

Board of Directors

Greg L. Butz
President

Alex Maggitti
Vice President

Louise Schomp Smith
Secretary - Treasurer

Michael Conkey
Tom Chapman

Executive Director
Jon O'Brien

**Administrative
Assistant**
Joan M. McGee

*Lehigh Valley
Contractors
Association
2025-2026
WAGE RATE
CHART*

P.O. BOX 1505, BETHLEHEM, PA 18018-1505

610-691-1414 FAX 610-691-0874
WWW.LVCONTRACTORS-ASSOC.ORG

AUGUST, 2025





Lehigh Valley Building Trades

7609 Kuhns Drive, Trexlertown, PA 18087

Phone: 610.351.5422 Fax: 610.351.5427

President: James Reilley

Treasurer: William B. McGee

Boilermakers Local 13

Roger Jayne (215) 783-5536

Bricklayers Local 5

Randy Eberly (717) 564-6501

Carpenters Local 167

Kevin Lewis (610) 866-3030

Electricians Local 102

Fred Sisco (610) 253-6139

Electricians Local 375

Paul Anthony (610) 432-9762

Elevators Local 84

Rob Leuthe (570) 849-0020

Glaziers Local 252

Michael Vanes (215) 677-3877

Insulators Local 23

William McGee (717) 930-0922

Ironworkers Local 404

Mark Buniski (717) 564-8550

Laborers Local 158

Jamie Andrews (717) 671-1810

Laborers Local 1174

Mike Knecht (610) 433-4706

Millwrights Local 219

John Demyanovich (215) 569-2558

Operating Engineers Local 542

James Reilley (610) 351-5422

Painters—IUPAT DC21

Michael Valco (215) 677-7980

Plasterers Local 592

Tim Rementer (570) 241-4464

Plumbers Local 690

Don Snyder (215) 677-6900

Road Sprinklers Fitters Local 669

Scott Moser (610) 614-0548

Roofers Local 30

Tom Jones (215) 331-8771

Sheet Metal Workers Local 19

Bill Dorward (215) 952-1950

Steamfitters Local 420

Gary Andress (610) 366-0408

Teamsters Local 773

Mark Laubach (610) 841-3279



Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

1803 Spring Garden Street, Philadelphia, PA 19130 | Phone: 215-569-1634 | EASCARPENTERS.ORG

MILLWRIGHT LOCAL UNION 219
LEHIGH, NORTHAMPTON AND CARBON COUNTIES IN PENNSYLVANIA

Rate Code Number: 804

WAGE RATE AND FRINGE BENEFITS

05/01/2025 TO 4/30/2026

Rate Code 804	J Journeyman	App 1	App 2	App 3	App 4
PERIODS OF APPRENTICESHIP (HOURS)		0-2000	2001-4000	4001-6000	6001-8000
		45%	57%	68%	84%
Wage Rate	\$ 51.22	\$ 23.30	\$ 29.45	\$ 35.13	\$ 43.28
Foreman	\$ 56.34				
General Foreman	\$ 61.98				
FRINGE BENEFITS- Rate Code					
Health & Welfare	\$ 9.85	\$ 9.85	\$ 9.85	\$ 9.85	\$ 9.85
HRA	\$ 0.62	\$ -	\$ 0.62	\$ 0.62	\$ 0.62
Vacation Fund	\$ 1.34	\$ 1.46	\$ 1.34	\$ 1.34	\$ 1.34
Annuity/CSP	\$ 12.05	\$ 12.08	\$ 12.08	\$ 12.08	\$ 12.08
Pension	\$ 11.79	\$ 5.90	\$ 5.90	\$ 5.90	\$ 5.90
Apprenticeship (JAC)	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80
PVMCA	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Carpenters Intl. Training Fund (CITF)	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
UBC Millwrights Labor-Management	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
Carpenters Contractor Trust	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
TOTAL FRINGE BENEFITS	\$ 36.92	\$ 30.56	\$ 31.06	\$ 31.06	\$ 31.06
TOTAL PACKAGE	\$ 88.14	\$ 53.86	\$ 60.51	\$ 66.19	\$ 74.34

WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES – All Per Hour

Regional Council Dues % of the wage	3.50%	3.50%	3.50%	3.50%	3.50%
Political Action % of the wage	0.50%	0.50%	0.50%	0.50%	0.50%
Local 219 Contingency Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Local 219 Scholarship Dues	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
EASRCC Labor Management Fund	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65
International Per Capita	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09
Members Assistance Program (MAP)	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10

OVERTIME: All overtime shall be paid at time & one-half. Except; Sundays, and Holidays which shall be paid at the Double time rate.

HOLIDAYS: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day.

BENEFIT REMITANCE: Eastern Atlantic States Carpenters Benefit funds. 1811 Spring Garden St., Philadelphia, PA 19130,
P: 215-568-0430, F: 215-563-0169



Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

1803 Spring Garden Street, Philadelphia, PA 19130 | Phone: 215-569-1634 | EASCARPENTERS.ORG

MILLWRIGHT LOCAL UNION 219

PHILADELPHIA, BUCKS, CHESTER, DELAWARE, and MONTGOMERY COUNTIES in PENNSLYVANIA

Rate Code Number: 801

WAGE RATE AND FRINGE BENEFITS

05/01/2025 TO 4/30/2026

Rate Code 801	J Journeyman	App 1	App 2	App 3	App 4
PERIODS OF APPRENTICESHIP (HOURS)		0-2000	2001-4000	4001-6000	6001-8000
		45%	57%	68%	84%
Wage Rate	\$ 54.54	\$ 24.79	\$ 31.34	\$ 37.34	\$ 46.06
Foreman	\$ 59.99				
General Foreman	\$ 65.99				
FRINGE BENEFITS- Rate Code					
Health & Welfare	\$ 9.85	\$ 9.85	\$ 9.85	\$ 9.85	\$ 9.85
HRA	\$ 0.62	\$ -	\$ 0.62	\$ 0.62	\$ 0.62
Vacation Fund	\$ 1.44	\$ 1.56	\$ 1.44	\$ 1.44	\$ 1.44
Annuity/CSP	\$ 14.01	\$ 9.78	\$ 10.28	\$ 11.28	\$ 14.28
Pension	\$ 11.79	\$ 5.90	\$ 5.90	\$ 5.90	\$ 5.90
Apprenticeship (JAC)	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80
PVMCA	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Carpenters Intl. Training Fund (CITF)	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
UBC Millwrights Labor-Management	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
Carpenters Contractor Trust	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
TOTAL FRINGE BENEFITS	\$ 38.98	\$ 28.36	\$ 29.36	\$ 30.36	\$ 33.36
TOTAL PACKAGE	\$ 93.52	\$ 53.15	\$ 60.70	\$ 67.70	\$ 79.42

WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES – All Per Hour

Regional Council Dues % of the wage	3.50%	3.50%	3.50%	3.50%	3.50%
Political Action % of the wage	0.50%	0.50%	0.50%	0.50%	0.50%
Local 219 Contingency Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Local 219 Scholarship Dues	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
EASRCC Labor Management Fund	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65
International Per Capita	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09	\$ 0.09
Members Assistance Program (MAP)	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10

OVERTIME: All overtime shall be paid at time & one-half. Except; Sundays, and Holidays which shall be paid at the Double time rate.

HOLIDAYS: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day.

BENEFIT REMITANCE: Eastern Atlantic States Carpenters Benefit funds. 1811 Spring Garden St., Philadelphia, PA 19130,

P: 215-568-0430, F: 215-563-0169



Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

1803 Spring Garden Street, Philadelphia, PA 19130 | Phone: 215-569-1634 | EASCARPENTERS.ORG

**Lehigh Valley Contractors Association Commercial Rate
Employers for Lehigh, Northampton, and Carbon Counties
Rate Code Number: 74**

WAGE RATE AND FRINGE BENEFITS

5/1/2025 TO 4/30/2026

	J Journeyman	App 1	App 2	App 3	App 4
Periods of Apprenticeship (Hours)		0-2,000	2,001-4,000	4,001-6,000	6,001-8,000
Wage Rate	\$39.74	\$15.90	\$19.87	\$23.84	\$31.79
Foreman Wage Rate	\$43.71				
General Foreman Wage Rate	\$48.08				
FRINGE BENEFITS- Rate Code	74-0	74-11	74-12	74-13	74-14
Health & Welfare	\$9.85	\$9.85	\$9.85	\$9.85	\$9.85
Vacation Fund	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
HRA	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
Pension	\$11.79	\$5.90	\$5.90	\$5.90	\$5.90
Annuity	\$4.00	\$2.00	\$3.00	\$4.00	\$4.00
Apprenticeship (JAC)	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80
Industry Advancement Program	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Carpenters Intl. Training Fund (CITF)	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Carpenters Contractor's Trust (CCT)	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
TOTAL FRINGE BENEFITS	\$28.49	\$20.60	\$21.60	\$22.60	\$22.60
TOTAL PACKAGE	\$68.23	\$36.50	\$41.47	\$46.44	\$54.39

WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES

3.50% of Gross Wages - Regional Council Dues

0.50% of Gross Wages to Political Education Committee

\$1.10 per Hour to Jobs Recovery Dues

\$0.09 per Hour to International Per Capita Tax

\$0.10 per Hour to (MAP) Member Assistance Program

All Employers with more than 35 members on the payroll must post a \$175,000.00 Surety Bond. All Employers with 26 to 35 members on the payroll must post a \$125,000 Surety Bond. All Employers with 11 to 25 members on the payroll must post a \$100,000.00 Surety Bond. And all others must post a \$75,000.00 Surety Bond. Please contact your bonding agent or insurance carrier immediately to update or post the proper bonding requirements. NOTE: If an Employer covered by this agreement fails or refuses to deposit cash or post a Bond as described herein and maintain it in effect at all times during which work covered by this agreement is being performed, the person or persons who executed this Agreement on behalf of that employer agree(s) to be personally and individually bound to satisfy any and all of the fringe benefit or delinquency obligations of that Employer under this Agreement.

CEMENT MASONS
ALLENTOWN, PENNSYLVANIA
LOCAL 592

5-1-2025

JOURNEYMAN	\$37.78
FOREMAN	41.56 (10% above journeyman wage rate)

HEALTH & WELFARE	\$11.00 PER HOUR
PENSION	8.10 PER HOUR
ANNUITY	5.70 PER HOUR
IND. PROMOTION	.20 PER HOUR
TRAINING	.40 PER HOUR

DUES CHECK-OFF	\$3.47 PER HOUR (deducted from wages 4 1/2 local, 1% international)
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JOB TARGET	\$0.60 DEDUCT FROM WAGES
VACATION	\$2.50 DEDUCT FROM WAGES

OVERTIME:

1ST 2 HRS. OF OT (MON-FRI) AND THE 1ST 8 HRS WORKED ON SATURDAY SHALL BE AT TIME AND ONE-HALF. ALL OTHER OVERTIME SHALL BE PAID AT DOUBLE TIME. 12:00 NOON TO 12:30 PM IS LUNCH. \$1.00 PER HOUR FOR GRINDING AND EPOXY.

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, THANKSGIVING DAY, CHRISTMAS DAY, INDEPENDENCE DAY, LABOR DAY.

BUSINESS MANAGER:

DENNIS FIFE
2843 SNYDER AVENUE
PHILADELPHIA, PA 19145

PHONE: 215-468-0235
FAX: 215-271-5222

EXPIRATION DATE:

APRIL 30, 2026



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION No. 375

101 SOUTH 7TH STREET
ALLENTOWN, PA 18101

TELEPHONE: 610-432-9762
610-432-1033
FAX: 610-432-8467

INSIDE CONSTRUCTION RATE SHEET

Business Manager: Paul Anthony

		\$3.75	
	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<u>FOREMAN</u>			
General Foreman (51 men & above 13%)	\$53.48	\$56.50	
General Foreman (11 - 50 Men 10%)	\$52.06	\$55.00	
Foreman (5-10 men 7%)	\$50.64	\$53.50	
Foreman (2-4 men 4%)	\$49.22	\$52.00	
<u>JOURNEYMAN/WIREMAN (base wage rate)</u>	\$47.33	\$50.00	
Health & Welfare (22.6% of GROSS WAGES AS OF 06/01/2025)	\$10.70	\$11.30	
Retirement Plan	\$12.38	\$12.53	
J.A.T.C.	\$0.60	\$0.60	
Promotional Fund	\$0.04	\$0.04	
*N.L.M.C.C.	\$0.01	\$0.01	
*N.E.B.F (3% of gross wages)	\$1.42	\$1.50	
*N.E.I.F. (.25% of gross wages)	\$0.12	\$0.13	
*E.C.P.E.C.A.F. (Admin Fund/.5% of gross wages)	\$0.24	\$0.25	
Total Package based on JW Rate	\$72.84	\$76.36	

APPRENTICE

1 st Period/0-1,000 Hrs/35% JW rate	\$16.57	\$17.50
2 nd Period/1,000-2,000 hrs/40% of JW rate	\$18.93	\$20.00
3 rd Period/2,000-3,500 hrs/1 st yr school comp./50% of JW rate	\$23.67	\$25.00
4 th Period/3,500-5,000 hrs/2 nd yr school comp./60% of JW rate	\$28.40	\$30.00
5 th Period/5,000-6,500 hrs/3 rd yr school comp./70% of JW rate	\$33.13	\$35.00
6 th Period/6,500-8,000 hrs/4 th yr school comp./80% JW rate	\$37.86	\$40.00
5 th year of school complete + 8,000 hours		Journeyman/Wireman Rate

Apprentice Fringe Benefits

	22.6% of gross wages	gross wages
Health & Welfare (22.6% of gross wages as of 06/01/2025)	\$0.00	\$0.00
Retirement Plan (1 st & 2 nd Period Uninitiated Apprentices)	\$2.20	\$2.20
Retirement Plan (all other classifications)	\$0.60	\$0.60
J.A.T.C.	\$0.04	\$0.04
Promotional Fund	\$0.01	\$0.01
*N.L.M.C.C.	(3% of gross wages)	
* N.E.B.F	.25% of gross wages	
* N.E.I.F.	.5% of gross wages	
* E.C.P.E.C.A.F. (Admin. Fund)		

CHECK-OFF-Working dues are 5% Gross Wages; Vacation Fund is \$1.00 per hour worked.

(excluding uninitiated apprentices.)

NOTES-Retirement Plan, J.A.T.C., and N.L.M.C.C. and the Promotional Fund are dollar amounts.

All other fringe benefits are percentages as stated above.

* These Fringe benefits are mailed directly to NECA.

Lehigh Valley Area Glazier Rate

Counties of: Berks, Carbon, Lehigh, Monroe, Northampton, & Schuylkill.

Effective May 1, 2025- April 30, 2026

		Mechanic	Year 4	Year 3	Year 2	Year 1
Wages	Working in Lehigh Valley	\$ 40.48	\$ 32.38	\$ 28.31	\$ 26.25	\$ 23.98

Deductions from wages						
		3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages	3.5% Gross Wages
Dues on Wages						
Admin Dues on Fringes		\$ 0.85	\$ 0.68	\$ 0.60	\$ 0.56	\$ 0.52
Vacation		\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
PAC DC21		\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25
DC21 Scholarship		\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06
Benevolent Fund		\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
IU Admin Dues	Expires 12/31/25	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25
IU Admin Dues	Effective 1/1/26	\$ 0.35	\$ 0.35	\$ 0.35	\$ 0.35	\$ 0.35
Organizing Fund (Core)		\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02

Fringe Benefits						
		\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50
Health & Welfare						
Pension		\$ 6.87	\$ 5.11	\$ 4.23	\$ 3.65	\$ 3.11
Annuity		\$ 6.27	\$ 3.17	\$ 1.64	\$ 1.04	\$ 0.71
DC 21 Apprentice		\$ 1.13	\$ 1.13	\$ 1.13	\$ 1.13	\$ 1.13
National Apprentice FT		\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
I.U.LMP		\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07
DC21 LMF		\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07
AGI		\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.05
IAF		\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15

Total Benefits	\$ 24.31	\$ 19.45	\$ 17.04	\$ 15.86	\$ 14.89
Total Package	\$ 64.79	\$ 51.83	\$ 45.35	\$ 42.11	\$ 38.87
	100%	80%	70%	65%	60%

***WORKING IN LEHIGH VALLEY ANNUITY IS X HOURS PAID - ALL OTHER FRINGES ARE X HOURS

WORKED ***



International Association of
Bridge, Structural, Ornamental & Reinforcing
IRONWORKERS LOCAL UNION NO. 404

Chartered in 1926

June 05,2025

Attention Contractors:

Please be advised that Iron Workers Local Union No. 404 has allocated a \$2.25 increase to our package, effective 7/1/2025 as follows:

- Wage Rate has been increased by \$1.50 = \$38.76/hour.
- Health Contribution has been increased by \$0.50 = \$12.95 /hour.
- The Annuity Rate has increased to \$7.25.
- Changes have been made to Shift Work.
- Changes have been made to Health & Pension.

Enclosed is a wage sheet and a new remittance form. Please adjust your records accordingly.

IMPORTANT TO NOTE: All Employer Contributions to Iron Workers District Council of Philadelphia & Vicinity should be mailed to 12 Edison Place, Springfield, NJ 07081. If you have any remittance questions, please call 215-537-0900 EX.111 or fax 215-537-0862.

Additionally, as of last year, our Apprentice rates have changed. New Apprentices will now start at 70% Journeyman rate. Apprentices will still be reviewed every 6 months. Please review the wage rate sheet carefully.

If you have any questions, feel free to
contact me. Sincerely,

George L. Zalar
Business Manager / FS - T

GLZ/tmm

IRON WORKERS LOCAL UNION NO. 404

ARTICLE VIII

Wages, Funds, and Collection Thereof For Building, Heavy and Highway or Maintenance Projects

Section 1. Wages Rates, Contributions, and Deductions: the wage rates and fringe benefits for Local Union 404, Harrisburg, Pennsylvania for Reinforced Concrete Iron Workers, Bridge & Structural Iron Workers, Fence Erectors, Metal Building Erectors, Ornamental Iron Workers, Riggers, Machinery Movers & Welders shall be as follows:

EFFECTIVE: 7/1/25 - 6/30/26

JOURNEYMAN WAGES		7/1/24	7/1/25	7/1/26
J Journeyman		\$37.26	\$38.76	
Foreman	(not less than 9%/hr above JM Wage)	\$40.61	\$42.25	
General Foreman	(not less than 13%/hr above JM Wage)	\$42.10	\$43.80	

EMPLOYER CONTRIBUTIONS

HEALTH & PENSION: HOURS WORKED

Health	\$12.45	\$ 12.95
Pension	\$12.55	\$ 12.55
Total	\$25.00	\$ 25.50

CONTRIBUTIONS: HOURS WORKED

Apprentice Training Fund	\$0.63	\$ 0.63
Industry Advancement Fund (not included in package)	\$0.04	\$ 0.04

CONTRIBUTIONS: HOURS PAID*

Annuity	\$7.00	\$7.25
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EMPLOYEE DEDUCTIONS*

Union Dues / Working Assessment (Gross Wages)	9%	9%
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TOTAL PACKAGE

\$69.89 \$72.14

APPRENTICE WAGES		7/1/24	7/1/25
70% of JM Rate	w/ \$0 to Annuity per hr paid	\$26.08	\$27.13
75% of JM Rate	w/ \$0 to Annuity per hr paid	\$27.94	\$29.07
80% of JM Rate	w/ \$2 to Annuity per hr paid	\$29.81	\$31.01
85% of JM Rate	w/ \$2 to Annuity per hr paid	\$31.67	\$32.95
90% of JM Rate	w/ \$4 to Annuity per hr paid	\$33.53	\$34.88
95% of JM Rate	w/ \$4 to Annuity per hr paid	\$35.40	\$36.82

**Payroll Deductions, along with Contributions made to the Employees Annuity Fund, shall be clearly defined on Employee's Pay Receipt.*

(Counties covered: Adams, Berks, Bradford, Carbon, Columbia, Cumberland, Dauphin, Juniata, Lackawanna, Luzerne, Lancaster, Lehigh, Lycoming, Mifflin, Monroe, Montour, Northampton, Northumberland, Perry, Pike, Schuylkill, Snyder, Sullivan, Susquehanna, Tioga, Union, Wayne, Wyoming and York as well as portions of Bucks, Chester, Franklin, Huntingdon and Montgomery Counties)

\$2.25 TO BE ALLOCATED BY 7/1/26

Contribution Remittance Report Form

Iron Workers Local 404 Benefits Funds

Effective: 7/1/2025

Expires: 6/30/2026

CHECK

REPORT TYPE:

<input type="checkbox"/>	NO WORK
<input type="checkbox"/>	FINAL REPORT
<input type="checkbox"/>	MONTHLY **Contributions are due by the 15th of the Month** <i>FOR BONDED EMPLOYERS ONLY!</i>
<input type="checkbox"/>	WEEKLY **Contributions are due 7 days after the payroll ending date listed**

12 Edison Place
Springfield, NJ 07081
P: 215-537-0900
F: 215-537-0862

Page _____ of _____

Contractor:

FEIN:

Date: _____

Address:

Phone:

Month: _____

Payroll Ending:

Employee Name	SSN	Apprentice Level or Shift Status	Reg Hrs	OT Hrs	DT Hrs	Total Hrs Wrkd	Total Hrs Paid	Total Gross Wages	9% Gross Wages	Annuity Amt Each Employee
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										

Total Hours / Deductions

❖ Check #1 (New Address)

HEALTH & PENSION

TOTAL HRS/WAGES

July 1, 2025

Rate / hour

TOTAL AMOUNTS DUE:

TOTAL HOURS WORKED*

*hours rounded to the next highest whole number per employee

\$25.50

CONTRIBUTIONS & DEDUCTIONS

Annuity Fund	(hours paid)	\$7.25	
Working Assessment	(Gross Wages)	9%	
Apprentice Training Fund	(hours worked)	\$0.63	

Total to Iron Workers 404 Benefits Funds:

Make one check payable to: Iron Workers 404 Benefits Funds. Mail report & check to: 12 Edison Place, Springfield, NJ 07081❖ Check #2

UNION IRON WORKERS EMPLOYERS ASSOCIATION

TOTAL HOURS

July 1, 2025

UIEA

Rate / hour

TOTAL AMOUNT DUE:

IWEA Industry Advancement Fund	(hours worked)	\$0.04	
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Make separate check payable to: UIEA. Mail report & check to: P.O. Box 4745, Harrisburg, PA 17111

The undersigned Employer agrees to be bound by the terms and conditions pertaining to fringe benefit contributions contained in the presently existing collective bargaining agreement entered into between The Iron Workers District Council (Philadelphia and Vicinity) and firms employing Iron workers affiliated with said District Council. The undersigned Employer also agrees to be bound by the provisions of the Trust Agreement establishing the Iron Workers District Council (Philadelphia and Vicinity) Benefit and Pension Funds as presently constituted and as herein after amended. The undersigned affirms that this report is true and correct statement of the days and hours worked by all employees for whom contributions are due for this reporting period and that he is authorized to execute this document for and on behalf of the above contributing employer.

Employer Signature _____ Date _____

LABORERS' LOCAL 1174
COUNTIES OF CARBON, LEHIGH, MONROE, AND NORTHAMPTON
EFFECTIVE MAY 1, 2025 THRU APRIL 30, 2026

RATE AS OF:

	5/1/25
J Journeyman Laborer	\$32.09
Construction Specialist	\$33.12
Mason Tender	\$32.74
Plaster Tender	\$33.44
Mason Tender Refractory Work	\$33.44
Skid-Steering Loader/Forklift	\$33.44
Masonry Crane Laborer	\$34.69
Concrete Specialist	\$34.09
Foreman	Rate + 10%
General Foreman	\$2.00 above Foreman

FRINGES (Per Hour): Rate as of:

	5/1/25
Health & Welfare	\$8.25
Pension (Benefits Paid on Hours Paid)	\$7.60
Annuity	\$4.00
Annuity (at time and one-half)	\$6.00
Annuity (at double time)	\$8.00
Training/Lecet Fund	\$29
Voluntary LPL (deduct from wage)	\$10
Dues Deduction (deduct from wage)	6% of Gross Wages
I.A.P.F.	\$20
I.A.P.F. (M.C.A. only)	\$39
MAROC Dues Deduction (per hour from Wage)	\$25

Any employee reporting for work upon direction of the employer, and not put to work shall receive one (1) hours pay.



Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

WAGES EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

INDUSTRIAL

Nightshift rates: 2 nd shift 10%	\$35.61 per hour
3 rd shift 15%	\$39.17 per hour
	\$40.95 per hour

BRIDGE

Nightshift rates: 2 nd shift 10%	\$41.71 per hour
3 rd shift 15%	\$45.88 per hour
	\$47.97 per hour

PREMIUM RATES FOR ALL CLASSIFICATIONS: \$1.00 per hour above the rate for all classifications for work done in the following manner: Steel, Spray Painting, HIPAC Coatings, Catalyzed Epoxy, Urethanes, Removers, Blasting with Liquid or Solids, Steam Cleaning, Swing Scaffolds, Cherry Pickers and High Reaches Above 35 Feet. Applying Hazardous Materials and Hanging Wall Paper or Vinyl.

FOREMAN RATE FOR ALL AREAS:

2 TO 4 Employees:	\$.50 ABOVE THE HIGHEST RATE ON THE JOB
5 AND ABOVE:	\$1.00 ABOVE THE HIGHEST RATE ON THE JOB

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.25 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.97 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
IUPAT Pension Fund	\$ 7.37 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 1.21 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$24.18 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.85 per hour paid
IU Administrative Dues	expires on 12/31/2025 \$0.25 per hour worked
IU Administrative Dues	effective on 01/01/2026 \$0.35 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked



Industrial Painter Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

**Painter Apprentice INDUSTRIAL WAGES AND FRINGE BENEFITS EFFECTIVE
MAY 1, 2025 THROUGH APRIL 30, 2026**

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

INDUSTRIAL Journeyman rate for area		\$35.61 per hour
	Nightshift rates: 2 nd shift 10%	\$39.17 per hour
	3 rd shift 15%	\$40.95 per hour
Apprentice rate at steps:	50%	\$17.81 per hour
	Nightshift rates: 2 nd shift 10%	\$19.59 per hour
	3 rd shift 15%	\$20.48 per hour
	60%	\$21.37 per hour
	Nightshift rates: 2 nd shift 10%	\$23.51 per hour
	3 rd shift 15%	\$24.58 per hour
	70%	\$24.93 per hour
	Nightshift rates: 2 nd shift 10%	\$27.42 per hour
	3 rd shift 15%	\$28.67 per hour
	80%	\$28.49 per hour
	Nightshift rates: 2 nd shift 10%	\$31.34 per hour
	3 rd shift 15%	\$32.76 per hour

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.25 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.97 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
IUPAT Pension Fund	\$ 2.16 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 1.21 per hour worked
2011 Labor Management	\$ 0.03 per hour worked

Total Fringe Package **\$17.57 per hour worked**

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.61 per hour paid
IU Administrative Dues	expires on 12/31/2025
IU Administrative Dues	effective on 01/01/2026
D.C. 21 PAC	\$0.25 per hour worked
D.C. 21 Scholarship Fund	\$0.35 per hour worked
Vacation Fund	\$0.10 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.80 per hour worked
	\$0.05 per hour worked
	\$0.09 per hour worked



HOURS ENHANCEMENT PLAN

Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

PAINTING	80%	\$26.17 PER HOUR
	90%	\$29.44 PER HOUR

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.25 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.97 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 7.37 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 1.20 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$24.17 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.85 per hour paid
IU Administrative Dues	expires on 12/31/2025 \$0.25 per hour worked
IU Administrative Dues	effective on 01/01/2026 \$0.35 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked

HOURS ENHANCEMENT PLAN IS A REDUCED WAGE AND FULL BENEFITS.

FOR THE 5 COUNTIES IN THE STATE OF PA: USE OF THIS PROGRAM MUST BE APPROVED BY DISTRICT COUNCIL 21.



Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

WAGES EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

COMMERCIAL	\$32.71 per hour
Nightshift	\$33.71 per hour

REPAINT	\$31.71 per hour
Nightshift	\$32.71 per hour

PREMIUM RATES FOR ALL CLASSIFICATIONS: \$1.00 per hour above the rate for all classifications for work done in the following manner: Steel, Spray Painting, HIPAC Coatings, Catalyzed Epoxy, Urethanes, Removers, Blasting with Liquid or Solids, Steam Cleaning, Swing Scaffolds, Cherry Pickers and High Reaches Above 35 Feet. Applying Hazardous Materials and Hanging Wall Paper or Vinyl.

FOREMAN RATE FOR ALL AREAS:	
2 TO 4 Employees	\$.50 ABOVE THE HIGHEST RATE ON THE JOB
5 AND ABOVE	\$1.00 ABOVE THE HIGHEST RATE ON THE JOB

FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.25 per hour worked
NEPA Annuity Fund	\$ 2.80 per hour worked
Apprentice, DC 21	\$ 0.97 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 7.37 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management	\$ 0.10 per hour worked
Job Recovery	\$ 1.20 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$24.17 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.85 per hour paid
IU Administrative Dues	expires on 12/31/2025 \$0.25 per hour worked
IU Administrative Dues	effective on 01/01/2026 \$0.35 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
Vacation Fund	\$1.00 per hour worked
Organizing Fund	\$0.09 per hour worked
Benevolent Fund	\$0.05 per hour worked



Painters Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

Painter Apprentice WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

COMMERCIAL Journeyman rate for area **\$32.71 per hour**

Apprentice rate at steps:	50%	\$16.36
	60%	\$19.63
	70%	\$22.90
	80%	\$26.17

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.25 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.97 per hour worked
NEPA Industry Fund	\$ 0.25 per hour worked
IUPAT Pension Fund	\$ 2.16 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 1.20 per hour worked
2011 Labor Management	\$ 0.03 per hour worked
Total Fringe Package	\$17.56 per hour worked

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.61 per hour paid
IU Administrative Dues	expires on 12/31/2025 \$0.25 per hour worked
IU Administrative Dues	effective on 01/01/2026 \$0.35 per hour worked
D.C. 21 PAC	\$0.10 per hour worked
D.C. 21 Scholarship Fund	\$0.05 per hour worked
Vacation Fund	\$0.80 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.09 per hour worked



Bridge Painter Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

**Painter Apprentice Bridge WAGES AND FRINGE BENEFITS EFFECTIVE
MAY 1, 2025 THROUGH APRIL 30, 2026**

(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

BRIDGE Journeyman rate for area		\$41.71 per hour
	Nightshift rates:	2 nd shift 10%
		3 rd shift 15%
		\$45.88 per hour
		\$47.97 per hour
Apprentice rate at steps:	50%	\$20.86 per hour
	Nightshift rates:	2 nd shift 10%
		3 rd shift 15%
		\$22.95 per hour
		\$23.99 per hour
	60%	\$25.03 per hour
	Nightshift rates:	2 nd shift 10%
		3 rd shift 15%
		\$27.53 per hour
		\$28.78 per hour
	70%	\$29.20 per hour
	Nightshift rates:	2 nd shift 10%
		3 rd shift 15%
		\$32.12 per hour
		\$33.58 per hour
	80%	\$33.37 per hour
	Nightshift rates:	2 nd shift 10%
		3 rd shift 15%
		\$36.71 per hour
		\$38.38 per hour

FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

Health and Welfare	\$11.25 per hour worked
NEPA Annuity Fund	\$ 1.40 per hour worked
Apprentice, DC 21	\$ 0.97 per hour worked
DVIPA (New)	\$ 0.20 per hour worked
NEPA Industry Fund	\$ 0.05 per hour worked
IUPAT Pension Fund	\$ 2.16 per hour worked
National Apprentice	\$ 0.10 per hour worked
Finishing Industry LMP	\$ 0.10 per hour worked
DC 21 Labor Management Fund	\$ 0.10 per hour worked
Job Recovery Fund	\$ 1.21 per hour worked
2011 Labor Management	\$ 0.03 per hour worked

Total Fringe Package **\$17.57 per hour worked**

EMPLOYEE DEDUCTIONS

D.C. 21 Administrative Dues Check-Off	3.5% on Gross Wages
D.C. 21 Hourly Dues Check-off	\$0.61 per hour paid
IU Administrative Dues	expires on 12/31/2025
IU Administrative Dues	effective on 01/01/2026
D.C. 21 PAC	\$0.25 per hour worked
D.C. 21 Scholarship Fund	\$0.35 per hour worked
Vacation Fund	\$0.10 per hour worked
Benevolent Fund	\$0.05 per hour worked
Organizing Fund	\$0.80 per hour worked
	\$0.05 per hour worked
	\$0.09 per hour worked

PLASTERERS
ALLENTOWN, PENNSYLVANIA
LOCAL 592

5-1-2025

JOURNEYMAN	\$38.73
FOREMAN	42.60 (10% above journeyman wage rate)

FRINGE BENEFITS:

HEALTH & WELFARE	\$11.00 per hour
PENSION	8.10 per hour
ANNUITY	5.00 per hour
IND. PROMOTION	.20 per hour
APPRENTICE	.01 per hour
TRAINING	.40 per hour
 DUES CHECK-OFF(5 1/2%)	 3.49 deducted from wage-4 1/2 local, 1% inter
JOB TARGETING	.60 deducted from wages
P.A.C.	.05 deducted from wages
VACATION	3.10 deducted from wages

OVERTIME:

1ST 2 HRS. OF OT (MON-FRI) AND THE 1ST 8 HRS WORKED ON SATURDAY SHALL BE AT TIME AND ONE-HALF. ALL OTHER OVERTIME SHALL BE PAID AT DOUBLE TIME. 12:00 NOON TO 12:30 PM IS LUNCH.

HOLIDAYS:

NEW YEAR'S DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY AND CHRISTMAS DAY.

BUSINESS MANAGER:

DENNIS FIFE	PHONE: 215-468-0235
2843 SNYDER AVENUE	FAX: 215-271-5222
PHILADELPHIA, PA 19145	

EXPIRATION DATE: **APRIL 30, 2026**

Plumbers Union Local 690

of Philadelphia and Vicinity
2791 Southampton Road, Philadelphia, PA 19154

George C. Pegram
Business Manager/Secretary Treasurer

Phone 215-677-8900
Fax 215-677-7102

Plumbers Union Local 690
Wage and Fringe Benefit Rates
Effective May 1, 2025 through April 30, 2026
Philadelphia and Five County
Delaware Valley Area
Building Trades

May 1, 2025
Contract Increase \$4.15

	4/30/25	5/1/25	INCREASE
WAGES	\$67.53	\$ 70.53	\$ 3.00
PENSION PLAN	\$11.33	\$ 11.48	\$ 0.15
S.R.P.	\$8.00	\$ 8.75	\$ 0.75
HEALTH PLAN	\$17.08	\$ 17.18	\$ 0.10
APPRENTICE PLAN	\$1.40	\$ 1.40	\$ 0.00
INDUSTRY FUND	\$0.40	\$ 0.50	\$ 0.10
SCHOLARSHIP FUND	\$0.10	\$ 0.15	\$ 0.05
TOTAL PACKAGE	\$105.84	\$ 109.99	\$ 4.15

May 1, 2025 contract increase: \$4.15

Summary :

Wage: \$ 3.00
Benefits
Pension Plan:\$0.15
S.R.P. \$0.75 increase
Health Plan:\$0.10 increase
Apprentice Plan: No Increase
Industry Fund:\$0.10 increase
Scholarship Fund:\$0.05 Increase

Vacation contribution is now \$3.80 per hour for Building Trades Journeymen
Vacation contribution is now \$1.20 for ALL APPRENTICES

Deduction from Hourly Wages:

Deduct \$3.80 for vacation fund per hour paid from net wages
Deduct \$.98 cents Political Action & \$.85 cents Social Fund per hour from Net Wages
Deduct 2.52% of the total package gross wages (\$70.53)& Fringe benefits (\$39.46)=Total Package \$109.99
Deduct \$2.40 for Orginizational Fund

Foreman Hourly Wage Rates

Foreman (2 - 10 Journeymen) 110% of Journeymen Rate
Area Foreman 112% of Journeymen Rate
General Foreman 115% of Journeymen Rate (supervising 2 or more Foremen and 100 Journeymen or less)
General Foreman 120% of Journeymen Rate (supervising 2 or more Foremen and 101 Journeymen or more)

Plumbers Union Local 690

of Philadelphia and Vicinity
2791 Southampton Road, Philadelphia, PA 19154

George C. Pegram
Business Manager/Secretary Treasurer

Phone 215-677-6900
Fax 215-677-7102

Plumbers Union Local 690
Wage and Fringe Benefit Rates
Effective May 1, 2025 through April 30, 2026
Reading and Lehigh Valley
Building Trades

May 1, 2025
Contract Increase \$2.75

	4/30/25	5/1/25	INCREASE
WAGES	\$ 54.28	\$ 56.28	\$ 2.00
PENSION PLAN	\$ 10.78	\$ 10.93	\$ 0.15
S.R.P.	\$ 5.60	\$ 5.95	\$ 0.35
HEALTH PLAN	\$ 17.08	\$ 17.18	\$ 0.10
APPRENTICE PLAN	\$ 1.30	\$ 1.30	\$ 0.00
INDUSTRY FUND	\$ 0.40	\$ 0.50	\$ 0.10
SCHOLARSHIP FUND	\$ 0.10	\$ 0.15	\$ 0.05
TOTAL PACKAGE	\$ 89.54	\$ 92.29	\$ 2.75

May 1, 2025 Increase: \$2.75

Summary :

Wage:\$2.00 Increase
Benefits
Pension Plan:\$0.15 Increase
S.R.P. \$0.35 Increase
Health Plan: \$0.10 Increase
Apprentice Plan: No Increase
Industry Fund:\$0.10 Increase
Scholarship Fund: \$0.05 Increase

Vacation contribution is now \$3.80 per hour for Building Trades Journeymen
Vacation contribution is now \$1.20 for ALL APPRENTICES

Deduction from Hourly Wages:

Deduct \$3.80 for Vacation Fund per hour paid from net wages
Deduct \$.88 cents Political Action & \$.62 cents Social Fund per hour from Net Wages
Deduct 2.52% of the Total Package (gross wages) \$56.28 & Fringe Benefits (\$36.01)= Total Package \$92.29
Deduct \$2.18 for Organizational Fund

Foreman Hourly Wage Rates

Foreman (2 - 10 Journeymen) 110% of Journeymen Rate
Area Foreman 112% of Journeymen Rate
General Foreman 115% of Journeymen Rate (supervising 2 or more Foremen and 100 Journeymen or less)
General Foreman 120% of Journeymen Rate (supervising 2 or more Foremen and 101 Journeymen or more)

Plumbers Union Local 690

of Philadelphia and Vicinity

2791 Southampton Road, Philadelphia, PA 19154

George C. Pegram
Business Manager/Secretary Treasurer

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Fax 215-677-7102

Plumbers Union Local 690
Wage and Fringe Benefit Rates
Effective May 1, 2025 through April 30, 2026
Residential & Jobbing Plumbers

May 1, 2025

Contract Increase: \$2.00

	4/30/2025	5/1/2025	INCREASE
WAGES	\$ 37.13	\$ 38.78	\$ 1.65
PENSION PLAN	\$ 6.13	\$ 6.18	\$ 0.05
S.R.P.	\$ 3.55	\$ 3.75	\$ 0.20
HEALTH PLAN	\$ 15.96	\$ 16.06	\$ 0.10
APPRENTICE PLAN	\$ 0.52	\$ 0.52	\$ 0.00
INDUSTRY FUND	\$ 0.25	\$ 0.25	\$ 0.00
SCHOLARSHIP FUND	\$ 0.10	\$ 0.10	\$ 0.00
TOTAL PACKAGE	\$ 63.64	\$ 65.64	\$ 2.00

May 1, 2025 Contract Increase \$2.00

Summary :

Wage: \$1.65 increase

Benefits

Pension Plan: \$0.05 increase

S.R.P: \$0.20 increase

Health Plan: \$0.10 increase

Apprentice Plan: no increase

Industry Fund: no increase

Scholarship Fund: no increase

Deduction from Hourly Wages:

Deduct \$.40 cents Political Action per hour from Net Wages

Deduct \$.26 cents Social Fund per hour from Net Wages

Deduct 2.52% of the total package (gross wages) \$38.78 & Fringe Benefits (\$26.86)= Total Package \$65.64

Deduct \$.36 for Organizational Fund per hour paid from Net Wages for Journeyman

Plumbers Union Local 690
 of Philadelphia and Vicinity
 2731 Southampton Road, Philadelphia, PA 19154

George C. Pegram
 Business Manager/Secretary Treasurer

Phone 215-677-6900
 Fax 215-677-7102

WAGE & FRINGE RATES FOR PLUMBERS UNION LOCAL #690 APPRENTICES IN ALL COUNTIES

Effective May 1,2025 to April 30,2026

Wage & Fringe Effective May 1,2025

Effective Dates	% of BTJ	Increase	Period	Wage Rate	Health & Welfare	\$0.10	\$0.05	\$0.25	\$0.00	\$0.05	\$0.05	\$0.50
5/1/25 to 4/30/26	40%	First	\$28.21	\$9.88	\$7.26	\$1.50	\$0.04	\$0.04	\$0.00	\$0.15	\$0.15	\$47.04
5/1/25 to 4/30/26	40%	Second	\$28.21	\$9.88	\$7.26	\$1.50	\$0.04	\$0.04	\$0.00	\$0.15	\$0.15	\$47.04
5/1/25 to 4/30/26	45%	Third	\$31.74	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$59.92
5/1/25 to 4/30/26	45%	Fourth	\$31.74	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$59.92
5/1/25 to 4/30/26	55%	Fifth	\$38.79	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$66.97
5/1/25 to 4/30/26	55%	Sixth	\$38.79	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$66.97
5/1/25 to 4/30/26	65%	Seventh	\$45.84	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$74.02
5/1/25 to 4/30/26	65%	Eighth	\$45.84	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$74.02
5/1/25 to 4/30/26	80%	Ninth	\$56.42	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$84.60
5/1/25 to 4/30/26	80%	Tenth	\$56.42	\$17.18	\$7.26	\$2.30	\$0.84	\$0.84	\$0.45	\$0.15	\$0.15	\$84.60

Vacation contribution is now \$1.20 for ALL APPRENTICES

For First through Tenth Period Apprentices:

- Deduct \$1.20 for Vacation Fund per hour paid from Net Wages
- Deduct \$.46 for Political Action Fund per hour paid from Net Wages
- Deduct \$.50 for Social Fund per hour paid from Net Wages
- Deduct \$.79 for Organizing Fund
- Deduct 2.52% of Total Gross Wage & Fringe Benefits(Total Package) for Union Dues



ROOFERS LOCAL 30

UNITED UNION OF ROOFERS, WATERPROOFERS,
AND ALLIED WORKERS

6447 TORRESDALE AVENUE • PHILADELPHIA, PENNSYLVANIA 19135 • (215) 331-8770 • FAX (215) 331-8325

Shawn McCullough
Business Manager

WAGES & FRINGES – EFFECTIVE 5/1/25 COMMERCIAL

Journeyman Wages	\$46.03 Per Hour
Foreman Wages (5 men or less)	\$48.03 Per Hour
Foreman Wages (6 men or more)	\$48.53 Per Hour

EMPLOYER CONTRIBUTIONS

Welfare Fund	\$13.50 Per Hour
Pension Fund	12.19 Per Hour
Annuity Fund	7.65 Per Hour
RCA Industry Fund	.50 Per Hour
Apprenticeship Fund	.93 Per Hour
* (Includes \$.09 per hour for Research & Education)	\$34.77

If machinery is used (new work), each worker is to receive an additional fifty cents (\$.50) per hour.

WAGE-FRINGE FOR STEAMFITTERS' LOCAL UNION 420 BUILDING TRADES (BTJ)

EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

READING & LEHIGH VALLEY RATES

Classification	%	Hourly Rate	H&W Fund	Reserve Fund	Pension Fund	S.R.P.	USSERA Fund	Apprentice Training * Fund	Industry Fund	I.T.F.	Total
J Journeyman	100%	\$61.47	\$15.20	\$2.50	\$11.33	\$14.25	\$0.01	\$1.20	\$0.30	\$0.10	\$106.36
Foreman (2-5 Journeyman)	107%	\$65.77	\$15.20	\$2.50	\$11.33	\$14.25	\$0.01	\$1.20	\$0.30	\$0.10	\$110.66
Foreman (up to 10 Journeyman)	110%	\$67.62	\$15.20	\$2.50	\$11.33	\$14.25	\$0.01	\$1.20	\$0.30	\$0.10	\$112.51
Area Foreman	112%	\$68.85	\$15.20	\$2.50	\$11.33	\$14.25	\$0.01	\$1.20	\$0.30	\$0.10	\$113.74
General Foreman (2 or more up to 100 Journeyman)	115%	\$70.69	\$15.20	\$2.50	\$11.33	\$14.25	\$0.01	\$1.20	\$0.30	\$0.10	\$115.58
General Foreman (101 or more)	120%	\$73.76	\$15.20	\$2.50	\$11.33	\$14.25	\$0.01	\$1.20	\$0.30	\$0.10	\$118.65
Welding Foreman (up to 20 welders)	110%	\$67.62	\$15.20	\$2.50	\$11.33	\$14.25	\$0.01	\$1.20	\$0.30	\$0.10	\$112.51
Apprentice Period	%	Hourly Rate	H&W Fund	Reserve Fund	Pension Fund	S.R.P.	USSERA Fund	Apprentice Training * Fund	Industry Fund	I.T.F.	Total
1st Period	40%	\$24.59	\$15.20	\$2.50	\$5.69	\$0.00	\$0.01	\$0.00	\$0.00	\$0.00	\$47.99
2nd Period	40%	\$24.59	\$15.20	\$2.50	\$5.69	\$0.00	\$0.01	\$0.00	\$0.00	\$0.00	\$47.99
3rd Period	45%	\$27.66	\$15.20	\$2.50	\$9.63	\$2.00	\$0.01	\$0.00	\$0.30	\$0.10	\$57.40
4th Period	45%	\$27.66	\$15.20	\$2.50	\$9.63	\$2.00	\$0.01	\$0.00	\$0.30	\$0.10	\$57.40
5th Period	55%	\$33.81	\$15.20	\$2.50	\$9.63	\$7.84	\$0.01	\$0.00	\$0.30	\$0.10	\$69.39
6th Period	55%	\$33.81	\$15.20	\$2.50	\$9.63	\$7.84	\$0.01	\$0.00	\$0.30	\$0.10	\$69.39
7th Period	65%	\$39.96	\$15.20	\$2.50	\$9.63	\$9.26	\$0.01	\$0.00	\$0.30	\$0.10	\$76.96
8th Period	65%	\$39.96	\$15.20	\$2.50	\$9.63	\$9.26	\$0.01	\$0.00	\$0.30	\$0.10	\$76.96
9th Period	75%	\$46.10	\$15.20	\$2.50	\$9.63	\$10.69	\$0.01	\$0.00	\$0.30	\$0.10	\$84.53
10th Period	75%	\$46.10	\$15.20	\$2.50	\$9.63	\$10.69	\$0.01	\$0.00	\$0.30	\$0.10	\$84.53

THREE YEAR AGREEMENT EFFECTIVE 05-01-2023 THROUGH 04-30-2026. 1ST YEAR \$3.81; 2ND YEAR \$3.68; 3RD YEAR \$3.62

*EMPLOYERS SHALL CONTRIBUTE \$1.50 TO THE APPRENTICE TRAINING FUND IF THEY DO NOT MAKE THE \$0.30 CONTRIBUTION TO THE INDUSTRY FUND

* ALL MCAEP MEMBER EMPLOYERS MUST PAY INDUSTRY FUND CONTRIBUTIONS. ALL WAGE RATES, FRINGE BENEFITS RATES AND DEDUCTIONS PER HOUR ARE BASED ON ALL HOURS PAID

PAYOUT DEDUCTIONS FOR JOURNEYMAN, ALL FOREMAN CLASSIFICATIONS, GENERAL FOREMAN DEDUCTIONS PER HOUR FROM NET WAGE:

DEDUCT \$1.50 FOR VACATION, DEDUCT \$0.50 FOR BUILDING FUND (The Building Fund is payable by 7th - 10th period apprentices, and all Journeyman),

DEDUCT \$0.55 FOR PIPE FUND, DEDUCT \$0.05 FOR SCHOLARSHIP, DEDUCT \$1.30 FOR OMR FUND, DEDUCT \$1.55 FOR WORKING ASSESSMENT

WORKING ASSESSMENT @ 1.5% X JOURNEYMAN GROSS PAY INCLUDING THE GROSS BENEFIT PACKAGE, EXCLUDING INDUSTRY FUND, USSERA FUND & RESERVE FUND
EXAMPLE: \$61.47 + \$15.20 + \$11.33 + \$14.25 + \$1.20 + \$0.10 = \$103.55 X 1.5% = \$1.55 PER HOUR PAID

PLEASE NOTE: Do NOT include additional Foreman % in Union Working Assessment Calculations

PAYOUT DEDUCTIONS FOR APPRENTICES PER HOUR FROM NET WAGE:

1st THROUGH 10th PERIODS: DEDUCT \$1.50 PER HOUR FOR VACATION FUND * 7th THROUGH 10th PERIODS: DEDUCT \$0.50 for BUILDING FUND)

*APPRENTICES ARE NOT SUBJECT TO PIPE, SCHOLARSHIP, ORGANIZING/MARKET RECOVERY OR WORKING ASSESSMENT DEDUCTIONS, WITH THE EXCEPTION OF 7TH THROUGH 10TH PERIODS FOR BUILDING FUND AND WORKING ASSESSMENT

Apprentice Working Assessment for 7th through 10th Period: 1% of apprentice total package excluding Industry, USSERA fund & Reserve Fund

for 7th Period \$0.74

for 8th Period \$0.74

for 9th Period \$0.82

for 10th Period \$0.82

Steamfitters Local Union No. 420
14420 Townsend Road, Suite A
Philadelphia, PA 19154

Employer: _____

Address: _____

City/State/Zip: _____

James Snell

5/1/2025

James Snell, Business Manager

Date:

Signature: _____

Date: _____

Name/Title (Print): _____