

## PIPEFITTERS LOCAL 539 MINNEAPOLIS JOURNEYMAN WAGES

	Rate Effective 5/1/18	Change	Rate Effective 5/1/19
<b><i>Non-Taxable Fringe</i></b>			
Defined Benefit Pension	\$9.17		\$9.17
Defined Contribution Pension	\$7.24	\$0.20	\$7.44
Retiree Health Care Trust	\$1.30	\$0.25	\$1.55
Health and Welfare	\$8.56	\$0.60	\$9.16
539 Training Fund	\$1.00	\$0.25	\$1.25
International Training Fund	\$0.10		\$0.10
Industry Fund	\$0.31		\$0.31
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$27.68</b>	<b>\$1.30</b>	<b>\$28.98</b>
<b><i>Taxable Fringe</i></b>			
Credit Union	\$3.50		\$3.50
Dues Check-Off	\$1.28		\$1.28
<b><i>UA</i></b>	<b>\$0.05</b>	<b>\$0.00</b>	<b>\$0.05</b>
<b><i>UA Org</i></b>	<b>\$0.00</b>	<b>\$0.10</b>	<b>\$0.10</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$4.83</b>	<b>\$0.10</b>	<b>\$4.93</b>
<b>Total Fringe Benefit Rate</b>	<b>\$32.51</b>	<b>\$1.40</b>	<b>\$33.91</b>
01 Journeyman Base Rate	\$40.99	\$0.85	\$41.84
01 Journeyman Total Package	\$73.50	\$2.25	\$75.75
01 Foreman Base Rate	\$44.44	\$1.00	\$45.44
01 Foreman Total Package	\$76.95	\$2.40	\$79.35
01 General Foreman Base Rate	\$46.34	\$1.10	\$47.44
01 General Foreman Total Package	\$78.85	\$2.50	\$81.35

# PIPEFITTERS LOCAL 539 MINNEAPOLIS APPRENTICE WAGES

<b>1st &amp; 2nd Year Non Taxable</b>	<b>Rate Effective 5/1/18</b>	<b>Change</b>	<b>Rate Effective 5/1/19</b>
Defined Benefit Pension	\$6.24	\$0.70	\$6.94
Defined Contribution Pension	\$2.50	\$1.00	\$3.50
Retiree Health Care Trust	\$0.00		\$0.00
Health and Welfare	\$9.86	\$0.85	\$10.71
539 Training Fund	\$1.00	\$0.25	\$1.25
International Training	\$0.10		\$0.10
Industry Fund	\$0.31		\$0.31
<b>Total Non-Taxable Fringe</b>	<b>\$20.01</b>	<b>\$2.80</b>	<b>\$22.81</b>
<b>3rd,4th &amp; 5th Year Non-Taxable</b>			
Defined Benefit Pension	\$6.24	\$0.70	\$6.94
Defined Contribution Pension	\$3.00	\$1.00	\$4.00
Retiree Health Care Trust	\$1.30	\$0.25	\$1.55
Health and Welfare	\$8.56	\$0.60	\$9.16
539 Training Fund	\$1.00	\$0.25	\$1.25
International Training	\$0.10		\$0.10
Industry Fund	\$0.31		\$0.31
<b>Total Non-Taxable Fringe</b>	<b>\$20.51</b>	<b>\$2.80</b>	<b>\$23.31</b>
<b>1st,2nd,3rd,4th,5th Year Taxable</b>			
Credit Union	\$3.50	\$0.50	\$4.00
Dues Check-Off	\$1.28		\$1.28
<b>UA</b>	<b>\$0.05</b>		<b>\$0.05</b>
<b>UA Org</b>	<b>\$0.00</b>	<b>\$0.10</b>	<b>\$0.10</b>
<b>Total Taxable Fringe</b>	<b>\$4.83</b>	<b>\$0.60</b>	<b>\$5.43</b>
Total Fringe Benefit Rate 1st & 2nd	\$24.84	\$3.40	\$28.24
Total Fringe Benefit Rate 3rd-5th	\$25.34	\$3.40	\$28.74
<b>01 1st Year Apprentice - 62%</b>			
Base Rate	\$20.73	\$0.42	\$21.15
Total Wage Package	\$45.57	\$3.82	\$49.39
<b>01 2nd Year Apprentice - 70%</b>			
Base Rate	\$26.61	(\$0.04)	\$26.57
Total Wage Package	\$51.45	\$3.36	\$54.81
<b>01 3rd Year Apprentice - 76%</b>			
Base Rate	\$30.52	\$0.22	\$30.74
Total Wage Package	\$55.86	\$3.62	\$59.48
<b>01 4th Year Apprentice - 83%</b>			
Base Rate	\$35.67	\$0.11	\$35.78
Total Wage Package	\$61.01	\$3.51	\$64.52
<b>01 5th Year Apprentice - 90%</b>			
Base Rate	\$40.81	\$0.03	\$40.84
Total Wage Package	\$66.15	\$3.43	\$69.58

# PIPEFITTERS 539 MINNEAPOLIS PROVISIONAL JOURNEYMAN WAGES

	Rate Effective 5/1/18	Change	Rate Effective 5/1/19
<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	\$0.25	\$1.55
Health and Welfare	\$8.56	\$0.60	\$9.16
539 Training Fund	\$1.00		\$1.00
International Training Fund	\$0.10		\$0.10
Industry Fund	\$0.31		\$0.31
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$20.44</b>	<b>\$0.85</b>	<b>\$21.29</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>UA Org</i></b>	<b>\$0.00</b>	<b>\$0.10</b>	<b>\$0.10</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$3.29</b>	<b>\$0.10</b>	<b>\$3.39</b>
<b>Total Fringe Benefit Rate</b>	<b>\$23.73</b>	<b>\$0.95</b>	<b>\$24.68</b>
01 Journeyman Base Rate	\$35.07	\$0.85	\$35.92
01 Journeyman Total Package	\$58.80	\$1.80	\$60.60







Pipe Fitters Local 539 Minneapolis Journeyman Shift Work Pay Rates  
EFFECTIVE 5/1/2019-4/30/2020

	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	\$7.44	\$1.12	\$8.56	\$17.12
Retiree Health Care Trust	\$1.55	\$0.23	\$1.78	\$3.56
Health and Welfare	\$9.16	\$1.37	\$10.53	\$21.06
539 Training Fund	\$1.25	\$0.19	\$1.44	\$2.88
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>	<b>\$28.98</b>	<b>\$4.36</b>	<b>\$33.34</b>	<b>\$66.68</b>
<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
UA Org	\$0.10	\$0.02	\$0.12	\$0.24
<b><i>Total Taxable Fringe</i></b>	<b>\$4.93</b>	<b>\$0.75</b>	<b>\$5.68</b>	<b>\$11.36</b>
<b>Total Fringe Benefit Rate</b>	<b>\$33.91</b>	<b>\$5.11</b>	<b>\$39.02</b>	<b>\$78.04</b>
01 Journeyman Base Rate	\$41.84	\$6.28	\$48.12	\$96.24
01 Journeyman Total Package	\$75.75	\$11.39	\$87.14	\$174.28
01 Foreman Base Rate	\$45.44	\$6.82	\$52.26	\$104.52
01 Foreman Total Package	\$79.35	\$11.39	\$91.28	\$182.56
01 General Foreman Base Rate	\$47.44	\$7.12	\$54.56	\$109.12
01 General Foreman Total Package	\$81.35	\$12.23	\$93.58	\$187.16

Rates per Working Agreement Shift Work language