

Effective October 6, 2021

LU 72 Wages & Fringes Addendum for the 2021-2024 CBA

Items in bold note effective changes to the wages & fringes

Be sure to provide a copy to your Payroll Department

See the bottom of page 2 & page 3 for specifics and changes. Page 1 of 3

	Basic	Special	Service	Albany	Macon
Effective Date	8/1/21	8/1/21	8/1/21	8/1/21	8/1/21
Journeyman	\$33.68	\$28.70	\$33.68	\$31.48	\$31.48
Crew Foreman	\$35.18	n/a	n/a	n/a	n/a
Foreman	\$35.93	\$30.58	\$35.93	\$33.23	\$33.73
General Foreman	\$37.18	\$31.65	\$37.18	\$34.23	\$34.98
H & W	\$7.90	\$7.90	\$7.90	\$7.90	\$7.90
Pension	\$3.90	\$3.90	\$3.90	\$3.90	\$3.90
Defined Contribution	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
JATT	\$0.81	\$0.81	\$0.81	\$0.81	\$0.81
ITF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
PIPE Fund	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
MICETF	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Fringes	\$16.41	\$16.41	\$16.41	\$16.41	\$16.41
Total JM Package	\$50.09	\$45.11	\$50.09	\$47.89	\$47.89
Apprentice					
1st Year - 45%	\$15.15	\$15.15	\$15.15	\$15.15	\$15.15
H & W	\$7.90	\$7.90	\$7.90	\$7.90	\$7.90
Pension	n/a	n/a	n/a	n/a	n/a
Defined Contribution	n/a	n/a	n/a	n/a	n/a
JATT	\$0.81	\$0.81	\$0.81	\$0.81	\$0.81
ITF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
PIPE Fund	n/a	n/a	n/a	n/a	n/a
MICETF	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Fringes	\$9.01	\$9.01	\$9.01	\$9.01	\$9.01
2nd Year - 51%	\$17.20	\$17.20	\$17.20	\$17.20	\$17.20
3rd Year - 60%	\$20.20	\$20.20	\$20.20	\$20.20	\$20.20
4th Year - 70%	\$23.60	\$23.60	\$23.60	\$23.60	\$23.60
5th Year - 80%	\$26.95	\$26.95	\$26.95	\$26.95	\$26.95
Provisional Journeyman - 80%	\$26.95	\$26.95	n/a	\$26.95	\$26.95
Class A Mechanical Equipment Tradesman - 65%	n/a	n/a	\$21.90	n/a	n/a
Class B Mechanical Equipment Tradesman - 45%	n/a	n/a	\$15.15	n/a	n/a
H & W	\$7.90	\$7.90	\$7.90	\$7.90	\$7.90
Pension	\$2.44	\$2.44	\$2.44	\$2.44	\$2.44
Defined Contribution	n/a	n/a	n/a	n/a	n/a
JATT	\$0.81	\$0.81	\$0.81	\$0.81	\$0.81
ITF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
PIPE Fund	n/a	n/a	n/a	n/a	n/a
MICETF	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Fringes	\$11.45	\$11.45	\$11.45	\$11.45	\$11.45

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Continuation of Wages & Fringes	Basic	Special	Service	Albany	Macon
Effective Date	8/1/21	8/1/21	8/1/21	8/1/21	8/1/21
MES - 80%	n/a	n/a	\$26.95	n/a	n/a
H & W	n/a	n/a	\$7.90	n/a	n/a
Pension	n/a	n/a	\$2.44	n/a	n/a
Defined Contribution	n/a	n/a	n/a	n/a	n/a
JATT	n/a	n/a	\$0.81	n/a	n/a
ITF	n/a	n/a	\$0.10	n/a	n/a
PIPE Fund	n/a	n/a	\$0.50	n/a	n/a
MICETF	n/a	n/a	\$0.20	n/a	n/a
Total Fringes			\$11.95		
Class 1 Pipe Tradesman - 45%	\$15.15	\$12.90	n/a	\$14.15	\$14.15
Class 2 Pipe Tradesman - 51%	\$17.20	\$14.65	n/a	\$16.05	\$16.05
Class 3 Pipe Tradesman - 60%	\$20.20	\$17.20	n/a	\$18.90	\$18.90
Class 4 Pipe Tradesman - 70%	\$23.60	\$20.10	n/a	\$22.05	\$22.05
H & W	\$2.40	\$2.40	n/a	\$2.40	\$2.40
Pension	n/a	n/a	n/a	n/a	n/a
Defined Contribution	\$1.00	\$1.00	n/a	\$1.00	\$1.00
JATT	\$0.20	\$0.20	n/a	\$0.20	\$0.20
ITF	\$0.10	\$0.10	n/a	\$0.10	\$0.10
PIPE Fund	n/a	n/a	n/a	n/a	n/a
MICETF	\$0.20	\$0.20	n/a	\$0.20	\$0.20
Total Fringes	\$3.90	\$3.90	n/a	\$3.90	\$3.90
Helper	\$12.00	\$12.00	n/a	\$12.00	\$12.00
H & W	\$2.40	\$2.40	n/a	\$2.40	\$2.40
Pension	n/a	n/a	n/a	n/a	n/a
Defined Contribution	n/a	n/a	n/a	n/a	n/a
JATT	n/a	n/a	n/a	n/a	n/a
ITF	\$0.10	\$0.10	n/a	\$0.10	\$0.10
PIPE Fund	n/a	n/a	n/a	n/a	n/a
MICETF	\$0.20	\$0.20	n/a	\$0.20	\$0.20
Total Fringes	\$2.70	\$2.70	n/a	\$2.70	\$2.70

Explanation Legend & Forthcoming Changes to CBA Wages & Fringes:

Effective 10/6/21, A and B Pipe Tradesman job classifications are eliminated, and replaced by Pipe Tradesman 1 (45% of JM rate), 2 (51%), 3 (60%), and 4 (70%).

Effective 8/1/22 an increase of \$1.50 to the Journeyman package, minimum \$1.00 to wage, remaining \$0.50 to be allocated by the Joint Conference Committee.

Effective 8/1/23 an increase of \$1.50 to the Journeyman package, minimum \$1.00 to wage, remaining \$0.50 to be allocated by the Joint Conference Committee.

The CBA terminates on July 31, 2024.

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- * If a percent is shown beside the classification, the % refers to a % of the journeyman scale. Percentages of wages are rounded to the nearest nickel.
- * A two percent (2%) dues check off of gross wages shall be deducted from all LU 72 employees' wages, with an additional two percent (2%) IAP Assessment (Target Market Fund) deducted from journeymen and above on straight time wages only. Employers will be responsible to forward the collections to the third-party administrator for disbursement to Local Union No. 72. If the employers fail to collect the two percent (2%) dues check off of gross wages and/or the two percent (2%) IAP Assessment, the employers will be responsible to pay the LU 72 what should have been collected.
- * Every LU 72 member shall have completed the OSHA 30 requirement. All members who have not completed the "OSHA Thirty (30) requirement" no later than February 8, 2016, will not receive scheduled wage increases and thereafter until completion of the "OSHA Thirty (30) requirement." Increases will not be retroactive. Fringe contribution increases are not exempt from being paid on LU 72 members who become ineligible for wage increases.
- * Mandatory Continuing Education (MCE) is required for all journeymen and above. Local Union 72 shall provide documentation of the completion of all training for each local union member. The MCE requirement for all journeymen and above is the equivalent to Georgia State License requirement. All journeymen and above who do not complete the MCE requirement will not receive scheduled wage increases after August 1, 2015, until completion of the MCE requirement. Increases will not be retroactive. Fringe contribution increases are not exempt from being paid on journeymen and above who become ineligible for wage increases. Every journeyman and above will take said training on their own time. Training will be at no cost to the employer(s).
- * Service: Eight hours of Mandatory Continuing Education (MCE) is required of each mechanical service journeyman, on their own time, annually in classes to upgrade their skills.
- * Every journeyman and above will take said training on their own time. Training will be at no cost to the employer(s).
- * All foremen shall receive UA foreman certification to receive future pay increases.
- * Mandatory, journeyman plumbers shall have a State license to receive journeyman scale. If not, they will receive provisional journeyman scale [80% of journeyman scale].
- * All signatory contractors shall pay the Mechanical Industries Council Education & Training Fund (MICETF) contribution for work performed within the LU 72 bargaining jurisdictions on all classifications. This includes any special agreements and agreements on project-by-project basis (also referred to as Project Agreement, Residential Agreement, etc.) for each hour worked by each employee of the employer in all LU 72 jurisdictions on all classifications.