

ARTICLE X
Wage Rates and Fringe Benefits – Payments by Employer

Section 1.

	<u>09/01/14</u>	<u>09/01/15</u>	<u>09/01/16</u>	<u>09/01/17</u>
<u>Plumber Laborer Rate</u>	\$22.90	\$23.10	\$23.40	\$23.81
Health & Welfare	\$3.94	\$4.04	\$4.14	\$4.37
Pension	\$2.71	\$2.81	\$3.06	\$3.17
Training	\$0.30	\$0.30	\$0.30	\$0.30
L.E.C.E.T.	<u>\$0.15</u>	<u>\$0.15</u>	<u>\$0.15</u>	<u>\$0.15</u>
Total Fringes	\$7.10	\$7.30	\$7.65	\$7.99

	<u>09/01/14</u>	<u>09/01/15</u>	<u>09/01/16</u>	<u>09/01/17</u>
<u>Clean-Up Laborer Rate</u>	\$14.53	\$14.53	\$15.06	\$15.34
Health & Welfare	\$3.94	\$3.94	\$4.21	\$4.37
Pension	\$2.46	\$2.58	\$3.06	\$3.17
Training	\$0.30	\$0.30	\$0.30	\$0.30
L.E.C.E.T.	<u>\$0.15</u>	<u>\$0.15</u>	<u>\$0.15</u>	<u>\$0.15</u>
Total Fringes	\$6.85	\$6.97	\$7.72	\$7.99

Dues Check-Off: The Employer shall deduct 5% from the employee's gross wages which shall be paid on a monthly basis to the Laborers' Trust Funds, Carday Associates, Inc., 7130 Columbia Gateway Drive, Suite A, Columbia, MD 21046.

Foreman when so designated by employers are to be paid one dollar (\$1.00) per hour above the wage rate listed above; see Section 2 Article 7.

** The Union will reopen the contract to negotiate the wage and fringe benefits for years 2018 and 2019 within 90 days of August 31, 2018.

Travel Allowance

Section 2. Travel allowance will be paid on apprentices as follows:

20 miles from 1 milestone	no travel pay
20-40 miles from milestone.....	\$3.00 per day
Over 40 miles from milestone.....	\$6.00 per day

Any concessions made on travel pay by plumbers will be discussed and negotiated by the plumber laborers. The Contractor shall have the obligation to advise the Business Manager of Laborers Local Union 657 and 11 that concessions on travel pay have been granted by the plumbers.

ARTICLE XI Apprentices

Section 1. Every employer who is a party to this Agreement through its authorization of the MCAMW as its bargaining agent may employ Apprentice laborers on projects in this jurisdiction in accordance with the following conditions.

- A. The term of apprenticeship shall consist of two years and minimum of 3,200 hours of on-the-job training plus 288 hours of schooling. Laborers who have completed 3,200 hours of work for participating contractors and 288 hours of schooling shall receive 100% of the basic rate. Applicants who have had previous experience in the trade or received related instruction shall have such experience or instruction evaluated by the Laborers' Joint Training Fund based on demonstrated ability and knowledge. Where the Laborers' Joint Training Fund grants advanced standing to the apprentice for the experience, the Apprentice shall be paid the rate of the period to which he/she is advanced.
- B. Numerical Ratio: To ensure proper training, the number of apprentices shall not exceed one (1) apprentice to every three (3) journey workers regularly employed.
- C. All Apprentices are required to attend related classroom instruction in technical and theoretical subjects related to the trade for 144 hours per year. The related classroom instruction shall be provided by the Plumbers Laborers apprentice school. Training period will normally be eight (8) sessions of one (1) day each.
- D. No pension fund payments shall be required for Apprentices
- E. If Union cannot provide apprentices, the Employer may directly hire its own, but those employed must join the Union and enter the Apprenticeship Program.
- F. To move up the Apprentice wage rate scale, Apprentices must complete both the hours of employment and the schooling hours required at each level as set forth below.
- G. Safety Instruction: The Laborers Joint Training Fund and or the Employer will provide safe equipment and facilities for the on-the-job training, adequate supervision to promote safe working conditions and safety training for Apprentices both on-the-job and in related instruction.

- H. Probationary period: Apprentices employed under those standards shall be subject to a probationary period for the first 720 hours of reasonable continuous employment. During the probationary period, the termination or cancellation of an apprenticeship agreement shall be made at the request of either party to the apprenticeship agreement.
- I. Hours of Work: the Hours of Work for Apprentices shall be the same as those for journey workers in the trade. Apprentices also shall be subject to the same overtime requirements, but not to the same degree as when overtime conflicts with *the* required related classroom training. Apprentices absent from work through their own fault, shall make up all such time before being advanced to the next period of apprenticeship. Unexcused absences from work may result in suspension or termination. In case of emergency, apprentices will be required to work.
- J. Cancellation or Termination: The Laborers Joint Training Fund shall notify the Apprentice in writing, within ten (10) days of final actions taken, stating the reasons for any cancellation, termination or suspension of an apprentice.

APPRENTICE WAGE RATE SCALE

<u>School Hours</u>	<u>Work Hours</u>	<u>Percentage 9/01/2007</u>
60 hours	0-990	60%
120 hours	990-1580	62%
180 hours	1580-2120	67%
240 hours	2120-2660	71%
288 hours	2660-3200	77%

Note: The apprentice wage rate scale is determined at a percentage of the basic Hourly Wage Rate.

Apprentice Fringe Benefit Rates

Effective (Hourly)	<u>09/01/2014</u>	<u>09/01/2015</u>	<u>09/01/2016</u>	<u>09/01/2017</u>
Health and Welfare	\$3.94	\$4.04	\$4.14	\$4.37
Training Fund	\$0.30	\$0.30	\$0.30	\$0.30
L.E.C.E.T.	\$0.15	\$0.15	\$0.15	\$0.15

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