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### Massachusetts Breakdown of Wage and Benefit Package

Wage Rate	4/1/21	4/1/22	4/1/23	4/1/24
	\$43.14	\$45.24	\$47.43	\$49.70

Note: Effective April 1<sup>st</sup> 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 20**, payable to District 20 Industry Advancement Fund

4/1/21 Journeymen and Apprentices Class 5-10 \$0.53 per hour for all hours worked

**4/1/24 Journeymen and Apprentices Class 1-10 \$0.78 per hour for all hours worked**

**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	\$ 9.41	per hour for all hours worked

Note: Effective January 1<sup>st</sup> 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
<b>Subsistence per day</b>				
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 Brian Finn at (508) 612-9470 or this office.

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### Road Sprinkler Fitters Local Union No. 669

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