LVCA LEHIGH VALLEY CONTRACTORS ASSOCIATION, INC.

P.O. BOX 1505, BETHLEHEM, PA 18018 610-691-1414 FAX 610-691-0874

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# LEHIGH VALLEY CONTRACTORS ASSOCIATION

# *2026-2027 WAGE RATE CHART*

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

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

AUGUST, 2026

# 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 Demyanovlch (215) 569-2558

**Operating Engineers Local 542**
James Reilley (610) 351-5422

**Painters-lUPAT DC21**
Michael Valeo (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

LIAM C. SPROULE
EXECUTIVE SECRETARY-TREASURER

EASCARPENTERS.ORG

# Eastern Atlantic States

REGIONAL COUNCIL OF CARPENTERS
1803 Spring Garden Street, Philadelphia, PA 19130 | 215-569-1634

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

WAGE RATE AND FRINGE BENEFITS — 5/1/2026 TO 4/30/2027

| | 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 | $41.09 | $16.44 | $20.55 | $24.65 | $32.87 |
| Foreman Wage Rate | $45.20 | | | | |
| General Foreman Wage Rate | $49.72 | | | | |
| | | | | | |
| FRINGE BENEFITS Rate Code | 74 0 | 74 11 | 74 12 | 74 13 | 74 14 |
| Health & Welfare | $10.10 | $10.10 | $10.10 | $10.10 | $10.10 |
| 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) | $0.85 | $0.85 | $0.85 | $0.85 | $0.85 |
| 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 | $28.79 | $20.90 | $21.90 | $22.90 | $22.90 |
| TOTAL PACKAGE | $69.88 | $37.34 | $42.45 | $47.55 | $55.77 |
| | | | | | |

### 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
$0.11 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, PENNSLVANIA**

**LOCAL 592**

**5-1-2026**

| | |
|---|---|
| JOURNEYMAN | $39.13 |
| FOREMAN | $43.04 (10% above journeyman rate) |
| HEALTH & WELFARE | $11.00 PER HOUR |
| PENSION | $ 8.30 PER HOUR |
| ANNUITY | $ 6.00 PER HOUR |
| IND. PROMOTION | $ .20 PER HOUR |
| TRAINING | $ .40 PER HOUR |
| DUES CHECK-OFF | $ 3.58 (deducted from wages 4 ½ local, 1 international |
| JOB TARGET | $ .60 (deducted from wages) |
| VACATION | $ 3.25 (deducted from wages) |

**UNIQUE CONDITIONS OVERTIME:**

*First 2 hour of O.T. (Mon-Friday) and the first 8 hours worked on Saturday shall be at time and one half; All other overtime shall be paid at double time

*12 noon to 12:30 p.m. is lunch

*$1.00 per hour more for grinding and epoxy

**BUSINESS MANAGER:**

DENNIS FIFE PHONE: 215-468-0235

2843 SNYDER AVENUE FAX: 215-271-5222

PHILADELPHIA, PA 19145

**EXPIRATION DATE:** **APRIL 30-2027**

# 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**

| | 06/01/24 | 0601/25 | $3.75 06/01/26 |
|---|---|---|---|
| **FOREMAN** | | | |
| General Foreman (51 men & above 13%) | $53.48 | $56.50 | **$59.84** |
| General Foreman (11 - 50 Men 10% ) | $52.06 | $55.00 | **$58.26** |
| Foreman (5 -10 men 7%) | $50.64 | $53.50 | **$56.67** |
| Foreman (2-4 men 4%) | $49.22 | $52.00 | **$55.08** |
| **JOURNEYMAN/WIREMAN (base wage rate)** | $47.33 | $50.00 | **$52.96** |
| Health & Welfare (22.28% OF GROSS WAGES AS OF 06/01/2026) | $10.70 | $11.30 | **$11.80** |
| Retirement Plan | $12.38 | $12.53 | **$12.53** |
| J.A.T.C. | $0.60 | $0.60 | **$0.80** |
| Promotional Fund | $0.04 | $0.04 | **$0.04** |
| *N.L.M.C.C. | $0.01 | $0.01 | **$0.01** |
| *N.E.B.F (3% of gross wages) | $1.42 | $1.50 | **$1.59** |
| *N.E.I.F. (.25% of gross wages) | $0.12 | $0.13 | **$0.13** |
| *E.C.P.E.C.A.F. (Admin Fund/ .5% of gross wages) | $0.24 | $0.25 | **$0.26** |
| ***Total Package based on JW Rate*** | $72.84 | $76.36 | **$80.12** |

| **APPRENTICE** | | | |
|---|---|---|---|
| 1st Period/0-1,000 Hrs/35% JW rate | $16.57 | $17.50 | **$18.53** |
| 2nd Period/1,000-2,000 hrs/40% of JW rate | $18.93 | $20.00 | **$21.18** |
| 3rd Period/2,000-3,500 hrs/1st yr school comp./50% of JW rate | $23.67 | $25.00 | **$26.48** |
| 4th Period/3,500-5,000 hrs/2nd yr school comp./60% of JW rate | $28.40 | $30.00 | **$31.78** |
| 5th Period/5,000-6,500 hrs/3rd yr school comp./70% of JW rate | $33.13 | $35.00 | **$37.07** |
| 6th Period/6,500-8,000 hrs/4th yr school comp./80% JW rate | $37.86 | $40.00 | **$42.37** |
| 5th year of school complete + 8,000 hours | | | **Journeyman/Wireman Rate** |

**Apprentice Fringe Benefits**

| | | *gross* | *gross* |
|---|---|---|---|
| Health & Welfare (22.28% of gross wages as of 06/01/2026) | gross wages | wages | wages |
| Retirement Plan (1st & 2nd Period Uninitiated Apprentices) | | $0.00 | $0.00 | **$0.00** |
| Retirement Plan (all other classifications) | | $2.20 | $2.20 | **$2.20** |
| J.A.T.C. | | $0.60 | $0.60 | **$0.80** |
| Promotional Fund | | $0.04 | $0.04 | **$0.04** |
| *N.L.M.C.C. | | $0.01 | $0.01 | **$0.01** |
| * N.E.B.F | (3% of gross wages) | | | |
| * N.E.I.F. | .25% of gross wages | | | |
| * E.C.P.E.C.A.F. (Admin. Fund) | .5% of gross wages | | | |

**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, 2026- April 30, 2027**

| | | Mechanic | Journeyperson | Year 4 | Year 3 | Year 2 | Year 1 | Glassworker |
|---|---|---|---|---|---|---|---|---|
| Wages | Working in Lehigh Valley | $ 41.20 | $ 37.32 | $ 32.96 | $ 28.81 | $ 26.72 | $ 24.41 | $ 23.36 |
| | Working in Philly | $ 65.58 | $ 50.20 | $ 40.18 | $ 36.62 | $ 33.25 | $ 29.95 | |

| | Deductions from wages | | | | | | |
|---|---|---|---|---|---|---|---|
| Dues on Wages | 3.5% Gross Wages | 3.5% Gross Wages | 3.5% Gross Wages | 3.5% Gross Wages | 3.5% Gross Wages | 3.5% Gross Wages | 3.5% Gross Wages |
| Admin Dues on Fringes | $ 0.88 | $ 0.78 | $ 0.70 | $ 0.62 | $ 0.57 | $ 0.54 | $ 0.46 |
| Vacation | $ 0.50 | $ 0.50 | $ 0.50 | $ 0.50 | $ 0.50 | $ 0.50 | $ 0.50 |
| PAC DC21 | $ 0.25 | $ 0.25 | $ 0.25 | $ 0.25 | $ 0.25 | $ 0.25 | |
| DC21 Scholarship | $ 0.06 | $ 0.06 | $ 0.06 | $ 0.06 | $ 0.06 | $ 0.06 | |
| Benevolent Fund | $ 0.10 | $ 0.10 | $ 0.10 | $ 0.10 | $ 0.10 | $ 0.10 | $ 0.10 |
| IU Admin Dues Expires 12/31/26 | $ 0.35 | $ 0.35 | $ 0.35 | $ 0.35 | $ 0.35 | $ 0.35 | $ 0.20 |
| IU Admin Dues Effective 1/1/27 | $ 0.45 | $ 0.45 | $ 0.45 | $ 0.45 | $ 0.45 | $ 0.45 | $ 0.25 |
| Organizing Fund (Core) | $ 0.02 | $ 0.02 | $ 0.02 | $ 0.02 | $ 0.02 | $ 0.02 | $ 0.02 |

| | Fringe Benefits | | | | | | |
|---|---|---|---|---|---|---|---|
| Health & Welfare | $ 9.80 | $ 9.80 | $ 9.80 | $ 9.80 | $ 9.80 | $ 9.80 | $ 9.80 |
| Pension | $ 6.95 | $ 6.95 | $ 5.17 | $ 4.28 | $ 3.70 | $ 3.16 | |
| Annuity | $ 6.64 | $ 3.89 | $ 3.40 | $ 1.81 | $ 1.17 | $ 0.80 | $ 2.30 |
| DC 21 Apprentice | $ 1.16 | $ 1.16 | $ 1.16 | $ 1.16 | $ 1.16 | $ 1.16 | $ 0.71 |
| National Apprentice FTI | $ 0.10 | $ 0.10 | $ 0.10 | $ 0.10 | $ 0.10 | $ 0.10 | |
| I.U.LMP | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.02 |
| DC21 LMF | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.07 | $ 0.02 |
| AGI | $ 0.15 | $ 0.15 | $ 0.15 | $ 0.15 | $ 0.15 | $ 0.05 | $ 0.10 |
| IAF | $ 0.15 | $ 0.15 | $ 0.15 | $ 0.15 | $ 0.15 | $ 0.15 | $ 0.15 |
| **Total Benefits** | $ 25.09 | $ 22.34 | $ 20.07 | $ 17.59 | $ 16.37 | $ 15.36 | $ 13.10 |
| **Total Package** | **$ 66.29** | **$ 59.66** | **$ 53.03** | **$ 46.40** | **$ 43.09** | **$ 39.77** | **$ 36.46** |
| | 100% | 90% | 80% | 70% | 65% | 60% | 55% |

***WORKING IN LEHIGH VALLEY ANNUITY IS X HOURS PAID - ALL OTHER FRINGES ARE X HOURS WORKED ***
*WORKING IN PHILLY - PENSION & ANNUITY X HOURS PAID*

Contribution Remittance Report Form

# Iron Workers Local 404 Benefits Funds

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

Effective: 7/1/2026
Expires: 6/30/2027

**CHECK REPORT TYPE:**

| | |
|---|---|
| ☐ | **NO WORK** |
| ☐ | **FINAL REPORT** |
| ☐ | **MONTHLY** — **Contributions are due by the 15th of the Month** ***FOR BONDED EMPLOYERS ONLY!*** |
| ☐ | **WEEKLY** — **Contributions are due 7 days after the payroll ending date listed** |



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 | | | | | | | | | | |
| Total Hours / Deductions | | | | | | | | | | |

*Check #1 (New Address)*
***HEALTH & PENSION***

| | ***TOTAL HRS/WAGES*** | ***July 1, 2026 Rate / hour*** | ***TOTAL AMOUNTS DUE:*** |
|---|---|---|---|
| TOTAL HOURS WORKED*<br>*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) | | $1.13 | |
| ***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, 2026 Rate / hour*** | ***UIEA TOTAL AMOUNT DUE:*** |
|---|---|---|---|
| IWEA Industry Advancement Fund (hours worked) | | $0.04 | |

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 _____



Questions? Call Iron Workers Local 404 at 717-564-8550.

# 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, Machinary Movers & Welders shall be as follows:

## EFFECTIVE: 7/1/2026-6/30/2027

| JOURNEYMAN WAGES | | 7/1/24 | 7/1/25 | 7/1/26 |
|---|---|---|---|---|
| Journeyman | | $37.26 | $38.76 | $40.51 |
| Foreman | *(not less than 9%/hr above JM Wage)* | $40.61 | $42.25 | $44.16 |
| General Foreman | *(not less than 13%/hr above JM Wage)* | $42.10 | $43.80 | $45.78 |

| EMPLOYER CONTRIBUTIONS | | | | |
|---|---|---|---|---|
| **HEALTH & PENSION: HOURS WORKED** Health | | $12.45 | 12.95 | $12.95 |
| Pension | | $12.55 | $12.55 | $12.55 |
| | Total | $25.00 | $25.50 | $25.50 |
| **CONTRIBUTIONS: HOURS WORKED** Apprentice Training Fund | | $0.63 | $0.63 | $1.13 |
| Industry Advancement Fund | *(not included in package)* | $0.04 | $0.04 | $0.04 |
| **CONTRIBUTIONS: HOURS PAID*** Annuity | | $7.00 | $7.25 | $7.25 |
| **EMPLOYEE DEDUCTIONS*** | | | | |
| Union Dues / Working Assessment *(Gross Wages)* | | 9% | 9% | 9% |
| Total Pakage | | $69.89 | $72.14 | $74.39 |

| APPRENTICE WAGES | 7/1/2026 ANNUITY | | 7/1/24 | 7/1/25 | 7/1/26 |
|---|---|---|---|---|---|
| 70% of JM Rate | w/ $0 to Annuity per hr paid | | $26.08 | $27.13 | $28.36 |
| 75% of JM Rate | w/ $0 to Annuity per hr paid | | $27.94 | $29.07 | $30.38 |
| 80% of JM Rate | w/ $2 to Annuity per hr paid | | $29.81 | $31.01 | $32.41 |
| 85% of JM Rate | w/ $2 to Annuity per hr paid | | $31.67 | $32.95 | $34.43 |
| 90% of JM Rate | w/ $4 to Annuity per hr paid | | $33.53 | $34.88 | $36.46 |
| 95% of JM Rate | w/ $4 to Annuity per hr paid | | $35.40 | $36.82 | $38.48 |

***Payroll Deductions, along with Contributions made to the Employees Annuity Fund, shall be clearly defined on Employee's Pay Receipt.* All jobs preformed at Limerick Power Station or associated with an additional $7.00 an hour paid.***

(Counties covered: Adams, Berks, Bradford, Carbon, Columbia, Cumberland, Dauphin, Juniata, Lackawanna, Luzerne, Lancaster, Lebanon, 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)

**LABORERS' LOCAL 1174**
**COUNTIES OF CARBON, LEHIGH, MONROE, AND NORTHAMPTON**
**EFFECTIVE MAY 1, 2026 THRU APRIL 30, 2027**

| **RATE AS OF:** | **5/1/26** |
|---|---|
| Journeyman Laborer | $33.09 |
| Construction Specialist | $34.12 |
| Mason Tender | $33.74 |
| Plaster Tender | $34.44 |
| Mason Tender Refractory Work | $34.44 |
| Skid-Steering Loader/Forklift | $35.24 |
| Masonry Crane Laborer | $35.69 |
| Concrete Specialist | $35.09 |
| Foreman | Rate + 10% |
| General Foreman | $2.00 above Foren |

| **FRINGES (Per Hour): Rate as of:** | **5/1/26** |
|---|---|
| Health & Welfare | $8.75 |
| Pension (Benefits Paid on Hours Paid) | $7.75 |
| 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.

WILLIAM C. SPROULE
EXECUTIVE SECRETARY-TREASURER

EASCARPENTERS.ORG

# Eastern Atlantic States
REGIONAL COUNCIL OF CARPENTERS

1803 Spring Garden Street, Philadelphia, PA 19130 | 215-569-1634

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

**Rate Code Number: 804**

**WAGE RATE AND FRINGE BENEFITS** **05/01/2026 TO 4/30/2027**

| Rate Code 804 | 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 | $ 52.22 | $ 23.75 | $ 30.02 | $ 35.76 | $ 44.12 |
| Foreman | $ 57.44 | | | | |
| General Foreman | $ 63.19 | | | | |
| **FRINGE BENEFITS- Rate Code** | | | | | |
| Health & Welfare | $ 10.10 | $ 10.10 | $ 10.10 | $ 10.10 | $ 10.10 |
| HRA | $ 0.62 | $ - | $ 0.62 | $ 0.62 | $ 0.62 |
| Vacation Fund | $ 2.29 | $ 2.41 | $ 2.29 | $ 2.29 | $ 2.29 |
| Annuity/CSP | $ 12.49 | $ 12.52 | $ 12.52 | $ 12.52 | $ 12.52 |
| 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** | **$ 38.56** | **$ 32.20** | **$ 32.70** | **$ 32.70** | **$ 32.70** |
| **TOTAL PACKAGE** | **$ 90.78** | **$ 55.95** | **$ 62.72** | **$ 68.46** | **$ 76.82** |
| **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 | $ 0.11 | $ 0.11 | $ 0.11 | $ 0.11 | $ 0.11 |
| 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

# Paintes Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

## Painter Apprentice WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2026 THROUGH APRIL 30, 2027

**(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)**

| | | |
|---|---|---|
| **COMMERCIAL Journeyman rate for area** | | **$33.89 per hour** |
| **Apprentice rate at steps:** | **70%** | **$23.72** |
| | **80%** | **$27.11** |
| | **85%** | **$28.81** |
| | **90%** | **$30.50** |

**FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYEI**

| | |
|---|---|
| Health and Welfare | $11.55 per hour worked |
| NEPA Annuity Fund | $ 1.40 per hour worked |
| Apprentice, DC 21 | $ 1.00 per hour worked |
| AMPD Industry Fund | $ 0.15 per hour worked |
| IUPAT Pension Fund | $ 2.25 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 | $ 1.40 per hour worked |
| 2011 Labor Management | $ 0.03 per hour worked |
| **Total Fringe Package** | **$18.08 per hour worked** |

**EMPLOYEE DEDUCTIONS**

| | | |
|---|---|---|
| D.C. 21 Administrative Dues Check-Off | | 3.5% on Gross Wages |
| D.C. 21 Hourly Dues Check-off | | $0.63 per hour paid |
| IU Administrative Dues | effective on 01/01/2026 | $0.35 per hour worked |
| IU Administrative Dues | effective on 01/01/2027 | $0.45 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 | | $0.15 per hour worked |
| Organizing Fund | | $0.09 per hour worked |

# Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

**WAGES EFFECTIVE MAY 1, 2026 THROUGH APRIL 30, 2027**

**(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)**

| | |
|---|---|
| **INDUSTRIAL** | **$38.00 per hour** |
| Nightshift rates: 2nd shift 10% | $41.80 per hour |
| 3rd shift 15% | $43.70 per hour |
| **BRIDGE** | **$44.10 per hour** |
| Nightshift rates: 2nd shift 10% | $48.51 per hour |
| 3rd shift 15% | $50.72 per hour |

**PREMIUM RATES FOR ALL CLASSIFICATIONS: $1.75 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'S RATE:**

| | |
|---|---|
| **3 TO 8 MEN** | **$1.50 TO BASE RATE** |
| **9 TO 19 MEN** | **$2.50 TO BASE RATE** |
| **20 AND ABOVE** | **$3.50 TO BASE RATE** |

## FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

| | |
|---|---|
| Health and Welfare | $11.55 per hour worked |
| NEPA Annuity Fund | $ 2.90 per hour worked |
| Apprentice, DC 21 | $ 1.03 per hour worked |
| AMPD Industry Fund | $ 0.15 per hour worked |
| IUPAT Pension Fund | $ 7.52 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 | $ 1.31 per hour worked |
| 2011 Labor Management | $ 0.03 per hour worked |
| **Total Fringe Package** | **$24.79 per hour worked** |

## EMPLOYEE DEDUCTIONS

| | | |
|---|---|---|
| D.C. 21 Administrative Dues Check-Off | | 3.5% on Gross Wages |
| D.C. 21 Hourly Dues Check-off | | $0.87 per hour paid |
| IU Administrative Dues | effective on 01/01/2026 | $0.35 per hour worked |
| IU Administrative Dues | effective on 01/01/2027 | $0.45 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 | | $0.15 per hour worked |

# HOURS ENHANCEMENT PLAN

## Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

EFFECTIVE MAY 1, 2026 THROUGH APRIL 30, 2027

| | | |
|---|---|---|
| PAINTING | 80% | $27.11 PER HOUR |
| | 90% | $30.50 PER HOUR |

### FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

| | |
|---|---|
| Health and Welfare | $11.55 per hour worked |
| NEPA Annuity Fund | $ 2.80 per hour worked |
| Apprentice, DC 21 | $ 1.00 per hour worked |
| AMPD Industry Fund | $ 0.15 per hour worked |
| IUPAT Pension Fund | $ 7.46 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 | $ 1.40 per hour worked |
| 2011 Labor Management | $ 0.03 per hour worked |
| **Total Fringe Package** | **$24.69 per hour worked** |

### EMPLOYEE DEDUCTIONS

| | | |
|---|---|---|
| D.C. 21 Administrative Dues Check-Off | | 3.5% on Gross Wages |
| D.C. 21 Hourly Dues Check-off | | $0.86 per hour paid |
| IU Administrative Dues | effective on 01/01/2026 | $0.35 per hour worked |
| IU Administrative Dues | effective on 01/01/2027 | $0.45 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 | | $0.15 per hour worked |

HOURS ENHANEMENT 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.

# Industrial Painter Apt. Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

## Painter Apprentice INDUSTRIAL WAGES AND FRINGE BENEFITS EFFECTIVE MAY 1, 2026 THROUGH APRIL 30, 2027

### (ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

| | | | |
|---|---|---|---|
| **INDUSTRIAL Journeyman rate for area** | | | **$38.00 per hour** |
| | Nightshift rates: | 2nd shift 10% | $41.80 per hour |
| | | 3rd shift 15% | $43.70 per hour |
| **Apprentice rate at steps:** | **70%** | | **$26.60 per hour** |
| | Nightshift rates: | 2nd shift 10% | $29.26 per hour |
| | | 3rd shift 15% | $30.59 per hour |
| | **80%** | | **$30.40 per hour** |
| | Nightshift rates: | 2nd shift 10% | $33.44 per hour |
| | | 3rd shift 15% | $34.96 per hour |
| | **85%** | | **$32.30 per hour** |
| | Nightshift rates: | 2nd shift 10% | $35.53 per hour |
| | | 3rd shift 15% | $37.15 per hour |
| | **90%** | | **$34.20 per hour** |
| | Nightshift rates: | 2nd shift 10% | $37.62 per hour |
| | | 3rd shift 15% | $39.33 per hour |

### FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

| | |
|---|---|
| Health and Welfare | $11.55 per hour worked |
| NEPA Annuity Fund | $ 1.50 per hour worked |
| Apprentice, DC 21 | $ 1.03 per hour worked |
| AMPD Industry Fund | $ 0.15 per hour worked |
| IUPAT Pension Fund | $ 2.31 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 | $ 1.31 per hour worked |
| 2011 Labor Management | $ 0.03 per hour worked |
| **Total Fringe Package** | **$18.18 per hour worked** |

### EMPLOYEE DEDUCTIONS

| | | |
|---|---|---|
| D.C. 21 Administrative Dues Check-Off | | 3.5% on Gross Wages |
| D.C. 21 Hourly Dues Check-off | | $0.64 per hour paid |
| IU Administrative Dues | effective on 01/01/2026 | $0.35 per hour worked |
| IU Administrative Dues | effective on 01/01/2027 | $0.45 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 | | $0.15 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, 2026 THROUGH APRIL 30, 2027

### (ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)

| | | | |
|---|---|---|---|
| **BRIDGE Journeyman rate for area** | | | **$44.10 per hour** |
| | Nightshift rates: | 2nd shift 10% | $48.51 per hour |
| | | 3rd shift 15% | $50.72 per hour |
| **Apprentice rate at steps:** | **70%** | | **$30.87 per hour** |
| | Nightshift rates: | 2nd shift 10% | $33.96 per hour |
| | | 3rd shift 15% | $35.50 per hour |
| | **80%** | | ***$35.28 per hour*** |
| | Nightshift rates: | 2nd shift 10% | $38.81 per hour |
| | | 3rd shift 15% | $40.57 per hour |
| | **85%** | | **$37.49 per hour** |
| | Nightshift rates: | 2nd shift 10% | $41.24 per hour |
| | | 3rd shift 15% | $43.11 per hour |
| | **90%** | | **$39.69 per hour** |
| | Nightshift rates: | 2nd shift 10% | $43.66 per hour |
| | | 3rd shift 15% | $45.64 per hour |

### FRINGE BENEFITS - APPRENTICE ONLY - CONTRIBUTED BY EMPLOYER

| | |
|---|---|
| Health and Welfare | $11.55 per hour worked |
| NEPA Annuity Fund | $ 1.50 per hour worked |
| Apprentice, DC 21 | $ 1.03 per hour worked |
| AMPD Industry Fund | $ 0.15 per hour worked |
| IUPAT Pension Fund | $ 2.31 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 | $ 1.31 per hour worked |
| 2011 Labor Management | $ 0.03 per hour worked |
| **Total Fringe Package** | **$18.18 per hour worked** |

### EMPLOYEE DEDUCTIONS

| | | |
|---|---|---|
| D.C. 21 Administrative Dues Check-Off | | 3.5% on Gross Wages |
| D.C. 21 Hourly Dues Check-off | | $0.64 per hour paid |
| IU Administrative Dues | effective on 01/01/2026 | $0.35 per hour worked |
| IU Administrative Dues | effective on 01/01/2027 | $0.45 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 | | $0.15 per hour worked |
| Organizing Fund | | $0.09 per hour worked |

# Painters Wages for Local 2011 Lehigh Valley

Berks, Lehigh & Northampton Counties

## WAGES EFFECTIVE MAY 1, 2026 THROUGH APRIL 30, 2027

**(ALL RATES ARE HOURLY EXCEPT WHERE SPECIFIED OTHERWISE)**

| | |
|---|---|
| **COMMERCIAL** | **$33.89 per hour** |
| Nightshift | $35.09 per hour |
| **REPAINT** | **$32.89 per hour** |
| Nightshift | $34.09 per hour |

**PREMIUM RATES FOR ALL CLASSIFICATIONS:** ***$1.75*** **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'S RATE:**

| | |
|---|---|
| **3 TO 8 MEN** | **$1.50 TO BASE RATE** |
| **9 TO 19 MEN** | **$2.50 TO BASE RATE** |
| **20 AND ABOVE** | **$3.50 TO BASE RATE** |

### FRINGE BENEFITS CONTRIBUTED BY EMPLOYER

| | |
|---|---|
| Health and Welfare | $11.55 per hour worked |
| NEPA Annuity Fund | $ 2.80 per hour worked |
| Apprentice, DC 21 | $ 1.00 per hour worked |
| AMPD Industry Fund | $ 0.15 per hour worked |
| IUPAT Pension Fund | $ 7.46 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 | $ 1.40 per hour worked |
| 2011 Labor Management | $ 0.03 per hour worked |
| **Total Fringe Package** | **$24.69 per hour worked** |

### EMPLOYEE DEDUCTIONS

| | | |
|---|---|---|
| D.C. 21 Administrative Dues Check-Off | | 3.5% on Gross Wages |
| D.C. 21 Hourly Dues Check-off | | $0.86 per hour paid |
| IU Administrative Dues | effective on 01/01/2026, | $0.35 per hour worked |
| IU Administrative Dues | effective on 01/01/2027 | $0.45 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 | | $0.15 per hour worked |

**PLASTERERS**

**ALLENTOWN, PENNSLVANIA**

**LOCAL 592**

**5-1-2026**

| | |
|---|---|
| JOURNEYMAN | $39.58 |
| FOREMAN | $43.54 (10% above journeyman rate) |
| HEALTH & WELFARE | $11.00 PER HOUR |
| PENSION | $ 8.30 PER HOUR |
| ANNUITY | $ 5.80 PER HOUR |
| APPRENTICE | $ .01 PER HOUR |
| IND. PROMOTION | $ .20 PER HOUR |
| TRAINING | $ .40 PER HOUR |
| DUES CHECK-OFF international | $ 3.59 (deducted from wages 4 ½ local, 1% |
| JOB TARGET | $ .60 (deducted from wages) |
| PAC | $ .05 (deducted from wages) |
| VACATION | $ 3.10 (deducted from wages) |

**UNIQUE CONDITIONS OVERTIME:**

*First 2 hour of O.T. (Mon-Friday) and the first 8 hours worked on Saturday shall be at time and one half; All other overtime shall be paid at double time

*12 noon to 12:30 p.m. is lunch

*$1.00 per hour more for grinding and epoxy

**BUSINESS MANAGER:**

DENNIS FIFE PHONE: 215-468-0235

2843 SNYDER AVENUE FAX: 215-271-5222

PHILADELPHIA, PA 19145

**EXPIRATION DATE:** **APRIL 30-2027**

# 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, 2026 through April 30, 2027
## Reading & Lehigh Valley — Building Trades

**May 1, 2026 Contract Increase: $2.75**

| | 4/30/2026 | 5/1/2026 | Increase |
|---|---|---|---|
| **Wages** | $56.28 | $58.43 | $2.15 |
| **Pension Plan** | $10.93 | $11.08 | $0.15 |
| **S.R.P.** | $5.95 | $6.20 | $0.25 |
| **Health Plan** | $17.18 | $17.33 | $0.15 |
| **Apprentice Plan** | $1.30 | $1.35 | $0.05 |
| **Industry Fund** | $0.50 | $0.50 | $0.00 |
| **Scholarship Fund** | $0.15 | $0.15 | $0.00 |
| **Total Package** | $92.29 | $95.04 | $2.75 |

**Summary:**

- Wage Increase: $2.15
- Benefit Increases: Pension Plan - $0.15; S.R.P. - $0.25; Health Plan - $0.15; Apprentice Plan - $0.05; Industry Fund - $0.00; Scholarship Fund - $0.00
- **Vacation contribution is $4.00/hour for Building Trades Journeymen; $1.25/hour for all Apprentices**

- Deductions from hourly wages: ***(Social Fund increased $0.10)***
  - $4.00/hour Vacation Fund (from Net Wages)
  - $0.88/hour Political Action & $0.72/hour Social Fund (from Net Wages)
  - 2.52% of Total Package (Gross Wages $58.43 & Fringe Benefits $36.61 = Total Package $95.04)
  - $2.18/hour Organizational Fund (from Net Wages)

- 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+ Foremen & ≤100 Journeymen)
  - General Foreman 120% of Journeymen Rate (Supervising 2+ Foremen & ≥101 Journeymen)

# 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
## Apprentice Wage & Fringe Benefit Rates
## Effective May 1, 2026 through April 30, 2027

| % of BTJ | Period | Wage Rate | Health & Welfare | Pension | S.R.P. | Apprentice Fund | Industry Fund | Scholarship | Total Package |
|---|---|---|---|---|---|---|---|---|---|
| 40% | **First** | $29.49 | $10.18 | $7.36 | $1.50 | $0.04 | $0.00 | $0.15 | $48.72 |
| 40% | **Second** | $29.49 | $10.18 | $7.36 | $1.50 | $0.04 | $0.00 | $0.15 | $48.72 |
| 45% | **Third** | $33.18 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $61.76 |
| 45% | **Fourth** | $33.18 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $61.76 |
| 55% | **Fifth** | $40.55 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $69.13 |
| 55% | **Sixth** | $40.55 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $69.13 |
| 65% | **Seventh** | $47.92 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $76.50 |
| 65% | **Eighth** | $47.92 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $76.50 |
| 80% | **Ninth** | $58.98 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $87.56 |
| 80% | **Tenth** | $58.98 | $17.48 | $7.36 | $2.30 | $0.84 | $0.45 | $0.15 | $87.56 |

- **Vacation contribution is $1.25/hour for all Apprentices** (from Net Wages)

- Deductions from hourly wages: ***(Social Fund increased $0.10)***
- Political Action Fund: $0.46 per hour (from Net Wages)
- Social Fund: $0.60 per hour (from Net Wages)
- Organizational Fund: $0.79 per hour (from Net Wages)
- 2.52% of Total Package (Gross Wages & Fringe Benefits = Total Package)

# 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 5/1/26
## COMMERCIAL

| | |
|---|---|
| Journeyman Wages | $47.53 Per Hour |
| Foreman Wages (5 men or less) | $49.53 Per Hour |
| Foreman Wages (6 men or more) | $50.03 Per Hour |

### EMPLOYER CONTRIBUTIONS

| | |
|---|---|
| Welfare Fund | $13.85 Per Hour |
| Pension Fund | 12.19 Per Hour |
| Annuity Fund | 7.75 Per Hour |
| RCA Industry Fund | .50 Per Hour |
| Apprenticeship Fund | .93 Per Hour |
| *(Includes $.09 per hour for Research & Education) | $ 35.22 |

### EMPLOYEE DEDUCTIONS

| | |
|---|---|
| Union Fund | $ 3.21 Per Hour |
| Credit Union/McCullough Day | 1.80 Per Hour |
| Political Action Fund | .50 Per Hour |
| Home Association Fund | .05 Per Hour |
| | $ 5.56 |

**********

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

Travel money is $8.00 per day or $35.00 per day if shop is 75 miles or more away from jobsite.

Board Money is $35.00 per day - $245.00 per week.

Union Fund Deduction is 3.9% of Total Package (Excluding Industry Fund)

Credit Union is $1.60 per hour and John McCullough Holiday is $ .20 per hour.

1st & 2nd year Apprentices **do not** have Credit Union/McCullough Day deductions.

3rd & 4th year Apprentices have a $.50 deduction for credit union.

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION - LOCAL # 19
HOURLY WAGE DEDUCTION AND CONTRIBUTION SCHEDULE
PHILADELPHIA AREA
EFFECTIVE MAY 1, 2026 - DECEMBER 31, 2026

| CLASSIFICATION | GROSS LABOR COST | PHILA APPR FUND | ITI FUND | INDS FUND | TOTAL BENEFIT WAGE | HEALTH & WELFARE | Retiree Health Care | PENSION | ANNUITY | SUB | TAXABLE WAGE RATE | ASSMT | NET WAGE | TOTAL DED/ FUNDS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| JOURNEYPERSON | $119.54 | $1.25 | $0.17 | $1.51 | $116.61 | $19.41 | $3.25 | $16.85 | $10.61 | $1.43 | $65.06 | $5.21 | $59.85 | $59.69 | |
| FOREPERSON/ CAD SKETCHER 2 YEARS | $124.09 | $1.25 | $0.17 | $1.51 | $121.16 | $19.41 | $3.25 | $16.85 | $10.61 | $1.43 | $69.61 | $5.21 | $64.40 | $59.69 | 7% |
| GENERAL FOREPER | $128.65 | $1.25 | $0.17 | $1.51 | $125.72 | $19.41 | $3.25 | $16.85 | $10.61 | $1.43 | $74.17 | $5.21 | $68.96 | $59.69 | 14% |
| PRE APPRENTICE | $31.94 | $0.00 | $0.17 | | $31.77 | $9.00 | | | | | $22.77 | $2.84 | $19.93 | $12.01 | 35% |
| APPRENTICES | | | | | | | | | | | | | | | |
| 1ST PERIOD | $57.11 | $1.25 | $0.17 | $1.51 | $54.18 | $14.41 | | $8.43 | $4.32 | $1.00 | $26.02 | $3.13 | $22.89 | $34.22 | 40% |
| 2ND PERIOD | $60.37 | $1.25 | $0.17 | $1.51 | $57.44 | $14.41 | | $8.43 | $4.32 | $1.00 | $29.28 | $3.16 | $26.12 | $34.25 | 45% |
| 3RD PERIOD | $71.73 | $1.25 | $0.17 | $1.51 | $68.80 | $18.91 | | $8.43 | $4.32 | $1.36 | $35.78 | $3.32 | $32.46 | $39.27 | 55% |
| 4TH PERIOD | $74.99 | $1.25 | $0.17 | $1.51 | $72.06 | $18.91 | | $8.43 | $4.32 | $1.36 | $39.04 | $3.37 | $35.67 | $39.32 | 60% |
| 5TH PERIOD | $78.24 | $1.25 | $0.17 | $1.51 | $75.31 | $18.91 | | $8.43 | $4.32 | $1.36 | $42.29 | $3.41 | $38.88 | $39.36 | 65% |
| 6TH PERIOD | $81.49 | $1.25 | $0.17 | $1.51 | $78.56 | $18.91 | | $8.43 | $4.32 | $1.36 | $45.54 | $3.45 | $42.09 | $39.40 | 70% |
| 7TH PERIOD | $84.75 | $1.25 | $0.17 | $1.51 | $81.82 | $18.91 | | $8.43 | $4.32 | $1.36 | $48.80 | $3.49 | $45.31 | $39.44 | 75% |
| 8TH PERIOD | $91.25 | $1.25 | $0.17 | $1.51 | $88.32 | $18.91 | | $8.43 | $4.32 | $1.36 | $55.30 | $3.58 | $51.72 | $39.53 | 85% |
| LIMITED APPRENTICE | | | | | | | | | | | | | | | |
| 4TH PERIOD | $74.99 | $1.25 | $0.17 | $1.51 | $72.06 | $18.91 | | $8.43 | $4.32 | $1.36 | $39.04 | $4.41 | $34.63 | $40.36 | 60% |
| 3RD PERIOD | $71.73 | $1.25 | $0.17 | $1.51 | $68.80 | $18.91 | | $8.43 | $4.32 | $1.36 | $35.78 | $4.35 | $31.43 | $40.30 | 55% |
| 2ND PERIOD | $68.48 | $1.25 | $0.17 | $1.51 | $65.55 | $18.91 | | $8.43 | $4.32 | $1.36 | $32.53 | $4.29 | $28.24 | $40.24 | 50% |
| 1ST PERIOD | $65.23 | $1.25 | $0.17 | $1.51 | $62.30 | $18.91 | | $8.43 | $4.32 | $1.36 | $29.28 | $4.23 | $25.05 | $40.18 | 45% |
| OWNER MEMBER | | $1.25 | $0.17 | $1.51 | | $17.91 | $3.25 | $16.85 | $10.61 | | | $5.21 | | $56.76 | |

JOURNEYPERSON SUB FUND = JP TWR + ANN, PEN, 401H & WEL X 3% -$2.03
APPRENTICE/LA SUB = APP 8TH PER + ANN, PEN, H & WELF X 3% - $1.25

JOURNEYPERSON W/A = 1.8% OF JP/LA TBW + $3.11
APPRENTICE W/A = 1.3% OF APP TBW + $2.43

JOURNEYPERSON W/A CONSISTS OF PAL$.90, SF $.01, CF $.06, HF $.10, RFF $.20, LF $.02, MRF $1.18, Building Maintenance .05
APPRENTICE MRF, 1ST .82, 2ND .83, 3RD .90, 4TH .93, 5TH .94, 6TH .95, 7TH .97, 8TH $1.03
L/A MRF 1ST .87, 2ND .88, 3RD .91, 4TH .92

## WAGE-FRINGE FOR STEAMFITTERS' LOCAL UNION 420 BUILDING TRADES (BTJ)
## EFFECTIVE MAY 1, 2026 THROUGH APRIL 30, 2027* RETROACTIVE TO 5/1/2026
## PHILADELPHIA RATES

| Classification | % | Hourly Rate | H&W Fund | Pension Fund | Reserve Fund | S.R.P. | USSERA Fund | Apprentice Training * Fund | Industry Fund | I.T.F. | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Journeyman | 100% | $75.12 | $15.70 | $11.83 | $2.65 | $15.00 | $0.01 | $1.70 | $0.30 | $0.10 | $122.41 |
| Foreman (2-5 Journeyman) | 107% | $80.38 | $15.70 | $11.83 | $2.65 | $15.00 | $0.01 | $1.70 | $0.30 | $0.10 | $127.67 |
| Foreman (up to 10 Journeyman) | 110% | $82.63 | $15.70 | $11.83 | $2.65 | $15.00 | $0.01 | $1.70 | $0.30 | $0.10 | $129.92 |
| Area Foreman | 112% | $84.13 | $15.70 | $11.83 | $2.65 | $15.00 | $0.01 | $1.70 | $0.30 | $0.10 | $131.42 |
| General Foreman (2 or more up to 100 Journeyman) | 115% | $86.39 | $15.70 | $11.83 | $2.65 | $15.00 | $0.01 | $1.70 | $0.30 | $0.10 | $133.68 |
| General Foreman (101 or more Journeyman) | 120% | $90.14 | $15.70 | $11.83 | $2.65 | $15.00 | $0.01 | $1.70 | $0.30 | $0.10 | $137.43 |
| Welding Foreman (up to 20 welders) | 110% | $82.63 | $15.70 | $11.83 | $2.65 | $15.00 | $0.01 | $1.70 | $0.30 | $0.10 | $129.92 |

| Apprentice Period | % | Hourly Rate | H&W Fund | Pension Fund | Reserve Fund | S.R.P. | USSERA Fund | Apprentice Training * Fund | Industry Fund | I.T.F. | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1st Period | 40% | $30.05 | $15.70 | $6.19 | $2.65 | $0.00 | $0.01 | $0.00 | $0.00 | $0.00 | $54.60 |
| 2nd Period | 40% | $30.05 | $15.70 | $6.19 | $2.65 | $0.00 | $0.01 | $0.00 | $0.00 | $0.00 | $54.60 |
| 3th Period | 45% | $33.80 | $15.70 | $10.13 | $2.65 | $2.00 | $0.01 | $0.00 | $0.30 | $0.10 | $64.69 |
| 4th Period | 45% | $33.80 | $15.70 | $10.13 | $2.65 | $2.00 | $0.01 | $0.00 | $0.30 | $0.10 | $64.69 |
| 5th Period | 55% | $41.32 | $15.70 | $10.13 | $2.65 | $8.25 | $0.01 | $0.00 | $0.30 | $0.10 | $78.46 |
| 6th Period | 55% | $41.32 | $15.70 | $10.13 | $2.65 | $8.25 | $0.01 | $0.00 | $0.30 | $0.10 | $78.46 |
| 7th Period | 65% | $48.83 | $15.70 | $10.13 | $2.65 | $9.75 | $0.01 | $0.00 | $0.30 | $0.10 | $87.47 |
| 8th Period | 65% | $48.83 | $15.70 | $10.13 | $2.65 | $9.75 | $0.01 | $0.00 | $0.30 | $0.10 | $87.47 |
| 9th Period | 75% | $56.34 | $15.70 | $10.13 | $2.65 | $11.25 | $0.01 | $0.00 | $0.30 | $0.10 | $96.48 |
| 10th Period | 75% | $56.34 | $15.70 | $10.13 | $2.65 | $11.25 | $0.01 | $0.00 | $0.30 | $0.10 | $96.48 |

THREE YEAR AGREEMENT EFFECTIVE 05-01-2026 THROUGH 04-30-2029. 1ST YEAR $5.00; 2ND YEAR $6.00; 3RD YEAR $6.50

*EMPLOYERS SHALL CONTRIBUTE $2.00 TO THE APPRENTICE TRAINING FUND IF THEY DO NOT MAKE THE $0.30 CONTRIBUTION TO THE INDUSTRY FUND

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

PAYROLL DEDUCTIONS FOR JOURNEYMAN, All FOREMAN CLASSIFICATIONS, GENERAL FOREMAN DEDUCTIONS PER HOUR FROM NET WAGE:
DEDUCT $1.50 FOR VACATION. *PLEASE NOTE AS OF APRIL 30,2026 THERE WILL NO LONGER BE A BUILDING FUND DEDUCTION*
DEDUCT $0.55 FOR PIPE FUND, DEDUCT $0.05 FOR SCHOLARSHIP FUND, DEDUCT $1.40 FOR OMR FUND, DEDUCT $1.79 FOR WORKING ASSESSMENT

WORKING ASSESSMENT @ 1.5% X JOURNEYMAN GROSS PAY INCLUDING THE GROSS BENEFIT PACKAGE, EXCLUDING INDUSTRY FUND, USSERA FUND & RESERVE FUND
EXAMPLE: $75.12 + $15.70 + $11.83 + $15.00 + $1.70 + $0.10 = $119.45 X 1.5% = $1.79 PER HOUR PAID
PLEASE NOTE: Do NOT include additional Foreman % in Union Working Assessment Calculations

PAYROLL DEDUCTIONS FOR APPRENTICES PER HOUR FROM NET WAGE:
1st THROUGH 10th PERIODS: DEDUCT $1.50 PER HOUR FOR VACATION FUND
*APPRENTICES ARE NOT SUBJECT TO PIPE, SCHOLARSHIP, ORGANIZING/MARKET RECOVERY OR WORKING ASSESSMENT DEDUCTIONS, WITH THE EXCEPTION OF 7TH THROUGH 10TH PERIODS FOR 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 $0.85
for 8th Period $0.85
for 9th Period $0.94
for 10th Period $0.94

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

*James Snell* 5/1/2026
James Snell, Business Manager Date:

Employer: _____

Address: _____

City/State/Zip: _____

Signature: _____ Date:

Name/Title (Print): _____