

**MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS**

**September 1, 2021 - August 31, 2022**

CLASS	WAGE	V & H	DC-16 DUES DED'T	**** UA ORG	WORK PRES. DUES	**345 DUES DED'T	TOTAL TAXABLE	H & W	DCPP	PENS.	NAT'L PENS.	UA TRAIN.	RET. X-MAS	A&J TRAIN.	*** PIPE	LMCC	EDUC DEV	CONTR. NON TAX	TOTAL PKGE
<b>Journeyman</b>	34.14	2.71	(0.68)	(0.10)	(0.21)	(4%)	36.85	9.06	0.00	9.85	3.00	0.10	0.80	1.94	0.55	0.35	0.29	25.94	\$62.79
<b>Foreman</b>	39.26	3.29	(0.68)	(0.10)	(0.21)	(4%)	42.55	9.06	0.00	9.85	3.00	0.10	0.80	1.94	0.55	0.35	0.29	25.94	\$68.49
<b>APPRENTICE RATES</b>																			
<b>First Year</b>	17.07	1.52	(0.68)	(0.10)	(0.21)	(4%)	18.59	9.56	0.00	0.00	0.38	0.10	0.00	1.64	0.55	0.35	0.29	12.87	\$31.46
<b>Second Year</b>	20.48	1.75	(0.68)	(0.10)	(0.21)	(4%)	22.23	9.56	0.00	0.00	0.38	0.10	0.00	1.71	0.55	0.35	0.29	12.94	\$35.17
<b>Third Year</b>	23.90	1.98	(0.68)	(0.10)	(0.21)	(4%)	25.88	9.06	0.00	7.62	0.90	0.10	0.80	1.72	0.55	0.35	0.29	21.39	\$47.27
<b>Fourth Year</b>	27.31	2.22	(0.68)	(0.10)	(0.21)	(4%)	29.53	9.06	0.00	7.62	0.90	0.10	0.80	1.77	0.55	0.35	0.29	21.44	\$50.97
<b>Fifth Year</b>	30.73	2.46	(0.68)	(0.10)	(0.21)	(4%)	33.19	9.06	0.00	8.21	1.13	0.10	0.80	1.80	0.55	0.35	0.29	22.29	\$55.48
<b>TRADESMAN</b>																			
<b>Tradesman</b>	16.09	0.00	(0.53)	(0.10)	(0.21)	(4%)	16.09	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.50	0.20	0.29	5.25	\$21.34
<b>SEWER AND STORM DRAIN</b>																			
<b>Journeyman</b>	39.72	1.22	(1.10)	(0.10)	(0.21)	(4%)	40.94	8.95	0.00	7.00	3.00	0.10	0.80	2.28	0.70	0.35	0.34	23.52	\$64.46
<b>Tradesman</b>	20.29	0.00	(0.53)	(0.10)	(0.21)	(4%)	20.29	9.20	0.00	0.00	0.38	0.10	0.00	1.41	0.55	0.35	0.34	12.33	\$32.62
<b>* 345 Tradesman</b>	20.29	0.00	(0.53)	(0.10)	(0.21)	(4%)	20.29	3.00	6.05	0.00	0.38	0.10	0.00	1.41	0.55	0.35	0.34	12.18	\$32.47

\* 345 TRADESMAN PART OF THE TOTAL PACKAGE SHALL BE ALLOCATED TO PAY \$3.00 TO THE LANDSCAPE H&W FUND AND \$6.05 TO THE LANDSCAPE DEFINED CONTRIBUTION PENSION PLAN.

\*\* EMPLOYER AGREES TO DEDUCT LOCAL 345 SUPPLEMENTAL WORKING DUES WHICH ARE 4% OF THE GROSS BASE WAGE REMAINING AFTER DEDUCTING DC-16 DUES, UA ORGANIZING DUES AND WORK PRESERVATION

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

\*\*\*\* UA ORGANIZING DUES \$0.10


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: May 28, 2021

  
 6/29/2021

  
 B-10-2021

SHIFT PAY  
 MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS  
 September 1, 2021 - August 31, 2022

CLASS	WAGE	V & H	DC-16	****	WORK	**345	TOTAL	H & W	DCPP	PENS.	NAT'L	UA	RET	A&J	***	CONTR.		TOTAL	TOTAL
			DUES	UA	PRES.	DUES	TAXABLE				PENS.	TRAIN.	X-MAS	TRAIN.	PIPE	LMCC	EDUC	NON	TAX
			DED'T	ORG	DUES	DED'T													
Journeyman	39.26	2.71	(0.68)	(0.10)	(0.21)	(4%)	41.97	9.06	0.00	9.85	3.00	0.10	0.80	1.94	0.55	0.35	0.29	25.94	\$67.91
Foreman	45.15	3.29	(0.68)	(0.10)	(0.21)	(4%)	48.44	9.06	0.00	9.85	3.00	0.10	0.80	1.94	0.55	0.35	0.29	25.94	\$74.38
<b>APPRENTICE RATES</b>																			
First Year	19.63	1.52	(0.68)	(0.10)	(0.21)	(4%)	21.15	9.56	0.00	0.00	0.38	0.10	0.00	1.64	0.55	0.35	0.29	12.87	\$34.02
Second Year	23.55	1.75	(0.68)	(0.10)	(0.21)	(4%)	25.30	9.56	0.00	0.00	0.38	0.10	0.00	1.71	0.55	0.35	0.29	12.94	\$38.24
Third Year	27.49	1.98	(0.68)	(0.10)	(0.21)	(4%)	29.47	9.06	0.00	7.62	0.90	0.10	0.80	1.72	0.55	0.35	0.29	21.39	\$50.86
Fourth Year	31.41	2.22	(0.68)	(0.10)	(0.21)	(4%)	33.63	9.06	0.00	7.62	0.90	0.10	0.80	1.77	0.55	0.35	0.29	21.44	\$55.07
Fifth Year	35.34	2.46	(0.68)	(0.10)	(0.21)	(4%)	37.80	9.06	0.00	8.21	1.13	0.10	0.80	1.80	0.55	0.35	0.29	22.29	\$60.09
<b>TRADESMAN</b>																			
Tradesman	18.50	0.00	(0.53)	(0.10)	(0.21)	(4%)	18.50	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.50	0.20	0.29	5.25	\$23.75
<b>SEWER AND STORM DRAIN</b>																			
Journeyman	45.68	1.22	(1.10)	(0.10)	(0.21)	(4%)	46.90	8.95	0.00	7.00	3.00	0.10	0.80	2.28	0.70	0.35	0.34	23.52	\$70.42
Tradesman	23.33	0.00	(0.53)	(0.10)	(0.21)	(4%)	23.33	9.20	0.00	0.00	0.38	0.10	0.00	1.41	0.55	0.35	0.34	12.33	\$35.66
* 345 Tradesman	23.33	0.00	(0.53)	(0.10)	(0.21)	(4%)	23.33	3.00	6.05	0.00	0.38	0.10	0.00	1.41	0.55	0.35	0.34	12.18	\$35.51

\* 345 TRADESMAN PART OF THE TOTAL PACKAGE SHALL BE ALLOCATED TO PAY \$3.00 TO THE LANDSCAPE H&W FUND AND \$6.05 TO THE LANDSCAPE DEFINED CONTRIBUTION PENSION PLAN.

\*\* EMPLOYER AGREES TO DEDUCT LOCAL 345 SUPPLEMENTAL WORKING DUES WHICH ARE 4% OF THE GROSS BASE WAGE REMAINING AFTER DEDUCTING DC-16 DUES, UA ORGANIZING DUES AND WORK PRESERVATION

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


\*\*\*\* UA ORGANIZING DUES \$0.10

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.

Revised: June 29, 2021

  
 6/29/2021

  
 8-10-2021