

UA LOCAL 488

ARTICLE EIGHT WAGE RATES AND OTHER MONETARY CONDITIONS

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

Refrigeration & A/C Mechanics

EFFECTIVE DATE	BASE WAGE	V.P. & STAT. HOL	H. & W.	PENS	EDUC.	SUPP. BEN.	UA WELLNESS	TOTAL WAGE	
Foreperson – 110%									
MAY 4, 2025	\$62.33	\$6.23	\$2.50	\$5.60	\$0.35	\$0.04	\$0.05	\$77.10	
MAY 3, 2026	\$63.50	\$6.35	\$2.75	\$5.60	\$0.35	\$0.04	\$0.05	\$78.64	
Senior Journeyman – 102.5%									
MAY 3, 2026	\$59.17	\$5.92	\$2.75	\$5.60	\$0.35	\$0.04	\$0.05	\$73.88	
Journeyman – 100%									
MAY 4, 2025	\$56.66	\$5.67	\$2.50	\$5.60	\$0.35	\$0.04	\$0.05	\$70.87	
MAY 3, 2026	\$57.73	\$5.77	\$2.75	\$5.60	\$0.35	\$0.04	\$0.05	\$72.29	
MAY 2, 2027	ALLOCATION OF TOTAL WAGE TBD								\$73.74
MAY 7, 2028	ALLOCATION OF TOTAL WAGE TBD								\$75.95
4TH Year – 85%									
MAY 4, 2025	\$48.16	\$4.82	\$2.50	\$4.76	\$0.35	\$0.04	\$0.05	\$60.68	
MAY 3, 2026	\$49.07	\$4.91	\$2.75	\$4.76	\$0.35	\$0.04	\$0.05	\$61.93	
3RD Year – 75%									
MAY 4, 2025	\$42.50	\$4.25	\$2.50	\$4.20	\$0.35	\$0.04	\$0.05	\$53.89	
MAY 3, 2026	\$43.30	\$4.33	\$2.75	\$4.20	\$0.35	\$0.04	\$0.05	\$55.02	
2ND Year – 60%									
MAY 4, 2025	\$34.00	\$3.40	\$2.50	\$3.36	\$0.35	\$0.04	\$0.05	\$43.70	
MAY 3, 2026	\$34.64	\$3.46	\$2.75	\$3.36	\$0.35	\$0.04	\$0.05	\$44.65	
1ST Year – 50%									
MAY 4, 2025	\$28.33	\$2.83	\$2.50	\$2.80	\$0.35	\$0.04	\$0.05	\$36.90	
MAY 3, 2026	\$28.87	\$2.89	\$2.75	\$2.80	\$0.35	\$0.04	\$0.05	\$37.75	

Maintenance Mechanics

MM SENIOR (12+ MONTHS) – 50%								
MAY 4, 2025	\$28.33	\$2.83	\$2.50	\$5.60	\$0.35	\$0.04	\$0.05	\$39.70
MAY 3, 2026	\$28.87	\$2.89	\$2.75	\$5.60	\$0.35	\$0.04	\$0.05	\$40.55
MM JUNIOR – (0 – 12 MONTHS) – 40%								
MAY 4, 2025	\$22.66	\$2.27	\$2.50	---	\$0.35	\$0.04	\$0.05	\$27.87
MAY 3, 2026	\$23.09	\$2.31	\$2.75	---	\$0.35	\$0.04	\$0.05	\$28.59

PLUMBER WAGE TABLE

Refrigeration Service & Maintenance Agreement

EFFECTIVE DATE	<u>BASE WAGE</u>	<u>V.P. & STAT</u>	<u>H. & W.</u>	<u>PENS</u>	<u>EDUC.</u>	<u>ISIT</u>	<u>SUPP. BEN.</u>	<u>UA WELLNESS</u>	<u>TOTAL WAGE</u>
<u>Foreperson – 110%</u>									
MAY 4, 2025	\$56.09	\$5.61	\$2.50	\$5.60	\$0.35	\$0.15	\$0.04	\$0.05	\$70.39
MAY 3, 2026	\$57.16	\$5.72	\$2.75	\$5.60	\$0.35	\$0.15	\$0.04	\$0.05	\$71.82
<u>Senior Journeyperson – 102.5%</u>									
MAY 3, 2026	\$53.26	\$5.33	\$2.75	\$5.60	\$0.35	\$0.15	\$0.04	\$0.05	\$67.53
<u>Journeyman – 100%</u>									
MAY 4, 2025	\$50.99	\$5.01	\$2.50	\$5.60	\$0.35	\$0.15	\$0.04	\$0.05	\$64.69
MAY 3, 2026	\$51.96	\$5.20	\$2.75	\$5.60	\$0.35	\$0.15	\$0.04	\$0.05	\$66.10
<u>4TH Year – 80%</u>									
MAY 4, 2025	\$40.79	\$4.08	\$2.50	\$4.48	\$0.35	\$0.15	\$0.04	\$0.05	\$52.44
MAY 3, 2026	\$41.57	\$4.16	\$2.75	\$4.48	\$0.35	\$0.15	\$0.04	\$0.05	\$53.55
<u>3RD Year – 70%</u>									
MAY 4, 2025	\$35.69	\$3.57	\$2.50	\$3.92	\$0.35	\$0.15	\$0.04	\$0.05	\$46.27
MAY 3, 2026	\$36.37	\$3.64	\$2.75	\$3.92	\$0.35	\$0.15	\$0.04	\$0.05	\$47.27
<u>2ND Year – 60%</u>									
MAY 4, 2025	\$30.59	\$3.06	\$2.50	\$3.36	\$0.35	\$0.15	\$0.04	\$0.05	\$40.10
MAY 3, 2026	\$31.18	\$3.12	\$2.75	\$3.36	\$0.35	\$0.15	\$0.04	\$0.05	\$41.00
<u>1ST Year – 50%</u>									
MAY 4, 2025	\$25.50	\$2.55	\$2.50	\$2.80	\$0.35	\$0.15	\$0.04	\$0.05	\$33.94
MAY 3, 2026	\$25.98	\$2.60	\$2.75	\$2.80	\$0.35	\$0.15	\$0.04	\$0.05	\$34.72