



Plumbers & Steamfitters Local 400

2700 Northridge Dr
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(920) 462-0400
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Jeff Knaus
Business Manager
Financial Secretary-Treasurer

Mike Augustian
Assistant Business Manager
Referral Agent

Doug Dokey
Business Agent

Trevor Martin
Business Agent

May 26, 2017

All Signatory Contractors:

At a Special Meeting held May 24, 2017, the membership voted on a proposal negotiated for the local Collective Bargaining Agreement. The new four-year agreement is effective May 29, 2017 to May 30, 2021. The agreement includes total package hourly increases of \$2.50 Year 1, \$2.00 Year 2, \$2.00 Year 3 and \$2.00 Year 4.

The wage allocation effective May 29, 2017 to June 3, 2018 was distributed as follows
(Industrial Schedule):

\$ 1.00 to Journeyman Base Wage
\$.70 to Welfare
\$.40 to Pension
\$.06 to Education
\$.24 to Dues Check-Off (Dues/Organizing/Market Recovery)*
\$.10 to Building Fund
\$ 2.50 Total

*Please note the same as last year, that we will no longer be separating the Dues Check-Off on the wage rate sheets. These should be shown on the employee pay stubs as one total labeled "Dues Check-Off". The Building Fund will remain separate.

PRE-APPRENTICE/METAL TRADES HEALTH & WELFARE:

The pre-apprentice/metal trades Health & Welfare rate has remained the same at \$5.29 per hour.

OPTIONAL DENTAL:

The Optional Dental premium has remained at \$90 per month, and for employees with an hourly deduction, the amount has remained at \$.72 per hour pre-tax.

Copies of the new wage rate sheets are attached and are also available on our Dropbox.

If you have any questions, please contact me at (920) 462-0406.

Sincerely,

Jeffrey P. Knaus
Business Manager

Plumbers & Steamfitters Local 400 - Fox River Valley
Wage Rate Schedule
Effective May 29, 2017 to June 3, 2018
Industrial Schedule

Description	Rate
Base Journeyman's Rate	\$35.39
Check-off (Dues)*	2.12
Building Fund	0.47
Taxable Hourly	\$37.98
Pension	9.04
Welfare	8.94
Education	0.77
Industry Advancement**	0.20
AER	0.06
Total Package	\$56.99

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Foreman \$2.50 per hour additional to base wage
General Foreman \$5.00 per hour additional to base wage

Building Trades Apprentice

Description	1 st Year 45%	2 nd Year 50%	3 rd Year 60%	4 th Year 70%	5 th Year 80%
Base Rate	\$15.93	\$17.70	\$21.23	\$24.77	\$28.31
Check-off (Dues)*	2.12	2.12	2.12	2.12	2.12
Building Fund	0.47	0.47	0.47	0.47	0.47
Taxable Hourly	\$18.52	\$20.29	\$23.82	\$27.36	\$30.90
Pension	0.00	0.00	9.04	9.04	9.04
Welfare	8.94	8.94	8.94	8.94	8.94
Education	0.77	0.77	0.77	0.77	0.77
Industry Advancement**	0.20	0.20	0.20	0.20	0.20
AER	0.06	0.06	0.06	0.06	0.06
Total Package	\$28.49	\$30.26	\$42.83	\$46.37	\$49.91

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Pre-Apprentices: Wage Rate shall be 35% of Journeyman Rate, plus \$.10/Hr. Service Fee, plus Health Insurance (\$5.29/hr. for Pre-Apprentice/Metal Trades plan).

Employee Deductions: There is an optional 401K plan and Dental plan with Local 400. Please call BPA at 1-866-562-4004 for participant listings and deduction amounts. Optional Dental Rate is \$.72 per hour pre-tax.

*Includes Market Recovery, Organizing and Working Dues Assessment and should be listed as above on pay stubs.
 **Industry Advancement is set to \$0.00 for some UA National Agreements (Fabrication Shops). Please see those wage rate sheets.

Please Note: Fringe Benefits and Dues Check Off are calculated on hours worked.