

Plumbers & Steamfitters Local 400 - Fox River Valley
Wage Rate Schedule
Effective June 1, 2025 - May 31, 2026
Industrial Schedule

Description	Rate
Base Journeyman's Rate	\$50.25
Check-off (Dues)*	2.69
Building Fund	0.29
Taxable Hourly	\$53.23
Pension	11.00
Health	11.29
Education	1.11
Industry Advancement**	0.20
AER	0.06
Total Package	\$76.89

Deductions

<u>Pension Split Detail</u>			
	<u>Legacy DB</u>	<u>Legacy Profit Sharing</u>	<u>Blended*</u>
<u>DB Pension</u>	\$10.31	\$0.00	\$5.28
<u>Profit Sharing</u>	\$0.69	\$11.00	\$5.72

**New Members on or after 6/1/2002 are in Blended Plan*

Foreman **\$2.80 per hour additional to base wage**
General Foreman **\$5.00 per hour additional to base wage**

Building Trades Apprentice

Description	1st Year 50%*	2nd Year 55%*	3rd Year 60%*	4th Year 70%	5th Year 80%
Base Rate*	\$25.25	\$27.76	\$30.27	\$35.18	\$40.20
Check-off (Dues)**	2.57	2.57	2.57	2.69	2.69
Building Fund	0.29	0.29	0.29	0.29	0.29
Taxable Hourly	\$28.11	\$30.62	\$33.13	\$38.16	\$43.18
Pension	0.00	0.00	11.00	11.00	11.00
Health	11.29	11.29	11.29	11.29	11.29
Education	1.11	1.11	1.11	1.11	1.11
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	\$40.77	\$43.28	\$56.79	\$61.82	\$66.84

Dues

Pre-Apprentices: Wage Rate shall be 35% of Journeyman Rate, plus \$.10/Hr. Service Fee, plus Health Insurance
Pre-Apprentice/Metal Trades plan: **\$6.65 Per Hour**

Employee Deductions: There is an optional 401K plan with Local 400. Please call Benesys at 1-866-562-4004 for a current participant listing and deduction amounts. Dental is no longer a payroll deduction eff. 1/1/2019.

*Apprentices in Year 1, 2 & 3 receive a dues rebate that is added to their base rate.

**Includes Market Recovery, WPTA Fund 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.