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Alabama Breakdown of Wage and Benefit Package

| Wage Rate | 4/1/21 | 4/1/22 | 4/1/23 | 4/1/24 |
|-----------|---------|---------|---------|---------|
| | \$27.18 | \$28.33 | \$29.53 | \$30.78 |

Note: Effective April 1st each year, adjustments are based on the U.S. Bureau of Labor Statistics' Increase of the Employment Cost Index ("ECI") for total Compensation for the Construction Industry.

Foreman's Rate: 4/1/21 \$3.00; 4/1/24 \$3.25 above journeyman scale
General Foreman: 4/1/21 \$5.25; 4/1/24 \$5.50 above journeyman scale (20+ men on job)
Master Foremen: 4/1/21 \$7.50; 4/1/24 \$7.75 above journeyman scale (30+ men on job)

Payroll Deductions:

Local Union 669 Work Assessment Dues check-off 5% of Gross Wage; 2 1/2% for Apprentices Class 1-4

Extended Benefit Fund: \$0.25 per hour for all hours worked, payable to Local Union 669 EBF

Industry Advancement - District 7

Journeymen and Apprentices Class 5-10 \$0.50 per hour for all hours worked, payable to District 7 Industry Advancement Fund

UA Organizing Fund: \$0.10 per hour for all hours worked, payable to 669-UA Organizing Fund

Benefit Package

| | | |
|----------------------------------|---------|-------------------------------|
| Health & Welfare 4/1/21 | \$10.55 | per hour for all hours worked |
| Health & Welfare 1/1/22 | \$10.99 | per hour for all hours worked |
| Health & Welfare 1/1/23 | \$11.45 | per hour for all hours worked |
| Health & Welfare 1/1/24 | \$11.91 | per hour for all hours worked |
| Health & Welfare 1/1/25 | \$12.40 | per hour for all hours worked |
| Pension 4/1/21 | \$ 7.00 | per hour for all hours worked |
| Pension 1/1/22 | \$ 7.10 | per hour for all hours worked |
| Pension 1/1/23 | \$ 7.20 | per hour for all hours worked |
| Pension 1/1/24 | \$ 7.30 | per hour for all hours worked |
| Pension 1/1/25 | \$ 7.40 | per hour for all hours worked |
| Local 669 Education 4/1/21 | \$ 0.42 | per hour for all hours worked |
| Local 669 Education 1/1/24 | \$ 0.44 | per hour for all hours worked |
| UA International Training 4/1/21 | \$ 0.10 | per hour for all hours worked |
| Industry Promotion 4/1/21 | \$ 0.25 | per hour for all hours worked |
| Supplemental Pension 4/1/21 | \$ 1.69 | per hour for all hours worked |

Note: Effective January 1st of each year the combined total of the hourly contribution rates for the Health & Welfare, Pension and Education Fund shall be increased by a total of three percent (3%) and allocated with the Pension Fund being allocated a minimum of (\$0.10) per hour each year.

| Travel Expenses | 4/1/21 | 1/1/22 | 1/1/23 | 1/1/24 |
|-----------------|-------------|-------------|-------------|-------------|
| 0-60 miles | No expenses | No expenses | No expenses | No expenses |
| 60-80 miles | \$19.00 | \$21.00 | \$22.00 | \$23.00 |
| 80-100 miles | \$29.00 | \$31.00 | \$32.00 | \$33.00 |

Subsistence per day

| | | | | |
|-------------------------|-----------------------------------------------------------------|----------|----------|----------|
| 100+ miles | \$105.00 | \$115.00 | \$120.00 | \$125.00 |
| Mileage over 100 miles: | Per IRS Standard Mileage Rate - Effective January 1st each year | | | |

If you should have any additional questions, please feel free to contact Business Agent Richard Beckham at (601) 663-0038 or this office.

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Road Sprinkler Fitters Local Union No. 669

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