

STEAMFITTERS LOCAL NO. 449

JURISDICTION: Counties of Allegheny, Armstrong; Parts of Greene, Washington and Westmoreland.

**BUSINESS
MANAGER:**

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*** WAGE RATE & FRINGE BENEFITS**

Eff. Date	Exp. Date	Wage Rate	H & W	Pension	Ind. Fund	Appr. Trng.	Retir. Sec.	Total Pkg.
<i>*Steamfitter Building Trades Journeyman Rate:</i>								
6/1/09	5/31/10	\$33.43	5.44 Healthcare Reimburs. Acct. \$1.00	5.75	0.30	0.60 U/A Training 0.10	3.00 Retiree Sub. 1.00	\$50.62
<i>*Steamfitter Journeyman Rate:</i>								
6/1/09	5/31/10	\$35.78	5.44 Healthcare Reimburs. Acct. \$1.00	5.75	0.30	0.60 U/A Training 0.10	3.00 Retiree Sub. 1.00	\$52.97
<i>*Mechanical Equipment Service Journeyman (Service & Maintenance):</i>								
6/1/09	5/31/10	\$27.98	5.44 Healthcare Reimburs. Acct. \$1.00	5.75	0.30	0.60 U/A Training 0.10	3.00 Retiree Sub. 1.00	\$45.17
Steamfitter Residential Journeyman Rate (all contributions payable on hours paid)								
6/1/09	5/31/10	\$20.01	3.79	2.45	--	U/A Training 0.10	1.65	\$28.00

***All contributions based on hours paid except industry fund, which is payable on hours worked.**

FOREMAN'S RATE:

Foreman:	2-7 men	\$2.10/hour
Foreman:	8-13 men	\$2.35/hour
Area Foreman		\$3.00/hour
General Foreman		\$3.50/hour

(1)First foreman on an industrial job to be paid general Foreman rate \$3.50).

When a General Foreman is requested for a given job, the General Foreman rate will be based on the number of men employed, but in no case will be below \$3.50/hour over the Steamfitter Journeyman rate.

OVERTIME

RATE: 1 1/2 Monday thru Saturday; Double Sunday & Holidays.

SHIFT 2nd Shift 8 hours work + 10% (Paid for actual
DIFFERENTIAL: 3rd Shift 8 hours work + 10% hours worked).

***EMPLOYEE PAID DEDUCTIONS**

DUES: 3% of gross wages

CREDIT UNION \$0.25/hour increments

PGH. BLDG. TRADES \$0.01/hour

MARKET RECOVERY: \$0.25/hour

PAC FUND: \$0.13/hour

BLD. FUND: \$0.23/hour

FRATERNAL FUND: \$0.08/hour

****401K:** Optional \$0.25 - \$5.00 hour (\$0.25 increments)

**Revised 6/1/09, Local Union #449 members only may elect to withhold contributions of \$0.25 to \$5.00 per hour (\$0.25 increments) to the 401K Benefit Fund at no charge to the employer. Note: A 401K contribution election form must be filled out.

CONSTRUCTION & SERVICE APPRENTICESHIP RATES:

PERCENTAGE IS BASED ON \$33.43/HOUR

New Apprentices 6/1/09 (No payroll deductions for 1st year apprentices)

1 st year	June 1 st 6 mo.	45%+ H&W
	Dec. 2 nd 6 mo.	50% + H&W

Current 1st year advancing to 2nd year (2nd year apprentices payroll deductions start after they are initiated on 6/1/09).

2 nd year	June 3 rd 6 mo.	55%+H&W+55% Retirement Security
	Dec. 4 th 6 mo.	60%+H&W+60% Retirement Security

Current 2 nd year advancing to 3 rd year		
3 rd year	June 5 th 6 mo.	65%+H&W+65% Retirement Security
	Dec. 6 th 6 mo.	70%+H&W+100% Retirement Security

Current 3 rd year advancing to 4 th year		
4 th year	June 7 th 6 mo.	75%+H&W+100% Retirement Security
	Dec. 8 th 6 mo.	80%+H&W + Full Benefit Package

Current 4 th year advancing to 5 th year		
5 th year	June 9 th 6 mo.	82%+H&W+Full Benefit Package

Current 5th Year Apprentice Rates 6/1/09 thru 8/31/09

Construction apprentices percentage based on \$33.43

Service Apprentices percentage based on \$27.98

5 th year	Mar. 10 th 6 mo.	85%+H&W+Full Benefit Package
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