

**Plumbers & Steamfitters Local 400 - Fox River Valley**  
**Wage Rate Schedule**  
**Effective May 31, 2021 to May 28, 2022**  
**Industrial Schedule**

Description	Rate
Base Journeyman's Rate	\$41.96
Check-off (Dues)*	2.72
Building Fund	0.20
<b>Taxable Hourly</b>	<b>\$44.88</b>
Pension	9.63
Health	9.24
Education	0.98
Industry Advancement**	0.20
AER	0.06
Total Package	\$64.99

<u>Pension Split Detail</u>			
	<u>Legacy DB</u>	<u>Legacy Profit Sharing</u>	<u>Blended*</u>
<b>DB Pension</b>	\$9.29	\$0.00	\$4.77
<b>Profit Sharing</b>	\$0.34	\$9.63	\$4.86

*\*New Members on or after 6/1/2002 are in Blended Plan*

**Foreman**                    **\$2.80 per hour additional to base wage**  
**General Foreman**      **\$5.00 per hour additional to base wage**

**Building Trades Apprentice**

Description	1 <sup>st</sup> Year 50%*	2 <sup>nd</sup> Year 55%*	3 <sup>rd</sup> Year 60%*	4 <sup>th</sup> Year 70%	5 <sup>th</sup> Year 80%
Base Rate*	\$21.09	\$23.19	\$25.29	\$29.37	\$33.57
Check-off (Dues)**	2.61	2.61	2.61	2.72	2.72
Building Fund	0.20	0.20	0.20	0.20	0.20
<b>Taxable Hourly</b>	<b>\$23.90</b>	<b>\$26.00</b>	<b>\$28.10</b>	<b>\$32.29</b>	<b>\$36.49</b>
Pension	0.00	0.00	9.63	9.63	9.63
Health	9.24	9.24	9.24	9.24	9.24
Education	0.98	0.98	0.98	0.98	0.98
Industry Advancement***	0.20	0.20	0.20	0.20	0.20
AER	0.06	0.06	0.06	0.06	0.06
Total Package	\$34.38	\$36.48	\$48.21	\$52.40	\$56.60

Pre-Apprentices: Wage Rate shall be 35% of Journeyman Rate, plus \$.10/Hr. Service Fee, plus Health Insurance  
Pre-Apprentice/Metal Trades plan:                    **\$5.00 Per Hour**

Employee Deductions: There is an optional 401K plan with Local 400. Please call BPA at 1-866-562-4004 for a current participant listing and deduction amounts. Dental is no longer a payroll deduction eff. 1/1/2019.

\*Apprentices in Year 1, 2 & 3 receive a dues rebate that is added to their base rate.  
\*\*Includes Market Recovery, WPTA Fund and Working Dues Assessment and should be listed as above on pay stubs.  
\*\*\*Industry Advancement is set to \$0.00 for some UA National Agreements (Fabrication Shops). Please see those wage rate sheets.

**Please Note:** Fringe Benefits and Dues Check Off are calculated on hours worked.