

## PIPEFITTERS LOCAL 539 MINNEAPOLIS JOURNEYMAN WAGES

	Rate Effective 5/1/17	Change	Rate Effective 5/1/18
<b><i>Non-Taxable Fringe</i></b>			
Defined Benefit Pension	\$9.17		\$9.17
Defined Contribution Pension	\$6.24	\$1.00	\$7.24
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	\$0.01	\$0.31
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$26.67</b>	<b>\$1.01</b>	<b>\$27.68</b>
<b><i>Taxable Fringe</i></b>			
Credit Union	\$3.30	\$0.20	\$3.50
Dues Check-Off	\$1.28		\$1.28
<b><i>UA</i></b>	<b>\$0.05</b>		<b>\$0.05</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$4.63</b>	<b>\$0.20</b>	<b>\$4.83</b>
<b>Total Fringe Benefit Rate</b>	<b>\$31.30</b>	<b>\$1.21</b>	<b>\$32.51</b>
01 Journeyman Base Rate	\$39.99	\$1.00	\$40.99
01 Journeyman Total Package	\$71.29	\$2.21	\$73.50
01 Foreman Base Rate	\$43.19	\$1.25	\$44.44
01 Foreman Total Package	\$74.49	\$2.46	\$76.95
01 General Foreman Base Rate	\$44.84	\$1.50	\$46.34
01 General Foreman Total Package	\$76.14	\$2.71	\$78.85

# PIPEFITTERS LOCAL 539 MINNEAPOLIS APPRENTICE WAGES

<b>1st &amp; 2nd Year Non Taxable</b>	<b>Rate Effective 5/1/17</b>	<b>Change</b>	<b>Rate Effective 5/1/18</b>
Defined Benefit Pension	\$6.24		\$6.24
Defined Contribution Pension	\$2.19	\$0.31	\$2.50
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	\$0.01	\$0.31
<b>Total Non-Taxable Fringe</b>	<b>\$19.69</b>	<b>\$0.32</b>	<b>\$20.01</b>
<b>3rd,4th &amp; 5th Year Non-Taxable</b>			
Defined Benefit Pension	\$6.24		\$6.24
Defined Contribution Pension	\$2.72	\$0.28	\$3.00
Retiree Health Care Trust	\$1.30		\$1.30
Health and Welfare	\$8.56		\$8.56
539 Training Fund	\$1.00		\$1.00
International Training	\$0.10		\$0.10
Industry Fund	\$0.30	\$0.01	\$0.31
<b>Total Non-Taxable Fringe</b>	<b>\$20.22</b>	<b>\$0.29</b>	<b>\$20.51</b>
<b>1st,2nd,3rd,4th,5th Year Taxable</b>			
Credit Union	\$3.30	\$0.20	\$3.50
Dues Check-Off	\$1.28		\$1.28
<b>UA</b>	<b>\$0.05</b>		<b>\$0.05</b>
<b>Total Taxable Fringe</b>	<b>\$4.63</b>	<b>\$0.20</b>	<b>\$4.83</b>
Total Fringe Benefit Rate 1st & 2nd	\$24.32	\$0.52	\$24.84
Total Fringe Benefit Rate 3rd-5th	\$24.85	\$0.49	\$25.34
<b>01 1st Year Apprentice - 62%</b>			
Base Rate	\$19.88	\$0.85	\$20.73
Total Wage Package	\$44.20	\$1.37	\$45.57
<b>01 2nd Year Apprentice - 70%</b>			
Base Rate	\$25.58	\$1.03	\$26.61
Total Wage Package	\$49.90	\$1.55	\$51.45
<b>01 3rd Year Apprentice - 76%</b>			
Base Rate	\$29.33	\$1.19	\$30.52
Total Wage Package	\$54.18	\$1.68	\$55.86
<b>01 4th Year Apprentice - 83%</b>			
Base Rate	\$34.32	\$1.35	\$35.67
Total Wage Package	\$59.17	\$1.84	\$61.01
<b>01 5th Year Apprentice - 90%</b>			
Base Rate	\$39.31	\$1.50	\$40.81
Total Wage Package	\$64.16	\$1.99	\$66.15

# PIPEFITTERS 539 ST. CLOUD JOURNEYMAN WAGES

	Rate Effective 5/1/17	Change	Rate Effective 5/1/18
<b><i>Non-Taxable Fringe</i></b>			
Defined Benefit Pension	\$9.17		\$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	\$0.01	\$0.20
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$25.01</b>	<b>\$0.01</b>	<b>\$25.02</b>
<b><i>Taxable Fringe</i></b>			
Credit Union	\$3.00		\$3.00
Dues Check-Off	\$1.18		\$1.18
<b><i>UA</i></b>	<b>\$0.05</b>		<b>\$0.05</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$4.23</b>		<b>\$4.23</b>
<b>Total Fringe Benefit Rate</b>	<b>\$29.24</b>	<b>\$0.01</b>	<b>\$29.25</b>
03 Journeyman Base Rate	\$34.69	\$2.15	\$36.84
03 Journeyman Total Package	\$63.93	\$2.16	\$66.09
03 Foreman Base Rate	\$37.89	\$2.40	\$40.29
03 Foreman Total Package	\$67.13	\$2.41	\$69.54
03 General Foreman Base Rate	\$39.54	\$2.65	\$42.19
03 General Foreman Total Package	\$68.78	\$2.66	\$71.44

## PIPEFITTERS LOCAL 539 ST. CLOUD APPRENTICE WAGES

<b>1st &amp; 2nd Year St.Cloud Apprentice Wages</b>	<b>Rate Effective 5/1/17</b>	<b>Change</b>	<b>Rate Effective 5/1/18</b>
Defined Benefit Pension	\$6.24		\$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	\$0.01	\$0.20
<b>Total Non-Taxable Fringe</b>	<b>\$16.89</b>	<b>\$0.01</b>	<b>\$16.90</b>
Credit Union	\$1.30		\$1.30
Dues Check-Off	\$0.98		\$0.98
UA	\$0.05		\$0.05
<b>Total Taxable Fringe</b>	<b>\$2.33</b>		<b>\$2.33</b>
<b>Total Fringe Benefit Rate</b>	<b>\$19.22</b>	<b>\$0.01</b>	<b>\$19.23</b>
<b>1st Year Apprentice 55%</b>			
Base Rate	\$15.94	\$1.18	\$17.12
<b>Total Wage Package</b>	<b>\$35.16</b>	<b>\$1.19</b>	<b>\$36.35</b>
<b>2nd Year Apprentice 62%</b>			
Base Rate	\$20.42	\$1.33	\$21.75
<b>Total Wage Package</b>	<b>\$39.64</b>	<b>\$1.34</b>	<b>\$40.98</b>
<b>3rd,4th&amp; 5th Year St.Cloud Apprentice Wages</b>	<b>Rate Effective 5/1/17</b>		<b>Rate Effective 5/1/18</b>
Defined Benefit Pension	\$6.24		\$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	\$0.01	\$0.20
<b>Total Non-Taxable Fringe</b>	<b>\$18.81</b>	<b>\$0.01</b>	<b>\$18.82</b>
Credit Union	\$1.30		\$1.30
Dues Check-Off	\$1.18		\$1.18
UA	\$0.05		\$0.05
<b>Total Taxable Fringe</b>	<b>\$2.53</b>		<b>\$2.53</b>
<b>Total Fringe Benefit Rate</b>	<b>\$21.34</b>	<b>\$0.01</b>	<b>\$21.35</b>
<b>3rd Year Apprentice 67.5%</b>			
Base Rate	\$21.81	\$1.45	\$23.26
<b>Total Wage Package</b>	<b>\$43.15</b>	<b>\$1.46</b>	<b>\$44.61</b>
<b>4th Year Apprentice 76.25%</b>			
Base Rate	\$27.41	\$1.64	\$29.05
<b>Total Wage Package</b>	<b>\$48.75</b>	<b>\$1.65</b>	<b>\$50.40</b>
<b>5th Year Apprentice 85%</b>			
Base Rate	\$33.00	\$1.83	\$34.83
<b>Total Wage Package</b>	<b>\$54.34</b>	<b>\$1.84</b>	<b>\$56.18</b>

## Local 539 Residential Journeyman Wages

	Rate Effective 5/1/17	Change	Rate Effective 5/1/18
<b>Journeyman</b>			
Base	\$33.26	<b>\$1.00</b>	\$34.26
Vacation	\$3.29		\$3.29
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$37.07	<b>\$1.00</b>	\$38.07
Defined Benefit Pension	\$7.43		\$7.43
Defined Contribution Pension	\$1.00	<b>\$0.65</b>	\$1.65
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	<b>\$0.01</b>	\$0.16
<b>Total Non-Taxable</b>	\$16.40	<b>\$0.66</b>	\$17.06
<b>Total Package</b>	\$53.47	<b>\$1.66</b>	\$55.13

## Local 539 Residential Apprentice Wages

	Rate Effective 5/1/17	Change	Rate Effective 5/1/18
<b>Intern</b>			
H/W	\$1.73		\$1.73
<b>Total Non-Taxable</b>	\$1.73		\$1.73
Base	\$19.75		\$19.75
Working Fee	\$0.25		\$0.25
<b>Total Package</b>	\$21.73		\$21.73
<b>1st Year Apprentice (60%)</b>			
Base	\$20.01	\$0.99	\$21.00
Vacation	\$0.00		\$0.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$20.53	\$0.99	\$21.52
Defined Benefit Pension	\$3.58		\$3.58
Defined Contribution Pension	\$0.00		\$0.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	\$0.01	\$0.16
<b>Total Non-Taxable</b>	\$11.55	\$0.01	\$11.56
<b>Total Package</b>	\$32.08	\$1.00	\$33.08
<b>2nd Year Apprentice (70%)</b>			
Base	\$22.06	\$0.95	\$23.01
Vacation	\$2.50		\$2.50
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$25.08	\$0.95	\$26.03
Defined Benefit Pension	\$3.58		\$3.58
Defined Contribution Pension	\$0.80	\$0.20	\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	\$0.01	\$0.16
<b>Total Non-Taxable</b>	\$12.35	\$0.21	\$12.56
<b>Total Package</b>	\$37.43	\$1.16	\$38.59
<b>3rd Year Apprentice (80%)</b>			
Base	\$27.41	\$1.12	\$28.53
Vacation	\$2.50		\$2.50
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$30.43	\$1.12	\$31.55
Defined Benefit Pension	\$3.58		\$3.58
Defined Contribution Pension	\$0.80	\$0.20	\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	\$0.01	\$0.16
<b>Total Non-Taxable</b>	\$12.35	\$0.21	\$12.56
<b>Total Package</b>	\$42.78	\$1.33	\$44.11
<b>4th Year Apprentice (90%)</b>			
Base	\$32.75	\$1.29	\$34.04
Vacation	\$2.50		\$2.50
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$35.77	\$1.29	\$37.06
Defined Benefit Pension	\$3.58		\$3.58
Defined Contribution Pension	\$0.80	\$0.20	\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	\$0.01	\$0.16
<b>Total Non-Taxable</b>	\$12.35	\$0.21	\$12.56
<b>Total Package</b>	\$48.12	\$1.50	\$49.62

## Local 539 MES Operator

	Rate Effective 5/1/17	Change	Rate Effective 5/1/18
<b>Bldg. Maint. Helper</b>			
H/W	\$1.73		\$1.73
<b>Total Non-Taxable</b>	\$1.73		\$1.73
Base	\$19.75		\$19.75
Working Fee	\$0.25		\$0.25
<b>Total Package</b>	\$21.73		\$21.73
<b>Operator-Tech (Special Engineer) 62%</b>			
Base	\$20.09	<b>\$0.83</b>	\$20.92
Vacation	\$0.00		\$0.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$20.61	<b>\$0.83</b>	\$21.44
Defined Benefit Pension	\$3.76		\$3.76
Defined Contribution Pension	\$0.81	<b>\$0.19</b>	\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	<b>\$0.01</b>	\$0.16
<b>Total Non-Taxable</b>	\$12.54	<b>\$0.20</b>	\$12.74
<b>Total Package</b>	\$33.15	<b>\$1.03</b>	\$34.18
<b>HVAC Operator III (2nd Class Engineer) 73%</b>			
Base	\$22.97	<b>\$1.02</b>	\$23.99
Vacation	\$3.00		\$3.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$26.49	<b>\$1.02</b>	\$27.51
Defined Benefit Pension	\$3.76		\$3.76
Defined Contribution Pension	\$0.81	<b>\$0.19</b>	\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	<b>\$0.01</b>	\$0.16
<b>Total Non-Taxable</b>	\$12.54	<b>\$0.20</b>	\$12.74
<b>Total Package</b>	\$39.03	<b>\$1.22</b>	\$40.25
<b>HVAC Operator II (1st Class Engineer) 85%</b>			
Base	\$29.39	<b>\$1.21</b>	\$30.60
Vacation	\$3.00		\$3.00
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.03
<b>Total Taxable</b>	\$32.91	<b>\$1.21</b>	\$34.12
Defined Benefit Pension	\$3.76		\$3.76
Defined Contribution Pension	\$0.81	<b>\$0.19</b>	\$1.00
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	<b>\$0.01</b>	\$0.16
<b>Total Non-Taxable</b>	\$12.54	<b>\$0.20</b>	\$12.74
<b>Total Package</b>	\$45.45	<b>\$1.41</b>	\$46.86
<b>HVAC Operating Engineer (Chief Engineer)</b>			
Base	\$33.26	<b>\$1.00</b>	\$34.26
Vacation	\$3.29		\$3.29
Working Fee	\$0.47		\$0.47
UA	\$0.05		\$0.05
<b>Total Taxable</b>	\$37.07	<b>\$1.00</b>	\$38.07
Defined Benefit Pension	\$7.43		\$7.43
Defined Contribution Pension	\$1.00	<b>\$0.65</b>	\$1.65
H/W	\$7.62		\$7.62
Training	\$0.20		\$0.20
Industry Fund	\$0.15	<b>\$0.01</b>	\$0.16
<b>Total Non-Taxable</b>	\$16.40	<b>\$0.66</b>	\$17.06
<b>Total Package</b>	\$53.47	<b>\$1.66</b>	\$55.13

**Pipe Fitters Local 539 Minneapolis Journeyman Shift Work Pay Rates**  
EFFECTIVE 5/1/2018-4/30/2019

	Straight time daily rate	Shift differential	2nd & 3rd shift rate	2nd & 3rd shift rate after 8 hours
<b><i>Non-Taxable Fringe</i></b>				
Defined Benefit Pension	\$9.17	\$1.38	\$10.55	\$21.10
Defined Contribution Pension	\$7.24	\$1.09	\$8.33	\$16.66
Retiree Health Care Trust	\$1.30	\$0.20	\$1.50	\$3.00
Health and Welfare	\$8.56	\$1.28	\$9.84	\$19.68
539 Training Fund	\$1.00	\$0.15	\$1.15	\$2.30
International Training Fund	\$0.10	\$0.02	\$0.12	\$0.24
Industry Fund	\$0.31	\$0.05	\$0.36	\$0.72
<b><i>Total Non-Taxable Fringe</i></b>	\$27.68	\$4.17	\$31.85	\$63.70
<b><i>Taxable Fringe</i></b>				
Credit Union	\$3.50	\$0.53	\$4.03	\$8.06
Dues Check-Off	\$1.28	\$0.19	\$1.47	\$2.94
UA	\$0.05	\$0.01	\$0.06	\$0.12
<b><i>Total Taxable Fringe</i></b>	\$4.83	\$0.73	\$5.56	\$11.12
<b>Total Fringe Benefit Rate</b>	\$32.51	\$4.90	\$37.41	\$74.82
01 Journeyman Base Rate	\$40.99	\$6.15	\$47.14	\$94.28
01 Journeyman Total Package	\$73.50	\$11.05	\$84.55	\$169.10
01 Foreman Base Rate	\$44.44	\$6.67	\$57.11	\$102.22
01 Foreman Total Package	\$76.95	\$11.57	\$88.52	\$177.04
01 General Foreman Base Rate	\$46.34	\$6.95	\$53.29	\$106.58
01 General Foreman Total Package	\$78.85	\$11.85	\$90.70	\$181.40

Rates per Working Agreement Shift Work language







## PIPEFITTERS 539 ST. CLOUD PROVISIONAL JOURNEYMAN WAGES

	Rate Effective 5/1/17	Change	Rate Effective 5/1/18
<b><i>Non-Taxable Fringe</i></b>			
Defined Benefit Pension	\$9.17		\$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	\$0.01	\$0.20
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$19.82</b>	<b>\$0.01</b>	<b>\$19.83</b>
<b><i>Taxable Fringe</i></b>			
Credit Union	\$2.30		\$2.30
Dues Check-Off	\$0.94		\$0.94
<b><i>UA</i></b>	<b>\$0.05</b>		<b>\$0.05</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$3.29</b>		<b>\$3.29</b>
<b>Total Fringe Benefit Rate</b>	<b>\$23.11</b>		<b>\$23.11</b>
03 Journeyman Base Rate	\$28.03	\$1.72	\$29.75
03 Journeyman Total Package	\$51.14	\$1.73	\$52.87

# PIPEFITTERS 539 MINNEAPOLIS PROVISIONAL JOURNEYMAN WAGES

	Rate Effective 5/1/17	Change	Rate Effective 5/1/18
<b><i>Non-Taxable Fringe</i></b>			
Defined Benefit Pension	\$9.17		\$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	\$0.01	\$0.31
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$20.43</b>	<b>\$0.01</b>	<b>\$20.44</b>
<b><i>Taxable Fringe</i></b>			
Credit Union	\$2.30		\$2.30
Dues Check-Off	\$0.94		\$0.94
<b><i>UA</i></b>	<b>\$0.05</b>		<b>\$0.05</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$3.29</b>		<b>\$3.29</b>
<b>Total Fringe Benefit Rate</b>	<b>\$23.72</b>	<b>\$0.01</b>	<b>\$23.73</b>
01 Journeyman Base Rate	\$33.31	\$1.76	\$35.07
01 Journeyman Total Package	\$57.03	\$1.77	\$58.80