

**Plumbers & Steamfitters Local 400 - Fox River Valley**  
**Wage Rate Schedule**  
**Effective June 1, 2025 - May 31, 2026**  
**Industrial Schedule**

Description	Rate
Base Journeyman's Rate	\$50.25
Check-off (Dues)*	2.69
Building Fund	0.29
<b>Taxable Hourly</b>	<b>\$53.23</b>
Pension	11.00
Health	11.29
Education	1.11
Industry Advancement**	0.20
AER	0.06
<b>Total Package</b>	<b>\$76.89</b>

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<u>Pension Split Detail</u>			
	<u>Legacy DB</u>	<u>Legacy Profit Sharing</u>	<u>Blended*</u>
<b>DB Pension</b>	\$10.31	\$0.00	\$5.28
<b>Profit Sharing</b>	\$0.69	\$11.00	\$5.72

*\*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	<b>1<sup>st</sup> Year 50%*</b>	<b>2<sup>nd</sup> Year 55%*</b>	<b>3<sup>rd</sup> Year 60%*</b>	<b>4<sup>th</sup> Year 70%</b>	<b>5<sup>th</sup> Year 80%</b>
Base Rate*	\$25.25	\$27.76	\$30.27	\$35.18	\$40.20
Check-off (Dues)**	2.57	2.57	2.57	2.69	2.69
Building Fund	0.29	0.29	0.29	0.29	0.29
<b>Taxable Hourly</b>	<b>\$28.11</b>	<b>\$30.62</b>	<b>\$33.13</b>	<b>\$38.16</b>	<b>\$43.18</b>
Pension	0.00	0.00	11.00	11.00	11.00
Health	11.29	11.29	11.29	11.29	11.29
Education	1.11	1.11	1.11	1.11	1.11
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>\$40.77</b>	<b>\$43.28</b>	<b>\$56.79</b>	<b>\$61.82</b>	<b>\$66.84</b>

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Pre-Apprentices: Wage Rate shall be 35% of Journeyman Rate, plus \$.10/Hr. Service Fee, plus Health Insurance  
Pre-Apprentice/Metal Trades plan:                    **\$6.65 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.**