

UA LOCAL 488

Refrigeration Wages

ARTICLE EIGHT WAGE RATES AND OTHER MONETARY CONDITIONS

8.01 Wage rates and fringe benefits shall be in accordance with the following scales.

| <u>EFFECTIVE DATE</u> | <u>BASE WAGE</u> | <u>V.P. & STAT</u> | <u>H & W</u> | <u>PENS</u> | <u>EDUC</u> | <u>SUPP. BEN.</u> | <u>UA WELLNESS</u> | <u>TOTAL WAGE</u> |
|---|------------------|------------------------|------------------|---------------|---------------|-------------------|--------------------|-------------------|
| <u>Foreman – 110%</u> | | | | | | | | |
| MAY 7, 2023 | \$57.99 | \$5.80 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | --- | \$72.28 |
| MAY 5, 2024 | \$60.27 | \$6.03 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | \$0.05 | \$74.84 |
| <u>Journeyman – 100%</u> | | | | | | | | |
| MAY 7, 2023 | \$52.72 | \$5.27 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | --- | \$66.48 |
| MAY 5, 2024 | \$54.79 | \$5.48 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | \$0.05 | \$68.81 |
| <u>4TH Year – 85%</u> | | | | | | | | |
| MAY 7, 2023 | \$44.81 | \$4.48 | \$2.50 | \$4.76 | \$0.35 | \$0.04 | --- | \$56.94 |
| MAY 5, 2024 | \$46.57 | \$4.66 | \$2.50 | \$4.76 | \$0.35 | \$0.04 | \$0.05 | \$58.93 |
| <u>3RD Year – 75%</u> | | | | | | | | |
| MAY 7, 2023 | \$39.54 | \$3.95 | \$2.50 | \$4.20 | \$0.35 | \$0.04 | --- | \$50.58 |
| MAY 5, 2024 | \$41.09 | \$4.11 | \$2.50 | \$4.20 | \$0.35 | \$0.04 | \$0.05 | \$52.34 |
| <u>2ND Year – 60%</u> | | | | | | | | |
| MAY 7, 2023 | \$31.63 | \$3.16 | \$2.50 | \$3.36 | \$0.35 | \$0.04 | --- | \$41.04 |
| MAY 5, 2024 | \$32.87 | \$3.29 | \$2.50 | \$3.36 | \$0.35 | \$0.04 | \$0.05 | \$42.46 |
| <u>1ST Year – 50%</u> | | | | | | | | |
| MAY 7, 2023 | \$26.36 | \$2.64 | \$2.50 | \$2.80 | \$0.35 | \$0.04 | --- | \$34.69 |
| MAY 5, 2024 | \$27.40 | \$2.74 | \$2.50 | \$2.80 | \$0.35 | \$0.04 | \$0.05 | \$35.88 |
| <u>MM SENIOR (12+ MONTHS) – 50%</u> | | | | | | | | |
| MAY 7, 2023 | \$26.36 | \$2.64 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | --- | \$37.49 |
| MAY 5, 2024 | \$27.40 | \$2.74 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | \$0.05 | \$38.68 |
| <u>MM JUNIOR – (0 – 12 MONTHS) – 40%</u> | | | | | | | | |
| MAY 7, 2023 | \$21.09 | \$2.11 | \$2.50 | --- | \$0.35 | \$0.04 | --- | \$26.09 |
| MAY 5, 2024 | \$21.92 | \$2.19 | \$2.50 | --- | \$0.35 | \$0.04 | \$0.05 | \$27.05 |

PLUMBER WAGE TABLE

Refrigeration Service & Maintenance Agreement

| <u>EFFECTIVE</u> <u>DATE</u> | | <u>BASE</u> <u>WAGE</u> | <u>V.P. &</u> <u>STAT</u> | <u>H. & W.</u> | <u>PENS</u> | <u>EDUC.</u> | <u>ISIT</u> | <u>SUPP.</u> <u>BEN.</u> | <u>UA</u> <u>WELLNESS</u> | <u>TOTAL</u> <u>WAGE</u> |
|---|--|----------------------------|----------------------------------|--------------------|---------------|---------------|---------------|-----------------------------|------------------------------|-----------------------------|
| <u>Foreman – 110%</u> | | | | | | | | | | |
| MAY, 2023 | | \$52.20 | \$5.22 | \$2.50 | \$5.60 | \$0.35 | \$0.15 | \$0.04 | --- | \$66.06 |
| MAY, 2024 | | \$54.21 | \$5.42 | \$2.50 | \$5.60 | \$0.35 | \$0.15 | \$0.04 | \$0.05 | \$68.32 |
| <u>Journeyman – 100%</u> | | | | | | | | | | |
| MAY, 2023 | | \$47.45 | \$4.75 | \$2.50 | \$5.60 | \$0.35 | \$0.15 | \$0.04 | --- | \$60.84 |
| MAY, 2024 | | \$49.31 | \$4.93 | \$2.50 | \$5.60 | \$0.35 | \$0.15 | \$0.04 | \$0.05 | \$62.93 |
| <u>4TH Year – 80%</u> | | | | | | | | | | |
| MAY, 2023 | | \$37.96 | \$3.80 | \$2.50 | \$4.48 | \$0.35 | \$0.15 | \$0.04 | --- | \$49.28 |
| MAY, 2024 | | \$39.45 | \$3.95 | \$2.50 | \$4.48 | \$0.35 | \$0.15 | \$0.04 | \$0.05 | \$50.97 |
| <u>3RD Year – 70%</u> | | | | | | | | | | |
| MAY, 2023 | | \$33.22 | \$3.32 | \$2.50 | \$3.92 | \$0.35 | \$0.15 | \$0.04 | --- | \$43.50 |
| MAY, 2024 | | \$34.52 | \$3.45 | \$2.50 | \$3.92 | \$0.35 | \$0.15 | \$0.04 | \$0.05 | \$44.98 |
| <u>2ND Year – 60%</u> | | | | | | | | | | |
| MAY, 2023 | | \$28.47 | \$2.85 | \$2.50 | \$3.36 | \$0.35 | \$0.15 | \$0.04 | --- | \$37.72 |
| MAY, 2024 | | \$29.59 | \$2.96 | \$2.50 | \$3.36 | \$0.35 | \$0.15 | \$0.04 | \$0.05 | \$39.00 |
| <u>1ST Year – 50%</u> | | | | | | | | | | |
| MAY, 2023 | | \$23.73 | \$2.37 | \$2.50 | \$2.80 | \$0.35 | \$0.15 | \$0.04 | --- | \$31.94 |
| MAY, 2024 | | \$24.66 | \$2.47 | \$2.50 | \$2.80 | \$0.35 | \$0.15 | \$0.04 | \$0.05 | \$33.02 |

UA LOCAL 488

GPMC Blended Wage Rates

(7 x 7 or 14 x 14 Shift x 12 hours/day)

Refrigeration HVAC

May 2024 – May 2025

ARTICLE EIGHT WAGE RATES AND OTHER MONETARY CONDITIONS

8.01 Wage rates and fringe benefits shall be in accordance with the following scales.

| EFFECTIVE DATE | <u>BASE WAGE</u> | <u>V.P. & STAT. HOL</u> | <u>H&W</u> | <u>PENS</u> | <u>EDUC</u> | <u>SUPP. BEN.</u> | <u>MCA</u> | <u>GPMC</u> | <u>UA WELL NESS</u> | <u>TOTAL WAGE</u> |
|----------------------------------|-----------------------------|--|-----------------------|--------------------|--------------------|------------------------------|-------------------|--------------------|------------------------------------|------------------------------|
| <u>Foreman – 110%</u> | | | | | | | | | | |
| MAY 5, 2024 | \$63.14 | \$6.31 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | \$0.10 | \$0.10 | \$0.05 | \$78.19 |
| <u>Journeyman – 100%</u> | | | | | | | | | | |
| MAY 5, 2024 | \$57.40 | \$5.74 | \$2.50 | \$5.60 | \$0.35 | \$0.04 | \$0.10 | \$0.10 | \$0.05 | \$69.18 |
| <u>4TH Year – 85%</u> | | | | | | | | | | |
| MAY 5, 2024 | \$48.79 | \$4.88 | \$2.50 | \$4.76 | \$0.35 | \$0.04 | \$0.10 | \$0.10 | \$0.05 | \$61.57 |
| <u>3RD Year – 75%</u> | | | | | | | | | | |
| MAY 5, 2024 | \$43.05 | \$4.31 | \$2.50 | \$4.20 | \$0.35 | \$0.04 | \$0.10 | \$0.10 | \$0.05 | \$54.70 |
| <u>2ND Year – 60%</u> | | | | | | | | | | |
| MAY 5, 2024 | \$34.44 | \$3.44 | \$2.50 | \$3.36 | \$0.35 | \$0.04 | \$0.10 | \$0.10 | \$0.05 | \$44.38 |
| <u>1ST Year – 50%</u> | | | | | | | | | | |
| MAY 5, 2024 | \$28.70 | \$2.87 | \$2.50 | \$2.80 | \$0.35 | \$0.04 | \$0.10 | \$0.10 | \$0.05 | \$37.51 |