

| Industrial Steamfitter/Welder/Plumber | Modifier | Hourly | | | | | | | | | |
|--|----------|---------|------|------------|----------|----------|----------|----------|----------|----------|---------|
| | | Base | VP & | Rate (Base | ISIT | H&W | Pension | Training | SBTF | UA W&O | Total |
| | | Rate | SHP | Rate + VP | (Earned) | (Earned) | (Earned) | (Earned) | (Earned) | (Worked) | Wage |
| | | | | SH) | | | | | | | |
| 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 | 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 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 | | | | | | | | | 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 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 | Hourly | | | | | | | | | |
|--|----------|--------------|-------------|--------------------------------|------------------|-----------------|---------------------|----------------------|------------------|--------------------|---------------|
| | | Base Rate | VP & SHP | Rate (Base Rate + VP SH) | ISIT (Earned) | H&W (Worked) | Pension (Worked) | Training (Worked) | SBTF (Worked) | UA W&O (Worked) | Total Wage |
| | | | | | | | | | | | |
| General Foreman | \$ 6.00 | \$46.11 | 4.61 | 50.72 | 0.15 | 2.57 | 6.00 | 0.25 | 0.05 | 0.15 | \$59.89 |
| Foreman | \$ 4.00 | \$44.11 | 4.41 | 48.52 | 0.15 | 2.57 | 6.00 | 0.25 | 0.05 | 0.15 | \$57.69 |
| 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 | \$ 6.00 | \$47.38 | 4.74 | 52.12 | 0.15 | 2.70 | 6.60 | 0.25 | 0.05 | 0.15 | \$62.02 |
| Foreman | \$ 4.00 | \$45.38 | 4.54 | 49.92 | 0.15 | 2.70 | 6.60 | 0.25 | 0.05 | 0.15 | \$59.82 |
| 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 | Hourly | | | | | | | | | |
|--|----------|--------------|-------------|--------------------------------|------------------|-----------------|---------------------|----------------------|------------------|--------------------|---------------|
| | | Base Rate | VP & SHP | Rate (Base Rate + VP SH) | ISIT (Earned) | H&W (Worked) | Pension (Worked) | Training (Worked) | SBTF (Worked) | UA W&O (Worked) | Total Wage |
| General Foreman | \$ 6.00 | \$48.89 | 4.89 | 53.78 | 0.15 | 2.70 | 6.60 | 0.25 | 0.05 | 0.15 | \$63.68 |
| Foreman | \$ 4.00 | \$46.89 | 4.69 | 51.58 | 0.15 | 2.70 | 6.60 | 0.25 | 0.05 | 0.15 | \$61.48 |
| 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 |
| <i>Journeyman Instrumentation Mechanic</i> | <i>100%</i> | <i>\$50.03</i> | <i>5.00</i> | <i>55.03</i> | <i>0.15</i> | <i>2.57</i> | <i>6.60</i> | <i>0.70</i> | <i>0.05</i> | <i>0.15</i> | <i>\$65.25</i> |
| 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 |
| <i>Journeyman Instrumentation Mechanic</i> | <i>100%</i> | <i>\$52.54</i> | <i>5.25</i> | <i>57.79</i> | <i>0.15</i> | <i>2.70</i> | <i>6.60</i> | <i>0.81</i> | <i>0.05</i> | <i>0.15</i> | <i>\$68.25</i> |
| 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 |
| <i>Journeyman Instrumentation Mechanic</i> | <i>100%</i> | <i>\$54.77</i> | <i>5.48</i> | <i>60.25</i> | <i>0.15</i> | <i>2.70</i> | <i>6.60</i> | <i>0.81</i> | <i>0.05</i> | <i>0.15</i> | <i>\$70.71</i> |
| 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