

## PIPEFITTERS LOCAL 539 MINNEAPOLIS JOURNEYMAN WAGES

	Rate Effective 5/1/25
<b><i>Non-Taxable Fringe</i></b>	
Defined Benefit Pension	\$14.61
Defined Contribution Pension	\$7.44
Retiree Health Care Trust	\$1.55
Health and Welfare	\$13.68
539 Training Fund	\$1.92
International Training Fund	\$0.10
Industry Fund	\$0.31
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$39.61</b>
<b><i>Taxable Fringe</i></b>	
Credit Union	\$3.50
Dues Check-Off	\$1.56
<b><i>UA</i></b>	<b>\$0.05</b>
<b><i>UA Org</i></b>	<b>\$0.10</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$5.21</b>
<b>Total Fringe Benefit Rate</b>	<b>\$44.82</b>
01 Journeyman Base Rate	\$51.03
01 Journeyman Total Package	\$95.85
01 Foreman Base Rate	\$55.18
01 Foreman Total Package	\$100.00
01 General Foreman Base Rate	\$57.63
01 General Foreman Total Package	\$102.45

# PIPEFITTERS LOCAL 539 MINNEAPOLIS APPRENTICE WAGES

<b>1st &amp; 2nd Year Non Taxable</b>	<b>Rate Effective 5/1/25</b>
Defined Benefit Pension	\$9.53
Defined Contribution Pension	\$4.00
Retiree Health Care Trust	\$0.00
Health and Welfare	\$17.53
539 Training Fund	\$1.56
International Training	\$0.10
Industry Fund	\$0.31
<b>Total Non-Taxable Fringe</b>	<b>\$33.03</b>
<b>3rd,4th &amp; 5th Year Non-Taxable</b>	
Defined Benefit Pension	\$9.53
Defined Contribution Pension	\$5.95
Retiree Health Care Trust	\$1.55
Health and Welfare	\$15.98
539 Training Fund	\$1.56
International Training	\$0.10
Industry Fund	\$0.31
<b>Total Non-Taxable Fringe</b>	<b>\$34.98</b>
<b>1st,2nd,3rd,4th,5th Year Taxable</b>	
Credit Union	\$5.00
Dues Check-Off	\$1.26
<b>UA</b>	<b>\$0.05</b>
<b>UA Org</b>	<b>\$0.10</b>
<b>Total Taxable Fringe</b>	<b>\$6.41</b>
Total Fringe Benefit Rate 1st & 2nd	\$39.44
Total Fringe Benefit Rate 3rd-5th	\$41.39
<b>01 1st Year Apprentice - 68%</b>	
Base Rate	\$25.74
Total Wage Package	\$65.18
<b>01 2nd Year Apprentice - 74%</b>	
Base Rate	\$31.49
Total Wage Package	\$70.93
<b>01 3rd Year Apprentice - 81%</b>	
Base Rate	\$36.25
Total Wage Package	\$77.64
<b>01 4th Year Apprentice - 87%</b>	
Base Rate	\$42.00
Total Wage Package	\$83.39
<b>01 5th Year Apprentice - 94%</b>	
Base Rate	\$48.71
Total Wage Package	\$90.10

## Local 539 Residential Journeyman Wages

	Rate Effective 5/1/25
<b>Journeyman</b>	
Base	\$45.39
Vacation	\$3.29
Working Fee	\$0.60
UA	\$0.05
UA Organizing	\$0.10
<b>Total Taxable</b>	<b>\$49.43</b>
Defined Benefit Pension	\$12.20
Defined Contribution Pension	\$3.17
H/W	\$11.75
Training	\$0.40
Retiree Health Trust	\$1.55
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	<b>\$29.23</b>
<b>Total Package</b>	<b>\$78.66</b>

## Local 539 Residential Apprentice Wages

	Rate Effective 5/1/25
<b>1st Year Apprentice (60%)</b>	
Base	\$23.94
Vacation	\$0.50
Working Fee	\$0.60
UA	\$0.05
UA Organizing	\$0.10
<b>Total Taxable</b>	<b>\$25.19</b>
Defined Benefit Pension	\$7.00
Defined Contribution Pension	\$1.15
H/W	\$13.30
Training	\$0.40
Retiree Health Trust	\$0.00
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	<b>\$22.01</b>
<b>Total Package</b>	<b>\$47.20</b>
<b>2nd Year Apprentice (70%)</b>	
Base	\$26.99
Vacation	\$3.29
Working Fee	\$0.60
UA	\$0.05
UA Org	\$0.10
<b>Total Taxable</b>	<b>\$31.03</b>
Defined Benefit Pension	\$7.00
Defined Contribution Pension	\$3.17
H/W	\$11.75
Training	\$0.40
Retiree Health Trust	\$1.55
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	<b>\$24.03</b>
<b>Total Package</b>	<b>\$55.06</b>
<b>3rd Year Apprentice (80%)</b>	
Base	\$34.86
Vacation	\$3.29
Working Fee	\$0.60
UA	\$0.05
UA Org	\$0.10
<b>Total Taxable</b>	<b>\$38.90</b>
Defined Benefit Pension	\$7.00
Defined Contribution Pension	\$3.17
H/W	\$11.75
Training	\$0.40
Retiree Health Trust	\$1.55
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	<b>\$24.03</b>
<b>Total Package</b>	<b>\$62.93</b>
<b>4th Year Apprentice (90%)</b>	
Base	\$42.72
Vacation	\$3.29
Working Fee	\$0.60
UA	\$0.05
Ua Org	\$0.10
<b>Total Taxable</b>	<b>\$46.76</b>
Defined Benefit Pension	\$7.00
Defined Contribution Pension	\$3.17
H/W	\$11.75
Training	\$0.40
Retiree Health Trust	\$1.55
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	<b>\$24.03</b>
<b>Total Package</b>	<b>\$70.79</b>

# PIPEFITTERS 539 MINNEAPOLIS PROVISIONAL JOURNEYMAN WAGES

	Rate Effective 5/1/25
<b><i>Non-Taxable Fringe</i></b>	
Defined Benefit Pension	\$14.61
Defined Contribution Pension	\$0.00
Retiree Health Care Trust	\$1.55
Health and Welfare	\$13.68
539 Training Fund	\$1.54
International Training Fund	\$0.10
Industry Fund	\$0.31
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$31.79</b>
<b><i>Taxable Fringe</i></b>	
Credit Union	\$2.80
Dues Check-Off	\$1.25
<b><i>UA</i></b>	<b>\$0.05</b>
<b><i>UA Org</i></b>	<b>\$0.10</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$4.20</b>
<b>Total Fringe Benefit Rate</b>	<b>\$35.99</b>
01 Journeyman Base Rate	\$40.69
01 Journeyman Total Package	\$76.68

# Pipefitters Local 539 Minneapolis Pre-Apprentice Wages

	Rate Effective 5/1/25
H/W	\$4.58
<b>Total Non-Taxable</b>	<b>\$4.58</b>
Base Wage	\$20.75
Working Fee	\$0.25
<b>TOTAL TAXABLE</b>	<b>\$21.00</b>
<b>TOTAL</b>	<b>\$25.58</b>

## PIPEFITTERS LOCAL 539 U of M JOURNEYMAN WAGES

	Rate Effective 5/1/25
<b><i>Non-Taxable Fringe</i></b>	
Defined Benefit Pension	\$14.61
Defined Contribution Pension	\$7.44
Retiree Health Care Trust	\$1.55
Health and Welfare	\$13.68
539 Training Fund	\$1.92
International Training Fund	\$0.10
<b><i>Total Non-Taxable Fringe</i></b>	<b>\$39.30</b>
<b><i>Taxable Fringe</i></b>	
Credit Union	\$3.50
Dues Check-Off	\$1.56
<b><i>Holiday Pay</i></b>	<b>\$0.40</b>
<b><i>UA</i></b>	<b>\$0.05</b>
<b><i>UA Org</i></b>	<b>\$0.10</b>
<b><i>Total Taxable Fringe</i></b>	<b>\$5.61</b>
<b>Total Fringe Benefit Rate</b>	<b>\$44.91</b>
01 Journeyman Base Rate	\$51.03
01 Journeyman Total Package	\$95.94
01 Foreman Base Rate	\$55.18
01 Foreman Total Package	\$100.09
01 General Foreman Base Rate	\$57.63
01 General Foreman Total Package	\$102.54

## Local 539 MES Operator

	Rate Effective 5/1/25
<b>Bldg. Maint. Helper</b>	
H/W	\$4.58
<b>Total Non-Taxable</b>	\$4.58
Base	\$20.75
Working Fee	\$0.25
<b>Total Package</b>	\$25.58
<b>Operator-Tech (Special Engineer) 65% of Chief Engineer</b>	
Base	23.03
Working Fee	\$1.17
UA	\$0.05
UA Org	\$0.10
<b>Total Taxable</b>	\$24.35
Defined Benefit Pension	\$7.00
Defined Contribution Pension	\$3.00
H/W	\$13.68
Training	\$0.40
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	\$24.24
<b>Total Package</b>	\$48.59
<b>HVAC Operator III (2nd Class Engineer) 76% of Chief Engineer</b>	
Base	\$27.97
Vacation	\$3.29
Working Fee	\$1.17
UA	\$0.05
UA Org	\$0.10
<b>Total Taxable</b>	\$32.58
Defined Benefit Pension	\$7.00
Defined Contribution Pension	\$3.00
H/W	\$13.68
Training	\$0.40
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	\$24.24
<b>Total Package</b>	\$56.82
<b>HVAC Operator II (1st Class Engineer) 88% of Chief Engineer</b>	
Base	\$36.94
Vacation	\$3.29
Working Fee	\$1.17
UA	\$0.05
UA Org	\$0.10
<b>Total Taxable</b>	\$41.55
Defined Benefit Pension	\$7.00
Defined Contribution Pension	\$3.00
H/W	\$13.68
Training	\$0.40
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	\$24.24
<b>Total Package</b>	\$65.79
<b>HVAC Operating Engineer (Chief Engineer) 78% of Commerical J/M Rate</b>	
Base	\$41.71
Vacation	\$3.29
Working Fee	\$1.17
UA	\$0.05
UA Org	\$0.10
<b>Total Taxable</b>	\$46.32
Defined Benefit Pension	\$11.20
Defined Contribution Pension	\$3.00
H/W	\$13.68
Training	\$0.40
Industry Fund	\$0.16
<b>Total Non-Taxable</b>	\$28.44
<b>Total Package</b>	\$74.76



## PIPEFITTERS LOCAL 539 METAL TRADES WAGES

	Rate Effective 5/1/25
<b>Non-Taxable Fringe</b>	
Defined Contribution Pension	\$1.00
Health and Welfare	\$4.58
<b>Total Non-Taxable Fringe</b>	<b>\$5.58</b>
<b>Taxable Fringe</b>	
Dues Check-Off	\$0.25
<b>Total Taxable Fringe</b>	<b>\$0.25</b>
<b>Total Fringe Benefit Rate</b>	<b>\$5.83</b>
<b>Tier 1 Base Rate</b>	<b>\$18.54</b>
<b>Total Package</b>	<b>\$24.37</b>
<b>Non-Taxable Fringe</b>	
Defined Contribution Pension	\$2.00
Health and Welfare	\$13.68
<b>Total Non-Taxable Fringe</b>	<b>\$15.68</b>
<b>Taxable Fringe</b>	
Dues Check-Off	\$0.25
<b>Total Taxable Fringe</b>	<b>\$0.25</b>
<b>Total Fringe Benefit Rate</b>	<b>\$15.93</b>
<b>Tier 2 Base Rate</b>	<b>\$20.28</b>
<b>Total Package</b>	<b>\$36.21</b>
<b>Non-Taxable Fringe</b>	
Defined Contribution Pension	\$2.50
Health and Welfare	\$13.68
<b>Total Non-Taxable Fringe</b>	<b>\$16.18</b>
<b>Taxable Fringe</b>	
Dues Check-Off	\$0.25
<b>Total Taxable Fringe</b>	<b>\$0.25</b>
<b>Total Fringe Benefit Rate</b>	<b>\$16.43</b>
<b>Tier 3 Base Rate</b>	<b>\$21.83</b>
<b>Total Package</b>	<b>\$38.26</b>

