	\$1.50	\$60.27	\$14.85		\$8.33	\$3.56	\$2.01	\$31.52	\$3.02	\$28.50	\$34.37	55%
2ND PERIOD	\$60.01	\$0.95	\$0.15	\$1.50	\$57.41	\$14.85		\$8.33	\$3.56	\$2.01	\$28.66	\$2.98	\$25.68	\$34.33	50%
1ST PERIOD	\$57.14	\$0.95	\$0.15	\$1.50	\$54.54	\$14.85		\$8.33	\$3.56	\$2.01	\$25.79	\$2.94	\$22.85	\$34.29	45%
OWNER MEMBER		\$0.95	\$0.15	\$1.50		\$14.85	\$3.25	\$16.65	\$9.10			\$3.68		\$50.13	

JOURNEYPERSON SUB FUND = JP TWR + ANN, PEN, 401H & WEL X 3% -\$.53
 APPRENTICE/LA SUB = APP 8TH PER + ANN, PEN, H & WELF X 3% - \$.25

JOURNEYPERSON W/A = 1.5% OF JP/LA TBW + \$2.12
 APPRENTICE W/A = 1% OF APP TBW + \$1.52
 W/A CONSISTS OF PAL \$.80, SF \$.03, CF \$.06, HF \$.10, RFF \$.20, LF \$.05

**STEAMFITTERS
LOCAL 420**

5-1-2023

JOURNEYMAN \$57.07
FOREMAN \$61.06 (2-5 Journeymen)

FRINGE BENEFITS:

HEALTH & WELFARE \$14.70
PENSION 11.33
S.R.P. 12.50
APPRENTICE TRAINING FUND 1.20
INDUSTRY FUND .30
I.T.F. .10
USSERA FUND .01
RESERVE FUND 1.85

****Contractors shall contribute \$1.10 to the apprentice training fund, if they do not make the \$.30 contribution to the industry fund. ALL WAGE RATES, FRINGE BENEFITS RATES AND DEDUCTIONS PER HOUR ARE BASED ON ALL HOURS PAID**

DEDUCTIONS:

MARKET RECOVERY \$1.30
VACATION FUND 1.50
PIPE FUND .45
SCHOLARSHIP FUND .05
WORKING ASSESMENT 1.45

OVERTIME:

FIRST TWO (2) HOURS DAILY AND FIRST TEN (10) HOURS SATURDAY, TIME AND ONE HALF (1 ½) ALL OTHER OVERTIME IS DOUBLE TIME

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY. WHEN ANY HOLIDAY FALLS ON SUNDAY THE FOLLOWING MONDAY WILL BE OBSERVED AS THE HOLIDAY.

JURISDICTION: BERKS COUNTY

BUSINESS MANAGER:

JAMES SNELL
14420 TOWNSEND ROAD SUITE A
PHILADELPHIA, PA 19154

PHONE: 267-350-4200
FAX: 267-350-4299

EXPIRATION DATE: APRIL 30, 2024