ADDENDUM A – WAGE & BENEFIT SCHEDULE

This Addendum A is made part of and subject to the Collective Bargaining Agreement between The Master Plumbers and Mechanical Contractors of the Jurisdiction of Local Union 41 and Local Union 41 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada .

Effective Date: August 1st, 2026

Expiration Date: June 30th, 2027

Minimum wage rates for employees covered by this agreement shall be as follows:

HOURLY WAGE RATES

Journeyman Classifications

Classification	Hourly Wage Rate
Journeyman	$46.92
Foreman	$52.55
General Foreman	$57.80
Area General Foreman	$63.58

Apprentice Wage Percentages

All apprentice wages shall be calculated as a percentage of the Journeyman hourly wage.

Apprentice Level	% of Journeyman Rate	Hourly Wage
1st Period	50%	$23.46
2nd Period	55%	$25.80
3rd Period	60%	$28.15
4th Period	65%	$30.49
5th Period	70%	$32.84
6th Period	75%	$35.19
7th Period	80%	$37.53
8th Period	85%	$39.88
9th Period	90%	$42.22
10th Period	95%	$44.57

Production Worker Classification

Classification	Hourly Wage Rate
Production Worker	$23.46

BENEFIT CONTRIBUTIONS (Employer Contributions Per Hour Worked) for Journeymen, Foreman, General Foreman, Area General Foreman Classifications

Benefit Fund	Hourly Contribution Rate
Health & Welfare	$7.60
National Pension	$6.18
Idaho State Pension	$4.45
Montana Pension Annuity	$1.50
JATC (Apprenticeship Training)	$1.37
International Training Fund	$0.10
Paid Time Off (PTO) Journeyman	$1.17
Paid Time Off (PTO) Foreman	$1.31
Paid Time Off (PTO) General Foreman	$1.44
Paid Time Off (PTO) Area General Foreman	$1.58

BENEFIT CONTRIBUTIONS (Employer Contributions Per Hour Worked) for Apprentice Classifications

Benefit Fund	Hourly Contribution Rate
Health & Welfare	$7.60
National Pension	$3.10
Idaho State Pension	$4.45
Montana Pension Annuity	$0.75
JATC (Apprenticeship Training)	$0.00
International Training Fund	$0.10
Paid Time Off (PTO)	See Article XX, Section 1, Sub (1) Page 41

BENEFIT CONTRIBUTIONS (Employer Contributions Per Hour Worked) for Production Worker Classifications

Benefit Fund	Hourly Contribution Rate
Health & Welfare	$7.60
National Pension	$1.51
JATC (Apprenticeship Training)	$0.30
International Training Fund	$0.10

TOTAL PACKAGES

Worker Classifications	Total Hourly Package
Journeyman	$69.29
Foreman	$75.06
General Foreman	$80.44
Area General Foreman	$86.36
1st Period Apprentice 50%	$39.46
2nd Period Apprentice 55%	$41.80
3rd Period Apprentice 60%	$44.15
4th Period Apprentice 65%	$46.49
5th Period Apprentice 70%	$48.84
6th Period Apprentice 75%	$51.19
7th Period Apprentice 80%	$53.53
8th Period Apprentice 85%	$55.88
9th Period Apprentice 90%	$58.22
10th Period Apprentice 95%	$60.57
Production Worker	$32.97