

**Plumbers & Steamfitters Local 400 - Fox River Valley**  
**Wage Rate Schedule**  
**Effective May 29, 2022 - May 28, 2023**  
**Industrial Schedule**

Description	Rate
Base Journeyman's Rate	\$43.39
Check-off (Dues)*	2.78
Building Fund	0.20
<b>Taxable Hourly</b>	<b>\$46.37</b>
Pension	10.05
Health	9.29
Education	1.02
Industry Advancement**	0.20
AER	0.06
<b>Total Package</b>	<b>\$66.99</b>

<u>Pension Split Detail</u>			
	<u>Legacy DB</u>	<u>Legacy Profit Sharing</u>	<u>Blended*</u>
<b>DB Pension</b>	\$9.71	\$0.00	\$4.98
<b>Profit Sharing</b>	\$0.34	\$10.05	\$5.07

*\*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 Apprentices**

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*	\$21.81	\$23.97	\$26.14	\$30.37	\$34.71
Check-off (Dues)**	2.67	2.67	2.67	2.78	2.78
Building Fund	0.20	0.20	0.20	0.20	0.20
<b>Taxable Hourly</b>	<b>\$24.68</b>	<b>\$26.84</b>	<b>\$29.01</b>	<b>\$33.35</b>	<b>\$37.69</b>
Pension	0.00	0.00	10.05	10.05	10.05
Health	9.29	9.29	9.29	9.29	9.29
Education	1.02	1.02	1.02	1.02	1.02
Industry Advancement***	0.20	0.20	0.20	0.20	0.20
AER	0.06	0.06	0.06	0.06	0.06
<b>Total Package</b>	<b>\$35.25</b>	<b>\$37.41</b>	<b>\$49.63</b>	<b>\$53.97</b>	<b>\$58.31</b>

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 Benesys 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.