

PIPEFITTERS 539 ST. CLOUD JOURNEYMAN WAGES

| | Rate Effective 5/1/17 | Change | Rate Effective 5/1/18 |
|--|-----------------------|---------------|-----------------------|
| <i>Non-Taxable Fringe</i> | | | |
| 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 |
| <i>Total Non-Taxable Fringe</i> | \$25.01 | \$0.01 | \$25.02 |
| <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 | \$29.24 | \$0.01 | \$29.25 |
| | | | |
| 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

| 1st & 2nd Year St.Cloud Apprentice Wages | Rate Effective 5/1/17 | Change | Rate Effective 5/1/18 |
|--|------------------------------|---------------|------------------------------|
| 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 |
| Total Non-Taxable Fringe | \$16.89 | \$0.01 | \$16.90 |
| 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 | \$19.22 | \$0.01 | \$19.23 |
| 1st Year Apprentice 55% | | | |
| Base Rate | \$15.94 | \$1.18 | \$17.12 |
| Total Wage Package | \$35.16 | \$1.19 | \$36.35 |
| 2nd Year Apprentice 62% | | | |
| Base Rate | \$20.42 | \$1.33 | \$21.75 |
| Total Wage Package | \$39.64 | \$1.34 | \$40.98 |
| 3rd,4th& 5th Year St.Cloud Apprentice Wages | Rate Effective 5/1/17 | | Rate Effective 5/1/18 |
| 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 |
| Total Non-Taxable Fringe | \$18.81 | \$0.01 | \$18.82 |
| 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 | \$21.34 | \$0.01 | \$21.35 |
| 3rd Year Apprentice 67.5% | | | |
| Base Rate | \$21.81 | \$1.45 | \$23.26 |
| Total Wage Package | \$43.15 | \$1.46 | \$44.61 |
| 4th Year Apprentice 76.25% | | | |
| Base Rate | \$27.41 | \$1.64 | \$29.05 |
| Total Wage Package | \$48.75 | \$1.65 | \$50.40 |
| 5th Year Apprentice 85% | | | |
| Base Rate | \$33.00 | \$1.83 | \$34.83 |
| Total Wage Package | \$54.34 | \$1.84 | \$56.18 |