



14801 West Eight Mile Road | Detroit, Michigan | 48235-1623  
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Volume 35  
 Number 1

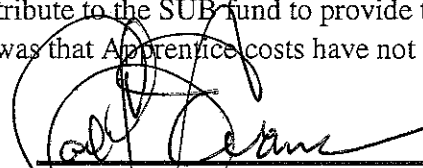
# Plumber

July 1, 2008

The agreement with Local 98 provides for retroactivity to June 2, 2008. Both sides understand time may not allow Payroll departments to make necessary changes for checks due July 3, 2008 and on fringes for June hours. Checks due July 10, 2008 should reflect the correct allocation and retroactivity. See notice regarding June fringe payments.

Local 98 and MCA understand the importance of maintaining Apprentice costs. Due to this, when the parties agreed to place 20¢ in Insurance, it was offset by reducing the IARF contribution 20¢. The parties also agreed to deduct 50¢ from all Apprentice classifications which contribute to the SUB fund to provide those same classifications a 50¢ raise. The end result of these changes was that Apprentice costs have not increased.

  
 \_\_\_\_\_  
 Tom Delehant  
 Business Manager, Local 98  
 Date

  
 \_\_\_\_\_  
 Carl Evans  
 Director, MCA Detroit  
 Date

## L

## A

### Effective First shift Monday morning, June 2, 2008

## B

#### Unrestricted

#### Lt. Commercial/ Service & Repair

## O

Wage net of contractual withholding (nw)	\$1.25
Insurance	\$0.40
Retiree Benefit Fund	\$0.05
Training Fund	\$0.10
International Training Fund	\$0.05
<b>TOTAL</b>	<b>\$1.85</b>

To be negotiated  
 prior to  
 February 1, 2009

## R

**No Change at this time**

#### Journeyman

## U

#### Unrestricted

#### Lt. Commercial/ Service & Repair

## P

<b>TAXABLE WAGE STRAIGHT TIME</b>	<b>\$36.41</b>	<b>(change)</b>
Vac. & Hoi. (deduct from wage)(taxable)	(\$2.00)	
General Dues (deduct from wage)(taxable)	(\$0.35)	
Working Dues (deduct from wage)(taxable)	(\$1.03)	
Union Hall Fund Dues (deduct from wage)(taxable)	(\$0.25)	
<b>Insurance</b>	<b>\$8.50</b>	<b>(change)</b>
<b>Pension Defined Benefit</b>	<b>\$7.50</b>	
Pension Defined Contribution	\$1.50	
S. U. B. Fund	\$1.39	
Retiree Benefit Fund	<b>\$0.40</b>	<b>(change)</b>
Piping Education Council	\$0.40	
Training Fund	<b>\$0.86</b>	<b>(change)</b>
International Training Fund	<b>\$0.10</b>	<b>(change)</b>
Industry Apprenticeship Reimbursement Fund	\$0.50	
<b>TOTAL</b>	<b>\$57.56</b>	<b>(change)</b>

\$26.96
(\$1.25)
(\$0.20)
(\$0.56)
(\$0.15)
\$5.06
\$7.50
\$1.00
\$0.25
\$0.10
\$0.25
\$0.41
\$0.05
\$0.50
<b>\$42.08</b>

Plumber Labor update  
Effective First shift Monday morning, June 2, 2008  
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Apprentice

**TAXABLE WAGE STRAIGHT TIME**

Apprentice paid for attending day class

1st Period	<b>\$13.10</b>	6th Period	<b>\$21.94 (change)</b>
2nd Period	<b>\$13.10</b>	7th Period	<b>\$23.09 (change)</b>
3rd Period	<b>\$19.00 (change)</b>	8th Period	<b>\$24.26 (change)</b>
4th Period	<b>\$19.63 (change)</b>	9th Period	<b>\$25.41 (change)</b>
5th Period	<b>\$20.79 (change)</b>	10th Period	<b>\$26.56 (change)</b>

1st to 2nd Period	Working Dues (deduct from wage)(taxable)	\$0.50
	<b>Insurance</b>	<b>\$2.33 (change)</b>
	Pension Defined Benefit	\$1.83
	Piping Education Council	\$0.15
	International Training Fund	\$0.05
	<b>Industry Apprenticeship Reimbursement Fund</b>	<b>\$0.30 (change)</b>
	<b>TOTAL</b>	<b>\$5.16</b>

3rd to 10th Period	Vac. & Hol. (deduct from wage)(taxable) include V&H in check	\$1.00
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	General Dues (deduct from wage)(taxable)	\$0.17
	Working Dues (deduct from wage)(taxable)	\$0.51
	Union Hall Fund Dues (deduct from wage)(taxable)	\$0.13
	<b>Insurance</b>	<b>\$3.81 (change)</b>
	Pension Defined Benefit	\$3.00
	Pension Defined Contribution	\$1.00
	<b>S. U. B. Fund</b>	<b>\$0.50 (change)</b>
	Retiree Benefit Fund	\$0.17
	Piping Education Council	\$0.25
	Training Fund	\$0.76
	International Training Fund	\$0.05
	<b>Industry Apprenticeship Reimbursement Fund</b>	<b>\$0.30 (change)</b>
	<b>TOTAL</b>	<b>\$11.65 (change)</b>



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July 1, 2008

**Unrestricted Journeyman**

**Effective First shift Monday morning, June 2, 2008**

**Wages:** *New fringes take effect as shown below*

TAXABLE WAGE STRAIGHT TIME	\$36.41
Basic Hourly Wage (Net of taxable withholding)	<b>\$32.78</b>

**Fringes:**

Vac. & Hol. (deduct from wage)(taxable)	\$2.00
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General Dues (deduct from wage)(taxable)	\$0.35
Working Dues (deduct from wage)(taxable)	\$1.03
Union Hall Fund Dues (deduct from wage)(taxable)	\$0.25
Insurance	\$8.50
Pension Defined Benefit	\$7.50
Pension Defined Contribution	\$1.50
S. U. B. Fund	\$1.39
Retiree Benefit Fund	\$0.40
Piping Education Council	\$0.40
Training Fund	\$0.86
International Training Fund	\$0.10
Industry Apprenticeship Reimbursement Fund	\$0.50
<b>TOTAL to be included with fringe payment</b>	<b>\$22.78</b>

*Tom Delehant*

Tom Delehant  
 Business Manager, Local 98  
 Date

*Carl Evans*

Carl Evans  
 Director, MCA Detroit  
 Date



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Apprentice

July 1, 2008

Effective First shift Monday morning, June 2, 2008

Wages: New fringes take effect as shown below

Apprentice to be paid for school day

TAXABLE WAGE STRAIGHT TIME

1st Period	\$13.10	6th Period	\$21.94
2nd Period	\$13.10	7th Period	\$23.09
3rd Period	\$19.00	8th Period	\$24.26
4th Period	\$19.63	9th Period	\$25.41
5th Period	\$20.79	10th Period	\$26.56

Apprentice Fringe:

1st to 2nd	Working Dues (deduct from wage)(taxable)	\$0.50
	Insurance	\$2.33
	Pension Defined Benefit	\$1.83
	Piping Education Council	\$0.15
	International Training Fund	\$0.05
	Industry Apprenticeship Reimbursement Fund	\$0.30
	<b>TOTAL to be included with fringe payment</b>	<b>\$5.16</b>

3rd to 10th	Vac. & Hol. (deduct from wage)(taxable)	\$1.00
	include V&H in check	

General Dues (deduct from wage)(taxable)	\$0.17
Working Dues (deduct from wage)(taxable)	\$0.51
Union Hall Fund Dues (deduct from wage)(taxable)	\$0.13
Insurance	\$3.81
Pension Defined Benefit	\$3.00
Pension Defined Contribution	\$1.00
S. U. B. Fund	\$0.50
Retiree Benefit Fund	\$0.17
Piping Education Council	\$0.25
Training Fund	\$0.76
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.30
<b>TOTAL to be included with fringe payment</b>	<b>\$10.65</b>

Tom Delehant  
 Tom Delehant  
 Business Manager, Local 98  
 Date

Carl Evans  
 Carl Evans  
 Director, MCA Detroit  
 Date



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**Lt. Commercial/Service**

**Effective First shift Monday morning, June 2, 2008**


**Wages: To be negotiated prior to February 1, 2009**

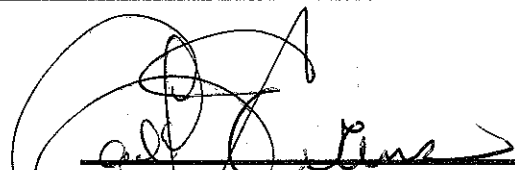
TAXABLE WAGE STRAIGHT TIME	<b>\$26.96</b>
Basic Hourly Wage (Net of taxable withholding)	<b>\$24.80</b>

**Fringes:**

Vac. & Hol. (deduct from wage)(taxable) include V&H in check	<b>\$1.25</b>
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General Dues (deduct from wage)(taxable)	\$0.20
Working Dues (deduct from wage)(taxable)	\$0.56
Union Hall Fund Dues (deduct from wage)(taxable)	\$0.15
Insurance	\$5.06
Pension Defined Benefit	\$7.50
Pension Defined Contribution	\$1.00
S. U. B. Fund	\$0.25
Retiree Benefit Fund	\$0.10
Piping Education Council	\$0.25
Training Fund	\$0.41
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.50
<b>TOTAL to be included with fringe payment</b>	<b>\$16.03</b>

  
 \_\_\_\_\_  
 Tom Delehant  
 Business Manager, Local 98  
 Date \_\_\_\_\_

  
 \_\_\_\_\_  
 Carl Evans  
 Director, MCA Detroit  
 Date \_\_\_\_\_



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**Metal Trades Division Plumber**

**Effective First shift Monday morning, June 2, 2008**

**Wages: To be negotiated prior to February 1, 2009**

**TAXABLE WAGE STRAIGHT TIME**

Helper	<b>\$13.33</b>
Second Period	<b>\$16.91</b>
Third Period	<b>\$19.61</b>
MTRP Plumber	<b>\$21.98</b>

**Fringes:**

Helper	Working Dues (deduct from wage)(taxable)	\$0.58
	Insurance	\$3.37
	Piping Education Council	\$0.15
	Training Fund	\$0.10
	International Training Fund	\$0.05
	<b>TOTAL to be included with fringe payment</b>	<b>\$4.25</b>

2nd, 3rd and MTRP

Vac. & Hol. (deduct from wage)(taxable)	\$1.25
V&H to be included in pay check	


Working Dues (deduct from wage)(taxable)	\$0.75
Insurance	\$5.32
Pension Defined Contribution	\$1.75
Piping Education Council	\$0.15
Training Fund	\$0.36
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$8.38</b>

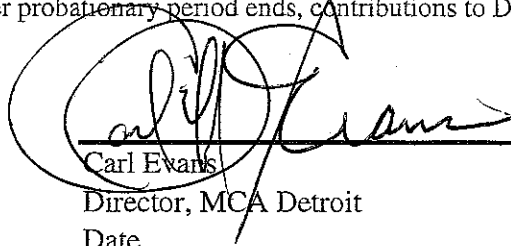
NON LICENSED WORKERS. DEPENDING ON YEARS OF EXPERIENCE

IS YOUR CLASSIFICATION.

Note: Metal trades upgrading frozen until training program and upgrading standards are in place

\* During the initial probationary period of 90 days DC not paid. After probationary period ends, contributions to DC begin.

  
 \_\_\_\_\_  
 Tom Delehant  
 Business Manager, Local 98  
 Date \_\_\_\_\_

  
 \_\_\_\_\_  
 Carl Evans  
 Director, MCA Detroit  
 Date \_\_\_\_\_



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**Residential Pipe Tradesman**  
**Effective First shift Monday morning, June 2, 2008**

**Wages: To be negotiated prior to February 1, 2009**

**TAXABLE WAGE STRAIGHT TIME**

First Period	\$15.41
Second Period	\$17.82
Third Period	\$20.22
Residential Plumber Journeyman	\$26.96

**Fringes:**

1st, 2nd and 3rd Period	Working Dues (deduct from wage)(taxable)	\$0.53
	Insurance	\$4.12
	Pension Defined Contribution	\$1.00
	Piping Education Council	\$0.25
	Training Fund	\$0.10
	International Training Fund	\$0.05
	<b>TOTAL to be included with fringe payment</b>	<b>\$6.05</b>

NON LICENSED WORKERS. DEPENDING ON YEARS OF EXPERIENCE  
 IS YOUR CLASSIFICATION.


Residential Journeyman

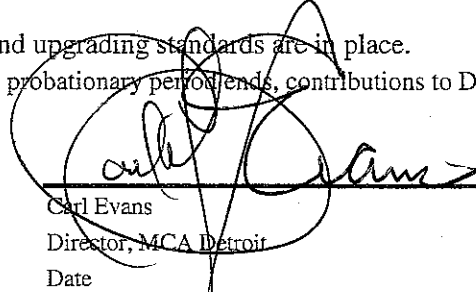
Vac. & Hol. (deduct from wage)(taxable)	\$1.25
V&H to be included in pay check	

General Dues (deduct from wage)(taxable)	\$0.20
Working Dues (deduct from wage)(taxable)	\$0.56
Union Hall Fund Dues (deduct from wage)(taxable)	\$0.15
Insurance	\$5.06
Pension Defined Benefit	\$7.50
Pension Defined Contribution	\$1.00
S. U. B. Fund	\$0.25
Retiree Benefit Fund	\$0.10
Piping Education Council	\$0.25
Training Fund	\$0.41
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.50
<b>TOTAL to be included with fringe payment</b>	<b>\$16.03</b>

Note: RPT upgrading frozen until training program and upgrading standards are in place.

\* During the initial probationary period of 90 days DC not paid. After probationary period ends, contributions to DC begin.

  
 \_\_\_\_\_  
 Tom Delehant  
 Business Manager, Local 98  
 Date \_\_\_\_\_

  
 \_\_\_\_\_  
 Carl Evans  
 Director, MCA Detroit  
 Date \_\_\_\_\_



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**Working Principal**

**Effective First shift Monday morning, June 2, 2008**


**Wages: To be negotiated prior to February 1, 2009**

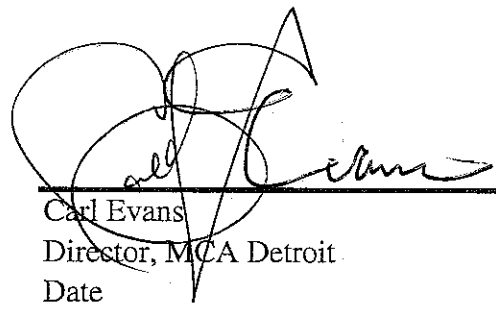
Basic Hourly Wage (Net of taxable withholding) **\$0.00**

**Fringes:**

Working Dues (deduct from wage)(taxable)	\$0.55
Insurance	optional
Pension Defined Benefit	\$7.50
Pension Defined Contribution	optional
Piping Education Council	\$0.40
Training Fund	\$0.61
International Training Fund	\$0.10
Industry Apprenticeship Reimbursement Fund	\$0.50
<b>TOTAL to be included with fringe payment</b>	<b>\$9.66</b>

Working Principals have the option of participating in the Insurance and Defined Contribution Funds. Contact the Third Party Administrator for the rates and regulations.

  
 \_\_\_\_\_  
 Tom Delehant  
 Business Manager, Local 98  
 Date \_\_\_\_\_

  
 \_\_\_\_\_  
 Carl Evans  
 Director, MCA Detroit  
 Date \_\_\_\_\_



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## Summer Worker

**Effective First shift Monday morning, June 2, 2008**

**Wages: To be negotiated prior to February 1, 2009**

TAXABLE WAGE STRAIGHT TIME **\$14.55**

### Fringes:

Working Dues (deduct from wage)(taxable)	\$0.55
Piping Education Council	\$0.15
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$0.75</b>

Tom Delehant  
Business Manager, Local 98  
Date

  
Carl Evans  
Director, MCA Detroit  
Date



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## Summer Residential Worker

**Effective First shift Monday morning, June 2, 2008**

**Wages: To be negotiated prior to February 1, 2009**

TAXABLE WAGE STRAIGHT TIME \$10.25

**Fringes:**

Working Dues (deduct from wage)(taxable)	\$0.25
Piping Education Council	\$0.15
International Training Fund	\$0.05
<b>TOTAL to be included with fringe payment</b>	<b>\$0.45</b>

Tom Delehant  
Business Manager, Local 98  
Date

  
Carl Evans  
Director, MCA Detroit  
Date