

The four-ten (4/10) arrangement must first be agreed upon between the Contractor or his Representative, and a majority of the employees assigned to a particular job. If this is found to be mutually agreed upon, then it must be submitted in writing to the Union office for approval.

ARTICLE 6
Journeyman Wage Scale

Wages of Journeymen shall not be less than:

- Effective July 1, 2015..... \$37.50
- Effective January 1, 2016..... \$37.90
- Effective July 1, 2016..... \$38.40
- Effective January 1, 2017..... \$38.40
- Effective July 1, 2017\$39.05

ARTICLE 7

July 1, 2017 – June 30, 2018

\$1.00 (.25 cents H&W, .10 cents Pension and .65 cents to Journeyman Wage)

Summary of Wage Scale with Fringe Package

Effective July 1, 2017 to June 30, 2018

Wages for Employees classified as Plumbers or Fitters.....	\$39.05
Working Dues (Deduction).....	\$ 1.83
Pension (Benefit).....	\$ 6.00
Industry Advancement Fund (Benefit)*	
a. (Local 101/UA Contribution)	\$.875
b. (Great Southwestern Employers)	\$.375
Industry Advancement Fund Total.....	\$1.25
Health & Welfare	
a. (Benefit)	\$8.65
b. Administrative Service Fee	\$0.25
c. SET Fund	\$0.06
d. SAPT Fund	\$0.04
Health & Welfare Total	\$9.00
Total Package.....	\$55.30

*Division of the IAF is stated in Article 18