



Robert J. Cooper, Jr.
Business Manager

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Tennessee Breakdown of Wage and Benefit Package

Wage Rate	4/1/21	4/1/22	4/1/23	4/1/24
	\$28.46	\$29.71	\$31.01	\$32.36

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 9

Journeyman and Apprentices Class 5-10 \$1.00 per hour for all hours worked, payable to District 9 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	\$ 2.73	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
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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 Ben Hogan at (865) 722-9903 or this office.

Updated November 2024

Road Sprinkler Fitters Local Union No. 669

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