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### Utah Breakdown of Wage and Benefit Package

| Wage Rate | 4/1/21  | 4/1/22  | 4/1/23  | 4/1/24  |
|-----------|---------|---------|---------|---------|
|           | \$36.54 | \$38.17 | \$38.17 | \$39.43 |

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 40**

Journeyman and all Apprentices \$1.00 per hour for all hours worked, payable to District 40 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      | \$ 4.10 | per hour for all hours worked |
| Supplemental Pension 4/1/23      | \$ 5.79 | per hour for all hours worked |
| Supplemental Pension 4/1/24      | \$ 6.29 | 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     |

#### 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 Ben Gundry at (801) 699-2863 or this office.

Updated November 2024

### Road Sprinkler Fitters Local Union No. 669

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