

**Plumbers & Steamfitters Local 400 - Fox River Valley**  
**Wage Rate Schedule**  
**Effective May 29, 2023 - May 31, 2024**  
**Industrial Schedule**

| Description            | Rate           |
|------------------------|----------------|
| Base Journeyman's Rate | \$46.64        |
| Check-off (Dues)*      | 3.01           |
| Building Fund          | 0.20           |
| <b>Taxable Hourly</b>  | <b>\$49.85</b> |
| Pension                | 10.30          |
| Health                 | 9.54           |
| Education              | 1.04           |
| Industry Advancement** | 0.20           |
| AER                    | 0.06           |
| <b>Total Package</b>   | <b>\$70.99</b> |

| <u>Pension Split Detail</u> |                  |                              |                 |
|-----------------------------|------------------|------------------------------|-----------------|
|                             | <u>Legacy DB</u> | <u>Legacy Profit Sharing</u> | <u>Blended*</u> |
| <b>DB Pension</b>           | \$9.96           | \$0.00                       | \$5.10          |
| <b>Profit Sharing</b>       | \$0.34           | \$10.30                      | \$5.20          |

*\*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<br>50%* | 2 <sup>nd</sup> Year<br>55%* | 3 <sup>rd</sup> Year<br>60%* | 4 <sup>th</sup> Year<br>70% | 5 <sup>th</sup> Year<br>80% |
|-------------------------|------------------------------|------------------------------|------------------------------|-----------------------------|-----------------------------|
| Base Rate*              | \$23.44                      | \$25.77                      | \$28.10                      | \$32.65                     | \$37.31                     |
| Check-off (Dues)**      | 2.89                         | 2.89                         | 2.89                         | 3.01                        | 3.01                        |
| Building Fund           | 0.20                         | 0.20                         | 0.20                         | 0.20                        | 0.20                        |
| <b>Taxable Hourly</b>   | <b>\$26.53</b>               | <b>\$28.86</b>               | <b>\$31.19</b>               | <b>\$35.86</b>              | <b>\$40.52</b>              |
| Pension                 | 0.00                         | 0.00                         | 10.30                        | 10.30                       | 10.30                       |
| Health                  | 9.54                         | 9.54                         | 9.54                         | 9.54                        | 9.54                        |
| Education               | 1.04                         | 1.04                         | 1.04                         | 1.04                        | 1.04                        |
| 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>\$37.37</b>               | <b>\$39.70</b>               | <b>\$52.33</b>               | <b>\$57.00</b>              | <b>\$61.66</b>              |

Pre-Apprentices: Wage Rate shall be 35% of Journeyman Rate, plus \$.10/Hr. Service Fee, plus Health Insurance  
Pre-Apprentice/Metal Trades plan:                   **\$5.13 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.