

ATTACHMENT 1

2020 RESIDENTIAL SERVICE AGREEMENT

June 1, 2020 – May 31, 2021

WAGES AND FRINGE BENEFIT CONTRIBUTIONS

The following hourly wage shall be in effect as of June 1, 2020 and the Fringe benefit contributions and payroll deductions rates shall be in effect as of July 1, 2020 through May 31, 2021

Appendix A – Wages and Benefits – Effective June 1, 2020

Trade Level	Wages	Welfare	Retiree Welfare	DB Pension	DC Pension	Training ²	Plumbing Council, Kankakee IF and/or WSA IF ³
Journeyman							
POS Journeyman	\$44.20	\$5.78	N/A	\$5.97	\$3.00	\$.93	*
Apprentices							
A0S 1 st Six Months	\$17.70	\$5.78	N/A	N/A	N/A	\$.93	N/A
A1S 2 nd Six Months	\$19.25	\$5.78	N/A	N/A	N/A	\$.93	N/A
A2S 2 nd Year	\$22.90	\$5.78	N/A	\$5.97	\$2.50	\$.93	N/A
A3S 3 rd Year	\$26.00	\$5.78	N/A	\$5.97	\$2.50	\$.93	N/A
A4S 4 th Year	\$34.30	\$5.78	N/A	\$5.97	\$2.50	\$.93	N/A
A5S 5 th Year	\$39.00	\$5.78	N/A	\$5.97	\$2.50	\$.93	N/A
Metal Trades (Mc- Me)							
Mc (0-3 months)	\$13.50	N/A	N/A	N/A	N/A	N/A	N/A
Md (4-12 months)	\$13.50	\$5.78	N/A	N/A	\$3.00	N/A	*
Me (2 nd Year)	\$15.60	\$5.78	N/A	N/A	\$3.00	N/A	*
M3S 3 rd Year	\$16.65	\$5.78	N/A	\$5.97	\$3.00	\$.93	*
M4S 4 th Year	\$18.70	\$5.78	N/A	\$5.97	\$3.00	\$.93	*
M6S 5 th Year	\$20.80	\$5.78	N/A	\$5.97	\$3.00	\$.93	*
M7S 7 th Year	\$22.90	\$5.78	N/A	\$5.97	\$3.00	\$.93	*

* Industry Fund Rates (see Note #5 on page 14):

PCA \$0.01 per hour

WSA - \$0.15 per hour

Kankakee - \$0.60 per hour

Trade Level	Total Contributions	Total Package	Dues Check-off***
POS Journeymen	\$15.68	\$59.88	\$1.55
Apprentices			
A0S 1st Six Months	\$6.71	\$24.41	\$0.62
A1S 2nd Six Months	\$6.71	\$25.96	\$0.67
A2S 2nd Year	\$15.18	\$38.08	\$0.80
A3S 3rd Year	\$15.18	\$41.18	\$0.91
A4S 4th Year	\$15.18	\$49.48	\$1.20
A5S 5th Year	\$15.18	\$54.18	\$1.37
Metal Trades (Mc- Me)			
Mc(0-3 months)	N/A	\$13.50	N/A
Md (4-12 months)	\$8.78	\$22.28	4
Me (year 2)	\$8.78	\$24.38	4
M3S 3rd Year	\$15.68	\$32.33	\$0.58
M4S 4th Year	\$15.68	\$34.38	\$0.65
M6S 5th Year	\$15.68	\$36.48	\$0.73
M7S 6th Year	\$15.68	\$38.58	\$0.80

Notes

** Membership dues shall be determined by the Local Union.

1. No employer contributions required on apprentices while attending assigned school day, however, dues check-off and other payroll deductions should still be deducted for 1st through 3rd year apprentices.
2. Training Fund includes \$0.10 per hour Direct Contribution to the UA International Training Fund; includes \$0.47 per hour Direct Contribution to the JAC Building Fund.
3. Expenses for the Drug Free Alliance are provided by the Industry Funds.
4. UA Per Capita Dues (\$32.00 per month paid by the member).
5. The Plumbing Council, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA Industry Funds (Industry Promotion Funds) shall each be determined by the contractor associations (PCA, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA).
6. An employee may choose to participate in a payroll deduction to an employer-sponsored savings plan.
7. The contractor shall make all required contributions to the Plumbers' Welfare Fund, Local 130 UA. Individuals working under this Residential Service Agreement shall be covered by Plumbers' Welfare Fund, Local 130 UA.
8. Contributions to the Defined Contribution (DC) Pension Fund required by this Agreement shall be made to the Plumbers' Retirement Savings Fund, Local 130 UA.
9. Upon entrance into the apprentice program under this Residential Service Agreement, wages and fringe benefit levels shall continue under this Appendix A until the attainment of a City of Chicago or State of Illinois Journeyman Plumbing License.
10. Please contact the Local Union for market recovery incentives and/or rebates on future manpower.