

Industrial Steamfitter/Welder/Plumber	Modifier	Hourly									
		Base Rate	VP & SHP	Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Earned)	Pension (Earned)	Training (Earned)	SBTF (Earned)	UA W&O (Worked)	Total Wage
General Foreman ICCS	\$ 9.00	\$59.03	5.90	64.93	0.15	2.57	6.60	0.70	0.05	0.15	\$75.15
General Foreman	\$ 7.50	\$57.53	5.75	63.28	0.15	2.57	6.60	0.70	0.05	0.15	\$73.50
Foreman ICCS	\$ 7.00	\$57.03	5.70	62.73	0.15	2.57	6.60	0.70	0.05	0.15	\$72.95
Foreman	\$ 5.50	\$55.53	5.55	61.08	0.15	2.57	6.60	0.70	0.05	0.15	\$71.30
Journeyman SF & B Pressure Welders & Plumber	100%	\$50.03	5.00	55.03	0.15	2.57	6.60	0.70	0.05	0.15	\$65.25
JM Welder w/CWB & 4th yr. Appt. SF	90%	\$45.01	4.50	49.51	0.15	2.57	5.94	0.70	0.05	0.15	\$59.07
JM Welder w/o CWB	85%	\$42.50	4.25	46.75	0.15	2.57	5.61	0.70	0.05	0.15	\$55.98
3rd Yr. Appt. SF-PF & Welder & 4th Yr. Appt. Plumber	80%	\$39.99	4.00	43.99	0.15	2.57	5.28	0.70	0.05	0.15	\$52.89
3rd Yr. Appt. Plumber	70%	\$34.98	3.50	38.48	0.15	2.57	4.62	0.70	0.05	0.15	\$46.72
2nd Yr. Appt SF-PF & Welder	65%	\$32.47	3.25	35.72	0.15	2.57	4.29	0.70	0.05	0.15	\$43.63
2nd Yr. Appt. Plumber	60%	\$29.96	3.00	32.96	0.15	2.57	3.96	0.70	0.05	0.15	\$40.54
1st Yr. Appt. SF-PF & Welder & Plumber	50%	\$24.94	2.49	27.43	0.15	2.57	3.30	0.70	0.05	0.15	\$34.35

Industrial Wage Page Effective November 20th, 2022

Industrial Steamfitter/Welder/Plumber	Modifier	Base Rate	VP & SHP	Hourly							Total Wage
				Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Earned)	Pension (Earned)	Training (Earned)	SBTF (Earned)	UA W&O (Worked)	
General Foreman ICCS	\$ 9.00	\$61.54	6.15	67.69	0.15	2.70	6.60	0.81	0.05	0.15	\$78.15
General Foreman	\$ 7.50	\$60.04	6.00	66.04	0.15	2.70	6.60	0.81	0.05	0.15	\$76.50
Foreman ICCS	\$ 7.00	\$59.54	5.95	65.49	0.15	2.70	6.60	0.81	0.05	0.15	\$75.95
Foreman	\$ 5.50	\$58.04	5.80	63.84	0.15	2.70	6.60	0.81	0.05	0.15	\$74.30
Journeyman SF & B Pressure Welders & Plumber	100%	\$52.54	5.25	57.79	0.15	2.70	6.60	0.81	0.05	0.15	\$68.25
JM Welder w/CWB & 4th yr. Appt. SF	90%	\$47.27	4.73	52.00	0.15	2.70	5.94	0.81	0.05	0.15	\$61.80
JM Welder w/o CWB	85%	\$44.64	4.46	49.10	0.15	2.70	5.61	0.81	0.05	0.15	\$58.57
3rd Yr. Appt. SF-PF & Welder & 4th Yr. Appt. Plumber	80%	\$42.00	4.20	46.20	0.15	2.70	5.28	0.81	0.05	0.15	\$55.34
3rd Yr. Appt. Plumber	70%	\$36.73	3.67	40.40	0.15	2.70	4.62	0.81	0.05	0.15	\$48.88
2nd Yr. Appt SF-PF & Welder	65%	\$34.10	3.41	37.51	0.15	2.70	4.29	0.81	0.05	0.15	\$45.66
2nd Yr. Appt. Plumber	60%	\$31.46	3.15	34.61	0.15	2.70	3.96	0.81	0.05	0.15	\$42.43
1st Yr. Appt. SF-PF & Welder & Plumber	50%	\$26.20	2.62	28.82	0.15	2.70	3.30	0.81	0.05	0.15	\$35.98

Industrial Wage Page Effective May 7th, 2023

Industrial Steamfitter/Welder/Plumber	Modifier	Hourly									
		Base Rate	VP & SHP	Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Earned)	Pension (Earned)	Training (Earned)	SBTF (Earned)	UA W&O (Worked)	Total Wage
General Foreman ICCS	\$ 9.00	\$63.77	6.38	70.15	0.15	2.70	6.60	0.81	0.05	0.15	\$80.61
General Foreman	\$ 7.50	\$62.27	6.23	68.50	0.15	2.70	6.60	0.81	0.05	0.15	\$78.96
Foreman ICCS	\$ 7.00	\$61.77	6.18	67.95	0.15	2.70	6.60	0.81	0.05	0.15	\$78.41
Foreman	\$ 5.50	\$60.27	6.03	66.30	0.15	2.70	6.60	0.81	0.05	0.15	\$76.76
Journeyman SF & B Pressure Welders & Plumber	100%	\$54.77	5.48	60.25	0.15	2.70	6.60	0.81	0.05	0.15	\$70.71
JM Welder w/CWB & 4th yr. Appt. SF	90%	\$49.28	4.93	54.21	0.15	2.70	5.94	0.81	0.05	0.15	\$64.01
JM Welder w/o CWB	85%	\$46.53	4.65	51.18	0.15	2.70	5.61	0.81	0.05	0.15	\$60.65
3rd Yr. Appt. SF-PF & Welder & 4th Yr. Appt. Plumber	80%	\$43.79	4.38	48.17	0.15	2.70	5.28	0.81	0.05	0.15	\$57.31
3rd Yr. Appt. Plumber	70%	\$38.29	3.83	42.12	0.15	2.70	4.62	0.81	0.05	0.15	\$50.60
2nd Yr. Appt SF-PF & Welder	65%	\$35.55	3.56	39.11	0.15	2.70	4.29	0.81	0.05	0.15	\$47.26
2nd Yr. Appt. Plumber	60%	\$32.80	3.28	36.08	0.15	2.70	3.96	0.81	0.05	0.15	\$43.90
1st Yr. Appt. SF-PF & Welder & Plumber	50%	\$27.31	2.73	30.04	0.15	2.70	3.30	0.81	0.05	0.15	\$37.20

Industrial Wage Page Effective May 5th, 2024

Commercial & Institutional Plumber, Steamfitter, Welder	Modifier	Base Rate	VP & SHP	Hourly								Total Wage
				Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Worked)	Pension (Worked)	Training (Worked)	SBTF (Worked)	UA W&O (Worked)		
General Foreman ICCS	\$ 9.00	\$49.11	4.91	54.02	0.15	2.57	6.00	0.25	0.05	0.15	\$63.19	
General Foreman	\$ 7.50	\$47.61	4.76	52.37	0.15	2.57	6.00	0.25	0.05	0.15	\$61.54	
Foreman ICCS	\$ 7.00	\$47.11	4.71	51.82	0.15	2.57	6.00	0.25	0.05	0.15	\$60.99	
Foreman	\$ 5.50	\$45.61	4.56	50.17	0.15	2.57	6.00	0.25	0.05	0.15	\$59.34	
Journeyman SF & B Pressure Welders & Plumber	100%	\$40.11	4.01	44.12	0.15	2.57	6.00	0.25	0.05	0.15	\$53.29	
JM Welder w/CWB & 4th yr. Appt. SF	90%	\$36.08	3.61	39.69	0.15	2.57	5.40	0.25	0.05	0.15	\$48.26	
JM Welder w/o CWB	85%	\$34.07	3.41	37.48	0.15	2.57	5.10	0.25	0.05	0.15	\$45.75	
3rd Yr. Appt. SF-PF & Welder & 4th Yr. Appt. Plumber	80%	\$32.06	3.21	35.27	0.15	2.57	4.80	0.25	0.05	0.15	\$43.24	
3rd Yr. Appt. Plumber	70%	\$28.03	2.80	30.83	0.15	2.57	4.20	0.25	0.05	0.15	\$38.20	
2nd Yr. Appt SF-PF & Welder	65%	\$26.02	2.60	28.62	0.15	2.57	3.90	0.25	0.05	0.15	\$35.69	
2nd Yr. Appt. Plumber	60%	\$24.01	2.40	26.41	0.15	2.57	3.60	0.25	0.05	0.15	\$33.18	
1st Yr. Appt. SF-PF & Welder & Plumber	50%	\$19.98	2.00	21.98	0.15	2.57	3.00	0.25	0.05	0.15	\$28.15	

Commercial Wage Page Effective November 20, 2022

Commercial & Institutional Plumber, Steamfitter, Welder	Modifier	Base Rate	VP & SHP	Hourly							Total Wage
				Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Worked)	Pension (Worked)	Training (Worked)	SBTF (Worked)	UA W&O (Worked)	
General Foreman ICCS	\$ 9.00	\$50.38	5.04	55.42	0.15	2.70	6.60	0.25	0.05	0.15	\$65.32
General Foreman	\$ 7.50	\$48.88	4.89	53.77	0.15	2.70	6.60	0.25	0.05	0.15	\$63.67
Foreman ICCS	\$ 7.00	\$48.38	4.84	53.22	0.15	2.70	6.60	0.25	0.05	0.15	\$63.12
Foreman	\$ 5.50	\$46.88	4.69	51.57	0.15	2.70	6.60	0.25	0.05	0.15	\$61.47
Journeyman SF & B Pressure Welders & Plumber	100%	\$41.38	4.14	45.52	0.15	2.70	6.60	0.25	0.05	0.15	\$55.42
JM Welder w/CWB & 4th yr. Appt. SF	90%	\$37.23	3.72	40.95	0.15	2.70	5.94	0.25	0.05	0.15	\$50.19
JM Welder w/o CWB	85%	\$35.15	3.52	38.67	0.15	2.70	5.61	0.25	0.05	0.15	\$47.58
3rd Yr. Appt. SF-PF & Welder & 4th Yr. Appt. Plumber	80%	\$33.07	3.31	36.38	0.15	2.70	5.28	0.25	0.05	0.15	\$44.96
3rd Yr. Appt. Plumber	70%	\$28.92	2.89	31.81	0.15	2.70	4.62	0.25	0.05	0.15	\$39.73
2nd Yr. Appt SF-PF & Welder	65%	\$26.84	2.68	29.52	0.15	2.70	4.29	0.25	0.05	0.15	\$37.11
2nd Yr. Appt. Plumber	60%	\$24.77	2.48	27.25	0.15	2.70	3.96	0.25	0.05	0.15	\$34.51
1st Yr. Appt. SF-PF & Welder & Plumber	50%	\$20.62	2.06	22.68	0.15	2.70	3.30	0.25	0.05	0.15	\$29.28

Commercial Wage Page Effective May 7, 2023

Commercial & Institutional Plumber, Steamfitter, Welder	Modifier	Base Rate	VP & SHP	Hourly								Total Wage
				Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Worked)	Pension (Worked)	Training (Worked)	SBTF (Worked)	UA W&O (Worked)		
General Foreman ICCS	\$ 9.00	\$51.89	5.19	57.08	0.15	2.70	6.60	0.25	0.05	0.15	\$66.98	
General Foreman	\$ 7.50	\$50.39	5.04	55.43	0.15	2.70	6.60	0.25	0.05	0.15	\$65.33	
Foreman ICCS	\$ 7.00	\$49.89	4.99	54.88	0.15	2.70	6.60	0.25	0.05	0.15	\$64.78	
Foreman	\$ 5.50	\$48.39	4.84	53.23	0.15	2.70	6.60	0.25	0.05	0.15	\$63.13	
Journeyman SF & B Pressure Welders & Plumber	100%	\$42.89	4.29	47.18	0.15	2.70	6.60	0.25	0.05	0.15	\$57.08	
JM Welder w/CWB & 4th yr. Appt. SF	90%	\$38.59	3.86	42.45	0.15	2.70	5.94	0.25	0.05	0.15	\$51.69	
JM Welder w/o CWB	85%	\$36.43	3.64	40.07	0.15	2.70	5.61	0.25	0.05	0.15	\$48.98	
3rd Yr. Appt. SF-PF & Welder & 4th Yr. Appt. Plumber	80%	\$34.28	3.43	37.71	0.15	2.70	5.28	0.25	0.05	0.15	\$46.29	
3rd Yr. Appt. Plumber	70%	\$29.98	3.00	32.98	0.15	2.70	4.62	0.25	0.05	0.15	\$40.90	
2nd Yr. Appt SF-PF & Welder	65%	\$27.83	2.78	30.61	0.15	2.70	4.29	0.25	0.05	0.15	\$38.20	
2nd Yr. Appt. Plumber	60%	\$25.67	2.57	28.24	0.15	2.70	3.96	0.25	0.05	0.15	\$35.50	
1st Yr. Appt. SF-PF & Welder & Plumber	50%	\$21.37	2.14	23.51	0.15	2.70	3.30	0.25	0.05	0.15	\$30.11	

Commercial Wage Page Effective May 5, 2024

<i>Industrial Instrumentation</i>	Modifier	Base Rate	VP & SHP	Hourly							Total Wage
				Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Earned)	Pension (Earned)	Training (Earned)	SBTF (Earned)	UA W&O (Worked)	
General Foreman ICCS	\$ 9.00	\$59.03	5.90	64.93	0.15	2.57	6.60	0.70	0.05	0.15	\$75.15
General Foreman	\$ 7.50	\$57.53	5.75	63.28	0.15	2.57	6.60	0.70	0.05	0.15	\$73.50
Foreman ICCS	\$ 7.00	\$57.03	5.70	62.73	0.15	2.57	6.60	0.70	0.05	0.15	\$72.95
Foreman	\$ 5.50	\$55.53	5.55	61.08	0.15	2.57	6.60	0.70	0.05	0.15	\$71.30
Journeyman Instrumentation Mechanic	100%	\$50.03	5.00	55.03	0.15	2.57	6.60	0.70	0.05	0.15	\$65.25
4th Yr. Appt.	85%	\$42.50	4.25	46.75	0.15	2.57	5.61	0.70	0.05	0.15	\$55.98
3rd Yr. Appt.	75%	\$37.49	3.75	41.24	0.15	2.57	4.95	0.70	0.05	0.15	\$49.81
2nd Yr. Appt.	65%	\$32.47	3.25	35.72	0.15	2.57	4.29	0.70	0.05	0.15	\$43.63
1st Yr. Appt.	55%	\$27.45	2.75	30.20	0.15	2.57	3.63	0.70	0.05	0.15	\$37.45

Instrumentation Wage Page Effective November 20, 2022

<i>Industrial Instrumentation</i>	Modifier	Hourly									
		Base Rate	VP & SHP	Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Earned)	Pension (Earned)	Training (Earned)	SBTF (Earned)	UA W&O (Worked)	Total Wage
General Foreman ICCS	\$ 9.00	\$61.54	6.15	67.69	0.15	2.70	6.60	0.81	0.05	0.15	\$78.15
General Foreman	\$ 7.50	\$60.04	6.00	66.04	0.15	2.70	6.60	0.81	0.05	0.15	\$76.50
Foreman ICCS	\$ 7.00	\$59.54	5.95	65.49	0.15	2.70	6.60	0.81	0.05	0.15	\$75.95
Foreman	\$ 5.50	\$58.04	5.80	63.84	0.15	2.70	6.60	0.81	0.05	0.15	\$74.30
Journeyman Instrumentation Mechanic	100%	\$52.54	5.25	57.79	0.15	2.70	6.60	0.81	0.05	0.15	\$68.25
4th Yr. Appt.	85%	\$44.64	4.46	49.10	0.15	2.70	5.61	0.81	0.05	0.15	\$58.57
3rd Yr. Appt.	75%	\$39.37	3.94	43.31	0.15	2.70	4.95	0.81	0.05	0.15	\$52.12
2nd Yr. Appt.	65%	\$34.10	3.41	37.51	0.15	2.70	4.29	0.81	0.05	0.15	\$45.66
1st Yr. Appt.	55%	\$28.83	2.88	31.71	0.15	2.70	3.63	0.81	0.05	0.15	\$39.20

Instrumentation Wage Page Effective May 7, 2023

<i>Industrial Instrumentation</i>	Modifier	Hourly									Total Wage
		Base Rate	VP & SHP	Rate (Base Rate + VP SH)	ISIT (Earned)	H&W (Earned)	Pension (Earned)	Training (Earned)	SBTF (Earned)	UA W&O (Worked)	
General Foreman ICCS	\$ 9.00	\$63.77	6.38	70.15	0.15	2.70	6.60	0.81	0.05	0.15	\$80.61
General Foreman	\$ 7.50	\$62.27	6.23	68.50	0.15	2.70	6.60	0.81	0.05	0.15	\$78.96
Foreman ICCS	\$ 7.00	\$61.77	6.18	67.95	0.15	2.70	6.60	0.81	0.05	0.15	\$78.41
Foreman	\$ 5.50	\$60.27	6.03	66.30	0.15	2.70	6.60	0.81	0.05	0.15	\$76.76
Journeyman Instrumentation Mechanic	100%	\$54.77	5.48	60.25	0.15	2.70	6.60	0.81	0.05	0.15	\$70.71
4th Yr. Appt.	85%	\$46.53	4.65	51.18	0.15	2.70	5.61	0.81	0.05	0.15	\$60.65
3rd Yr. Appt.	75%	\$41.04	4.10	45.14	0.15	2.70	4.95	0.81	0.05	0.15	\$53.95
2nd Yr. Appt.	65%	\$35.55	3.56	39.11	0.15	2.70	4.29	0.81	0.05	0.15	\$47.26
1st Yr. Appt.	55%	\$30.06	3.01	33.07	0.15	2.70	3.63	0.81	0.05	0.15	\$40.56

Instrumentation Wage Page Effective May 5, 2024