

MASTER AGREEMENT

WAGES AND FRINGE BENEFITS

September 1, 2018 - August 31, 2019

CLASS	WAGE	V & H	DC-16 DUES DED'T	WORK PRES. DED'T	** 345 DUES DED'T	TOTAL TAXABLE	H & W	DCPP	PEN	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	*** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE	
Journeyman	30.44	2.71	{.63}	{.21}	{4%}	33.15	8.91	0.00	8.00	3.00	0.10	0.75	1.54	0.45	0.35	0.26	23.36	\$56.51	
Foreman	35.01	3.29	{.63}	{.21}	{4%}	38.30	8.91	0.00	8.00	3.00	0.10	0.75	1.54	0.45	0.35	0.26	23.36	\$61.66	
APPRENTICE RATES																			
First Year	15.22	1.52	{.63}	{.21}	{4%}	16.74	8.91	0.00	0.00	0.38	0.10	0.00	1.24	0.45	0.35	0.26	11.69	\$28.43	
Second Year	18.26	1.75	{.63}	{.21}	{4%}	20.01	8.91	0.00	0.00	0.38	0.10	0.00	1.31	0.45	0.35	0.26	11.76	\$31.77	
Third Year	21.31	1.98	{.63}	{.21}	{4%}	23.29	8.91	0.00	5.77	0.90	0.10	0.75	1.32	0.45	0.35	0.26	18.81	\$42.10	
Fourth Year	24.35	2.22	{.63}	{.21}	{4%}	26.57	8.91	0.00	5.77	0.90	0.10	0.75	1.37	0.45	0.35	0.26	18.86	\$45.43	
Fifth Year	27.40	2.46	{.63}	{.21}	{4%}	29.86	8.91	0.00	6.36	1.13	0.10	0.75	1.40	0.45	0.35	0.26	19.71	\$49.57	
TRADESMAN																			
Tradesman	14.67	0.00	{.48}	{.21}	{4%}	14.67	3.00	0.50	0.00	0.38	0.10	0.00	0.00	0.40	0.20	0.26	4.84	\$19.51	
SEWER AND STORM DRAIN																			
Journeyman	36.02	1.22	{1.05}	{.21}	{4%}	37.24	8.80	0.00	5.15	3.00	0.10	0.75	1.88	0.60	0.35	0.31	20.94	\$58.18	
Tradesman	18.49	0.00	{.48}	{.21}	{4%}	18.49	8.55	0.00	0.00	0.38	0.10	0.00	1.01	0.45	0.35	0.31	11.15	\$29.64	
*345 Tradesman	18.49	0.00	{.48}	{.21}	{4%}	18.49	3.00	5.55	0.00	0.38	0.10	0.00	1.01	0.45	0.35	0.31	11.15	\$29.64	

*345 TRADESMAN THE TOTAL PACKAGE SHALL BE ALLOCATED TO PAY \$3.00 TO THE LANDSCAPE H&W FUND AND \$5.55 TO THE LANDSCAPE D.C. FUND

** LOCAL 345 DUES ARE 4% OF THE GROSS BASE WAGE REMAINING AFTER DEDUCTING DC-16 DUES.

*** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTIONS TO PIPE.

THE EMPLOYER AGREES TO DEDUCT FROM THE GROSS BASE WAGE, DC-16, WORK PRESERVATION and LOCAL 345 SUPPLEMENTAL WORKING DUES.

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

Revised June 25, 2018

R. Ellis 6/26/18

[Signature]
6-28-18

SHIFT-PAY

MASTER AGREEMENT

WAGES AND FRINGE BENEFITS

September 1, 2018 - August 31, 2019

CLASS	WAGE	DC-16	WORK	** 345	TOTAL				NAT'L	UA	RET	A&J	***	CONTR.	TOTAL	TOTAL		
		DUES	PRES.	DUES	V & H	TAXABLE	H & W	DCPP	PEN	PENS.	TRAIN.	X-MA	PIPE	LMCC	EDUC	NON	PACKAGE	
		DED'T	DED'T	DED'T										DEV	TAX			
Journeyman	35.01	{.63}	{.21}	{4%}	2.71	37.72	8.91	0.00	8.00	3.00	0.10	0.75	1.54	0.45	0.35	0.26	23.36	61.08
Foreman	40.26	{.63}	{.21}	{4%}	3.29	43.55	8.91	0.00	8.00	3.00	0.10	0.75	1.54	0.45	0.35	0.26	23.36	66.91
APPRENTICE RATES																		
First Year	17.50	{.63}	{.21}	{4%}	1.52	19.02	8.91	0.00	0.00	0.38	0.10	0.00	1.24	0.45	0.35	0.26	11.69	30.71
Second Year	21.00	{.63}	{.21}	{4%}	1.75	22.75	8.91	0.00	0.00	0.38	0.10	0.00	1.31	0.45	0.35	0.26	11.76	34.51
Third Year	24.50	{.63}	{.21}	{4%}	1.98	26.48	8.91	0.00	5.77	0.90	0.10	0.75	1.32	0.45	0.35	0.26	18.81	45.29
Fourth Year	28.00	{.63}	{.21}	{4%}	2.22	30.22	8.91	0.00	5.77	0.90	0.10	0.75	1.37	0.45	0.35	0.26	18.86	49.08
Fifth Year	31.51	{.63}	{.21}	{4%}	2.46	33.97	8.91	0.00	6.36	1.13	0.10	0.75	1.40	0.45	0.35	0.26	19.71	53.68
TRADESMAN																		
Tradesman	16.87	{.48}	{.21}	{4%}	0.00	16.87	3.00	0.50	0.00	0.38	0.10	0.00	0.00	0.40	0.20	0.26	4.84	21.71
SEWER AND STORM DRAIN																		
Journeyman	41.42	{1.05}	{.21}	{4%}	1.22	42.64	8.80	0.00	5.15	3.00	0.10	0.75	1.88	0.60	0.35	0.31	20.94	63.58
Tradesman	21.26	{.48}	{.21}	{4%}	0.00	21.26	8.55	0.00	0.00	0.38	0.10	0.00	1.01	0.45	0.35	0.31	11.15	32.41
*345 Tradesman	21.26	{.48}	{.21}	{4%}	0.00	21.26	3.00	5.55	0.00	0.38	0.10	0.00	1.01	0.45	0.35	0.31	11.15	32.41

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 7-10-18

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