

PIPEFITTERS LOCAL 539 MINNEAPOLIS JOURNEYMAN WAGES

	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
<i>Non-Taxable Fringe</i>			
Defined Benefit Pension	\$8.34	\$0.83	\$9.17
Defined Contribution Pension	\$6.24		\$6.24
Retiree Health Care Trust	\$1.30		\$1.30
Health and Welfare	\$8.56		\$8.56
539 Training Fund	\$1.00		\$1.00
International Training Fund	\$0.10		\$0.10
Industry Fund	\$0.30		\$0.30
<i>Total Non-Taxable Fringe</i>	\$25.84	\$0.83	\$26.67
<i>Taxable Fringe</i>			
Credit Union	\$3.30		\$3.30
Dues Check-Off	\$1.28		\$1.28
<i>UA</i>	\$0.05		\$0.05
<i>Total Taxable Fringe</i>	\$4.63		\$4.63
Total Fringe Benefit Rate	\$30.47	\$0.83	\$31.30
01 Journeyman Base Rate	\$38.72	\$1.27	\$39.99
01 Journeyman Total Package	\$69.19	\$2.10	\$71.29
01 Foreman Base Rate	\$41.67	\$1.52	\$43.19
01 Foreman Total Package	\$72.14	\$2.35	\$74.49
01 General Foreman Base Rate	\$43.07	\$1.77	\$44.84
01 General Foreman Total Package	\$73.54	\$2.60	\$76.14

PIPEFITTERS LOCAL 539 MINNEAPOLIS APPRENTICE WAGES

1st & 2nd Year Non Taxable	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
Defined Benefit Pension	\$5.67	\$0.57	\$6.24
Defined Contribution Pension	\$2.19		\$2.19
Retiree Health Care Trust	\$0.00		\$0.00
Health and Welfare	\$9.86		\$9.86
539 Training Fund	\$1.00		\$1.00
International Training	\$0.10		\$0.10
Industry Fund	\$0.30		\$0.30
Total Non-Taxable Fringe	\$19.12	\$0.57	\$19.69
3rd,4th & 5th Year Non-Taxable			
Defined Benefit Pension	\$5.67	\$0.57	\$6.24
Defined Contribution Pension	\$2.72		\$2.72
Retiree Health Care Trust	\$1.30		\$1.30
Health and Welfare	\$8.56		\$8.56
539 Training Fund	\$1.00		\$1.00
International Training	\$0.10		\$0.10
Industry Fund	\$0.30		\$0.30
Total Non-Taxable Fringe	\$19.65	\$0.57	\$20.22
1st,2nd,3rd,4th,5th Year Taxable			
Credit Union	\$3.30		\$3.30
Dues Check-Off	\$1.28		\$1.28
UA	\$0.05		\$0.05
Total Taxable Fringe	\$4.63		\$4.63
Total Fringe Benefit Rate 1st & 2nd	\$23.75	\$0.57	\$24.32
Total Fringe Benefit Rate 3rd-5th	\$24.28	\$0.57	\$24.85
01 1st Year Apprentice - 62%			
Base Rate	\$19.15	\$0.73	\$19.88
Total Wage Package	\$42.90	\$1.30	\$44.20
01 2nd Year Apprentice - 70%			
Base Rate	\$24.68	\$0.90	\$25.58
Total Wage Package	\$48.43	\$1.47	\$49.90
01 3rd Year Apprentice - 76%			
Base Rate	\$28.30	\$1.03	\$29.33
Total Wage Package	\$52.58	\$1.60	\$54.18
01 4th Year Apprentice - 83%			
Base Rate	\$33.15	\$1.17	\$34.32
Total Wage Package	\$57.43	\$1.74	\$59.17
01 5th Year Apprentice - 90%			
Base Rate	\$37.99	\$1.32	\$39.31
Total Wage Package	\$62.27	\$1.89	\$64.16

PIPEFITTERS 539 ST. CLOUD JOURNEYMAN WAGES

	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
<i>Non-Taxable Fringe</i>			
Defined Benefit Pension	\$8.34	\$0.83	\$9.17
Defined Contribution Pension	\$5.19		\$5.19
Retiree Health Care Trust	\$1.30		\$1.30
Health and Welfare	\$8.56		\$8.56
539 Training Fund	\$0.50		\$0.50
International Training Fund	\$0.10		\$0.10
Industry Fund	\$0.19		\$0.19
<i>Total Non-Taxable Fringe</i>	\$24.18	\$0.83	\$25.01
<i>Taxable Fringe</i>			
Credit Union	\$3.00		\$3.00
Dues Check-Off	\$1.18		\$1.18
<i>UA</i>	\$0.05		\$0.05
<i>Total Taxable Fringe</i>	\$4.23		\$4.23
Total Fringe Benefit Rate	\$28.41	\$0.83	\$29.24
03 Journeyman Base Rate	\$33.37	\$1.32	\$34.69
03 Journeyman Total Package	\$61.78	\$2.15	\$63.93
03 Foreman Base Rate	\$36.32	\$1.57	\$37.89
03 Foreman Total Package	\$64.73	\$2.40	\$67.13
03 General Foreman Base Rate	\$37.72	\$1.82	\$39.54
03 General Foreman Total Package	\$66.13	\$2.65	\$68.78

PIPEFITTERS LOCAL 539 ST. CLOUD APPRENTICE WAGES

1st & 2nd Year St.Cloud Apprentice Wages	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
Defined Benefit Pension	\$5.67	\$0.57	\$6.24
Defined Contribution Pension	\$0.00		\$0.00
Retiree Health Care Trust	\$0.00		\$0.00
Health and Welfare	\$9.86		\$9.86
539 Training Fund	\$0.50		\$0.50
International Training	\$0.10		\$0.10
Industry Fund	\$0.19		\$0.19
Total Non-Taxable Fringe	\$16.32	\$0.57	\$16.89
Credit Union	\$1.30		\$1.30
Dues Check-Off	\$0.98		\$0.98
UA	\$0.05		\$0.05
Total Taxable Fringe	\$2.33		\$2.33
Total Fringe Benefit Rate	\$18.65	\$0.57	\$19.22
1st Year Apprentice 55%			
Base Rate	\$15.33	\$0.61	\$15.94
Total Wage Package	\$33.98	\$1.18	\$35.16
2nd Year Apprentice 62%			
Base Rate	\$19.65	\$0.77	\$20.42
Total Wage Package	\$38.30	\$1.34	\$39.64
3rd,4th& 5th Year St.Cloud Apprentice Wages	Rate Effective 5/1/16		Rate Effective 5/1/17
Defined Benefit Pension	\$5.67	\$0.57	\$6.24
Defined Contribution Pension	\$1.92		\$1.92
Retiree Health Care Trust	\$1.30		\$1.30
Health and Welfare	\$8.56		\$8.56
539 Training Fund	\$0.50		\$0.50
International Training	\$0.10		\$0.10
Industry Fund	\$0.19		\$0.19
Total Non-Taxable Fringe	\$18.24	\$0.57	\$18.81
Credit Union	\$1.30		\$1.30
Dues Check-Off	\$1.18		\$1.18
UA	\$0.05		\$0.05
Total Taxable Fringe	\$2.53		\$2.53
Total Fringe Benefit Rate	\$20.77	\$0.57	\$21.34
3rd Year Apprentice 67.5%			
Base Rate	\$20.93	\$0.88	\$21.81
Total Wage Package	\$41.70	\$1.45	\$43.15
4th Year Apprentice 76.25%			
Base Rate	\$26.34	\$1.07	\$27.41
Total Wage Package	\$47.11	\$1.64	\$48.75
5th Year Apprentice 85%			
Base Rate	\$31.74	\$1.26	\$33.00
Total Wage Package	\$52.51	\$1.83	\$54.34

Local 539 Residential Journeyman Wages

	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
Journeyman			
Base	\$32.76	\$0.50	\$33.26
Vacation	\$3.00	\$0.29	\$3.29
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$36.28	\$0.79	\$37.07
Defined Benefit Pension	\$6.64	\$0.79	\$7.43
Defined Contribution Pension	\$1.00		\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$15.61	\$0.79	\$16.40
Total Package	\$51.89	\$1.58	\$53.47

Local 539 Residential Apprentice Wages

	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
Intern			
H/W	\$1.73		\$1.73
Total Non-Taxable	\$1.73		\$1.73
Base	\$19.75		\$19.75
Working Fee	\$0.25		\$0.25
Total Package	\$21.73		\$21.73
1st Year Apprentice (60%)			
Base	\$19.44	\$0.57	\$20.01
Vacation	\$0.00		\$0.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$19.96	\$0.57	\$20.53
Defined Benefit Pension	\$3.20	\$0.38	\$3.58
Defined Contribution Pension	\$0.00		\$0.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$11.17	\$0.38	\$11.55
Total Package	\$31.13	\$0.95	\$32.08
2nd Year Apprentice (70%)			
Base	\$21.33	\$0.73	\$22.06
Vacation	\$2.50		\$2.50
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$24.35	\$0.73	\$25.08
Defined Benefit Pension	\$3.20	\$0.38	\$3.58
Defined Contribution Pension	\$0.80		\$0.80
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$11.97	\$0.38	\$12.35
Total Package	\$36.32	\$1.11	\$37.43
3rd Year Apprentice (80%)			
Base	\$26.52	\$0.89	\$27.41
Vacation	\$2.50		\$2.50
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$29.54	\$0.89	\$30.43
Defined Benefit Pension	\$3.20	\$0.38	\$3.58
Defined Contribution Pension	\$0.80		\$0.80
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$11.97	\$0.38	\$12.35
Total Package	\$41.51	\$1.27	\$42.78
4th Year Apprentice (90%)			
Base	\$31.71	\$1.04	\$32.75
Vacation	\$2.50		\$2.50
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$34.73	\$1.04	\$35.77
Defined Benefit Pension	\$3.20	\$0.38	\$3.58
Defined Contribution Pension	\$0.80		\$0.80
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$11.97	\$0.38	\$12.35
Total Package	\$46.70	\$1.42	\$48.12

Local 539 MES Operator

	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
Bldg. Maint. Helper			
H/W	\$1.73		\$1.73
Total Non-Taxable	\$1.73		\$1.73
Base	\$19.75		\$19.75
Working Fee	\$0.25		\$0.25
Total Package	\$21.73		\$21.73
Operator-Tech (Special Engineer) 62%			
Base	\$19.51	\$0.58	\$20.09
Vacation	\$0.00		\$0.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$20.03	\$0.58	\$20.61
Defined Benefit Pension	\$3.36	\$0.40	\$3.76
Defined Contribution Pension	\$0.81		\$0.81
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$12.14	\$0.40	\$12.54
Total Package	\$32.17	\$0.98	\$33.15
HVAC Operator III (2nd Class Engineer) 73%			
Base	\$22.22	\$0.75	\$22.97
Vacation	\$3.00		\$3.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$25.74	\$0.75	\$26.49
Defined Benefit Pension	\$3.36	\$0.40	\$3.76
Defined Contribution Pension	\$0.81		\$0.81
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$12.14	\$0.40	\$12.54
Total Package	\$37.88	\$1.15	\$39.03
HVAC Operator II (1st Class Engineer) 85%			
Base	\$28.45	\$0.94	\$29.39
Vacation	\$3.00		\$3.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$31.97	\$0.94	\$32.91
Defined Benefit Pension	\$3.36	\$0.40	\$3.76
Defined Contribution Pension	\$0.81		\$0.81
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$12.14	\$0.40	\$12.54
Total Package	\$44.11	\$1.34	\$45.45
HVAC Operating Engineer (Chief Engineer)			
Base	\$32.76	\$0.50	\$33.26
Vacation	\$3.00	\$0.29	\$3.29
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
Total Taxable	\$36.28	\$0.79	\$37.07
Defined Benefit Pension	\$6.64	\$0.79	\$7.43
Defined Contribution Pension	\$1.00		\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15		\$0.15
Total Non-Taxable	\$15.61	\$0.79	\$16.40
Total Package	\$51.89	\$1.58	\$53.47

PIPEFITTERS 539 MINNEAPOLIS PROVISIONAL JOURNEYMAN WAGES

	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
<i>Non-Taxable Fringe</i>			
Defined Benefit Pension	\$8.34	\$0.83	\$9.17
Defined Contribution Pension	\$0.00		\$0.00
Retiree Health Care Trust	\$1.30		\$1.30
Health and Welfare	\$8.56		\$8.56
539 Training Fund	\$1.00		\$1.00
International Training Fund	\$0.10		\$0.10
Industry Fund	\$0.30		\$0.30
<i>Total Non-Taxable Fringe</i>	\$19.60	\$0.83	\$20.43
<i>Taxable Fringe</i>			
Credit Union	\$2.30		\$2.30
Dues Check-Off	\$0.94		\$0.94
<i>UA</i>	\$0.05		\$0.05
<i>Total Taxable Fringe</i>	\$3.29		\$3.29
Total Fringe Benefit Rate	\$22.89	\$0.83	\$23.72
01 Journeyman Base Rate	\$32.46	\$0.85	\$33.31
01 Journeyman Total Package	\$55.35	\$1.68	\$57.03

PIPEFITTERS 539 ST. CLOUD PROVISIONAL JOURNEYMAN WAGES

	Rate Effective 5/1/16	Change	Rate Effective 5/1/17
<i>Non-Taxable Fringe</i>			
Defined Benefit Pension	\$8.34	\$0.83	\$9.17
Defined Contribution Pension	\$0.00		\$0.00
Retiree Health Care Trust	\$1.30		\$1.30
Health and Welfare	\$8.56		\$8.56
539 Training Fund	\$0.50		\$0.50
JATC Building Fund	\$0.00		\$0.00
International Training Fund	\$0.10		\$0.10
Industry Fund	\$0.19		\$0.19
<i>Total Non-Taxable Fringe</i>	\$18.99	\$0.83	\$19.82
<i>Taxable Fringe</i>			
Credit Union	\$2.30		\$2.30
Dues Check-Off	\$0.94		\$0.94
<i>UA</i>	\$0.05		\$0.05
<i>Total Taxable Fringe</i>	\$3.29		\$3.29
Total Fringe Benefit Rate	\$22.28	\$0.83	\$23.11
03 Journeyman Base Rate	\$27.14	\$0.89	\$28.03
03 Journeyman Total Package	\$49.42	\$1.72	\$51.14