



Canadian Piping Trades

LOCAL APPENDIX "B"
ATLANTIC PROVINCES
TO THE

CANADIAN NATIONAL MECHANICAL EQUIPMENT MAINTENANCE
AND
SERVICE AGREEMENT

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AND
SERVICE AGREEMENT**

Between

Locals 56,740, and 325 of The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada hereinafter called the "Union".

and

Maintenance Service Contractors Association hereinafter called the "Employer".

- A. The parties agree that the employees working under the agreement shall constitute a bargaining unit separate and distinct from all others.
- B. The parties recognize the validity of the "Amended" Canadian National Mechanical Equipment Maintenance and Service Agreement dated January 1, 2022 between MSCA (the Employer) and the U.A. (The Union) called the "National Agreement".
- C. The parties recognize that Locals 56, 740, and 325 shall be entitled to participate in any negotiations for the renewal of the master portion of the National Agreement.
- D. It is agreed that there shall be an Appendix to the National Agreement, covering New Brunswick, Prince Edward Island, Nova Scotia and Newfoundland, called "the Atlantic Provinces" to be negotiated between Locals 56, 740, and 325 and the Employer. The three Local Unions (56, 740, and 325) will file the Atlantic Appendixed Agreement with the respective Labour Relations Board in each Province.
- E. The parties agree to the articles and paragraphs of the National Agreement dated January 1st, 2022 with the following amendments:

Article III:

11a. The Union may appoint, and the Employer shall recognize a Steward for each shop. The Shop Steward shall be mutually agreed to between the Union and the Employer and the Employer's General Manager shall be notified in writing of the name of the Steward when the appointment becomes effective. The Steward shall be recognized as the representative of the Union for the shop which he/she is working and no discrimination shall be shown against the Steward for carrying out his/her Union duties. The Steward shall not be laid off, transferred or discharged by reason of executing his/her Union duties and responsibilities as a Steward. To be eligible for appointment as a Steward, the employee must have been in the employ of the Company for 12 consecutive months immediately prior to the appointment.

Article IV:

13. All questions relating to the geographical territory and trade jurisdiction of a Local Union or Local Unions, or questions relating to open territory shall be decided by the United Association. For the purposes of this agreement: (a) Local 56 will have jurisdiction for all Nova Scotia. (b) Local 740 will have jurisdiction for Newfoundland and Labrador, and (c) Local 325 will have jurisdiction for New Brunswick. Local 325 will apply to the United Association for jurisdiction for Prince Edward Island.

Article X:

28. The standard work day under permanent shift work conditions shall be eight (8) hours of continuous employment. Forty (40) hours per week shall constitute a week's work. All time worked in excess of eight (8) hours per day and all time worked either one of the two scheduled off days shall be paid for at the rate not to be less than time and one-half.

Article XI:

34a. Severance –Employees who after five (5) years of continuous employment with the employer, who's employment is terminated, shall be eligible to receive one (1) weeks pay as severance for every year worked continuously to a maximum of twelve weeks severance for those employees with twelve (12) or more years of continuous employment

34b. Option for Severance – An employee will have the option of getting laid off if either of the following circumstances apply:

- i) Employee has worked less than 30 hours per week for four consecutive weeks and has also worked less than 1800 total hours in the previous twelve months;
OR
- ii) Employee has worked less than 30 hours per week for eight consecutive weeks

36. The Employer shall be permitted a ratio of one apprentice for each journeyman employed in the field.

36a. Apprenticeship Period will be approximately four years in length, consist of 8000 hours of experience gained from on the job training and four school sessions. Specific Apprentice Programs will be determined by each Provincial Government Program and the Joint Apprenticeship Council.

37. The parties agree that Specific Apprenticeship Training issues will be handled by the Local Union and Employers under existing Joint Apprenticeship Councils.

38a. The parties agree to mobility between the Atlantic Provinces:

- Permanent Residence of an employee will determine the Province of Local Union Affiliation.
- Employers who are members of this bargaining group can travel and work within New Brunswick, Nova Scotia, and Prince Edward Island as if it were one Local.
- The Employer will at the Union's request provide a list of the Employee's locations

Article XII:

- The Apprentice basic rate of pay will be percentage of the Journeyman's Basic Rate of Pay. Vacation pay and holiday pay will be ten percent (10%) of the Apprentices Basic Hourly Rate.

0	- 2000 hours	- 1 st Year Apprentice
2000	- 4000 hours	- 2 nd Year Apprentice
4000	- 6000 hours	- 3 rd Year Apprentice
6000	- 8000 hours	- 4 th Year Apprentice

- WORKING FOREMAN - Shall be an employee with the qualifications of a Journeyman Mechanic, and who has been requested to take charge of a job over 3 consecutive days duration where 2 additional journeymen are employed
- WORKING FOREMAN - A Journeyman Mechanic who has been requested to take charge of a job as Foreman shall receive \$3.00 per hour above the basic journeyman rate for the duration of the job.

44a. Vacation Periods - Vacation periods will be allocated by seniority and shall begin and end at the shop. Where vacation periods are requested between May and September, a schedule is to be posted on the Employer's notice board before the month of May. If it is impractical to permit holidays during the requested periods owing to the pressure of work, then an alternative period shall be mutually agreed upon between the affected employee and the Employer.

44b. Bereavement Leave - In the event of a death in the employee's immediate family, i.e. the employee's children, parents, grandparents, brothers, sisters, spouse, spouse's parents, step brothers, step sisters, grandchildren, daughter in-law, son in-law, brother in-law . The Employer will grant to the employer to the employee up to five (5) days leave of absence three (3) days with pay for the purpose of making arrangements for, or attending the funeral or memorial services. Pay shall be at the employee's straight time rate and shall be paid only for claims which occur on a day or days which the employee would regularly scheduled to work.

44bb. Quarantine Clause - Where by virtue of conducting the business of the Employer an Employee is exposed to anything that requires the Employee, by order of the Public Health Authority, to go into quarantine, the Employer shall pay to the Employee his regular wages for the period between the time that the quarantine commences and the time that the Employee is entitled to receive any statutory and or contractual benefits up to a maximum of five (5) working days.

44c. Jury Duty - Jury Duty Compensation will be paid if a member of the Union is summoned for Jury Duty or as a Crown Subpoenaed Witness. (For each day that he is compensated for by the Crown). He shall be compensated by the Employer at \$50.00 per day and by the Union at \$50.00 per day up to a maximum of 4 calendar weeks or 20 working days. Proof of payment by the Crown shall be presented to the Employer and to the Union.

44d. Any employee requiring medical attention as a result of a job accident or injury shall be compensated for all remaining work hours for the regular work day.

44e. Should any conflict exist between the provisions of this Agreement and the Provisions of any Local Agreement or Local Appendix to this Agreement, the relevant portions of the Master portion of this Agreement shall prevail.

44f. Standby Premium - Both parties, the Employer and the Union, agree that the service industry will provide emergency service to its customers outside established working hours. Employees who have been requested by Employer to provide such services, and agree to do so, will be required to be available to accept calls outside the established working hours, and as compensation for any inconvenience incurred, will be paid a stand-by premium of **\$1.00 (one dollar) per hour** for all hours worked, irrespective of it being a call out situation. This Article on stand-by in no way requires employees who agree to be on stand-by and are receiving the applicable stand-by premium to be considered on stand-by indefinitely.

Article XII cont'd:

The stand-by premium is compensation for agreeing to the above stand-by provisions, with availability being on an intermittent and rotating basis, with right of refusal and without loss at any time during the term of the agreement of **\$1.00 (one dollar) per hour** stand-by premium.

44g. Callouts - Any employee called out to provide emergency service outside established working hours shall receive a minimum of 2 hours at the prevailing applicable hourly rate of pay.

44h. License or Certification Renewals - Contractor will pay for all renewals of licenses or certificates or certifications for all employees who have provided a minimum of one year continuous service.

45a. The parties agree that the employer will make Benefit contributions to Health & Welfare / Pension as shown in article XII to the Local 325 benefit trust funds.

45b. The parties agree that the Employer will deduct dues on a weekly basis in the amounts shown below and that these dues will be forwarded to the individual member's local:

UA Local 56 \$68.00 / month (\$17.00 weekly)

UA Local 325 \$54.00 / month (\$13.50 weekly)

UA Local 740 \$47.00 / month (\$11.75 weekly)

45c. The parties agree that the Employer will submit contributions as shown in Article XII to each individual local for disbursement to their Training Committees.

The Training Committee will be comprised of equal representatives from each U.A. Local having HVAC / Refrigeration jurisdiction and the MSCA employers in Atlantic Canada (UA 56, UA 325, UA 740). Also, it is intended that there will be commitment from the Employers and the Union to work toward the introduction of G2 gas training in the HVAC apprentice curriculum.

45d. Local 56 & 740 employers shall contribute \$0.25/hr to the "Building Trust Fund"

45e. Employers from all locals shall contribute \$0.05/hr to the UA National Training Fund .

45f. Employers agree to cover members for Employee and Family Assistance Program (EFAP) if it is currently available through it's company.

45g. If the pension plan is prohibited by law from accepting any contributions required by the terms of this Agreement on account of employees that are in receipt of a monthly pension from the pension plan, an amount equal to such contributions shall be paid by the employer to the employee in the form of wages.

After October of the calendar year when an employee reaches the age of 71, an amount equal to the pension contribution rate shall be paid by the employer to the employee in the form of wages.

Article XII: 46a. Maintenance mechanics may only be hired after the employer has employed at least one apprentice. The ratio of maintenance mechanics to apprentices shall not exceed one to one per employer.

Article XII: 48a. Employee agrees to provide separate account information to employer for direct deposit of an agreed amount of employee's pay. Employer shall direct the agreed amount for employee to this separate account.

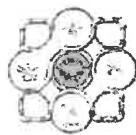
Article XII: 49a. Should new statutory holidays be acknowledged during the term of this agreement, these new holidays shall be appropriately recognized by the employer in applicable provinces(s).

Article XIII: 56a. Employer shall provide for each employee the following:

- 8 work shirts / 5 work pants	- annually
- coveralls	- as necessary
- summer jacket	- as necessary (maximum 1 per year)
-winter jacket	- every 2 years or less
- work boots	- 1 pair/year (\$300.00 maximum)

Article XV: 65a. When an employer provides a Company service vehicle, it shall be considered Company property, to be operated as directed by the Company, and shall not be considered as employee compensation.

Article XXIII: 80. This Agreement shall be in full force and effect to April 30, 2026 and year to year after that, unless notice of modification is given in writing by either party to the other party sixty days prior to the anniversary date.



N.B. Pipe Trades Administration Office
5 Blizzard Street
Fredericton, N.B. E3B 8K3
Phone 506-459-6040 Fax 506-458-1257

Memorandum of Understanding

Effective April 19, 2023, the Trustees of the NB Pipe Trades Pension Plan and the Employee Life Health Plan has signed this Memorandum of Understanding that would allow the Business Managers of UA Local 56 and UA Local 740 to join these Board Meetings, moving forward, by way of a virtual attendance or in person. The Business Managers of each UA Local 56 and UA Local 740 will be able to voice their opinion but will not be entitled to a vote on any matters pertaining to the Board of Trustee's trust funds.

Within the Memorandum of Understanding it is agreed that the Business Managers of UA local 56 and UA Local 740 shall:

- 1) be supplied annually with a complete copy of the annual financial audits for the NB Pipe Trades Pension Trust and the NB Pipe Trades Employee Life Health Trust.
- 2) be provided with a copy of the minutes pertaining to the NB Pipe Trades Pension Plan and the Employee Life Health Trust.
- 3) be provided with a copy of the agenda for the next upcoming board meeting at least 3 days prior to that meeting.
- 4) be provided with a Teams link, at least 3 day prior to the boar meeting, so they can attend the meetings virtually.

***Please Note:**

Any UA local 56 members who are already vested in the Local 56 Pension and ELHT plan will remain within the aforementioned Plan.

Signatures of all Trustees and Administration Office Staff,

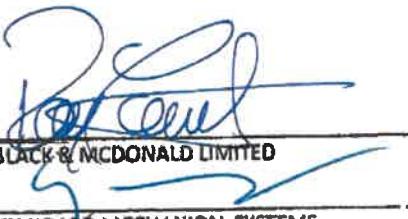
Adrian Julian
John Byrne
Jamesy Bawn
James Profitt
William K Bawn
Patrice Doucette
Naomi Gallant
Tim St. Onge

Valerie Tu
John Byrne
Santia Beauchef
Jamesy Bawn
James Profitt
William K Bawn
Nathay Doucette
Naomi Gallant
Tim St. Onge
Noah St. Onge-Cowell

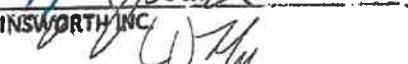
This Local Appendix "B" for the Atlantic Provinces is signed by

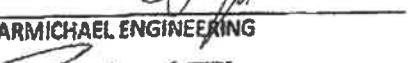
the

MAINTENANCE AND SERVICE CONTRACTORS ASSOCIATION
on behalf of its member companies listed below.


BLACK & MCDONALD LIMITED


STANDARD MECHANICAL SYSTEMS


AINSWORTH INC.


CARMICHAEL ENGINEERING


ATLANTICA MECHANICAL SERVICES


TRANE ATLANTIC


DONALD HILT
GIL-SON CONSTRUCTION LIMITED

MAY 31/23
DATE

05/31/23
DATE

May 16 2023
DATE

May 16, 2023
DATE

May 17, 2023
DATE

May 16, 2023
DATE

May 17, 2023
DATE

May 16/2023
DATE

and

Signed by the UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND
PIPEFITTING INDUSTRY of the United States and Canada, whose members are represented by:


LOCAL 56 NOVA SCOTIA


LOCAL 740 NEWFOUNDLAND


LOCAL 325 NEW BRUNSWICK

May 11/2023
DATE

May 11/2023
DATE

May 10/2023
DATE

HVAC & REFRIGERATION JOURNEYPERSON BASE RATES

UA LOCAL 56

(OPTIONAL STAND-BY PREMIUM)

	May 1, 2023	May 1, 2024	May 1, 2025
Basic Rate	\$44.36	\$45.76	\$47.21
Vacation/Holiday Pay	\$4.44	\$4.58	\$4.72
Benefit Trust Fund	\$2.50	\$2.55	\$2.60
Pension Trust fund	\$7.91	\$8.11	\$8.31
Recreation Fund	\$0.10	\$0.10	\$0.10
Training Fund	\$0.45	\$0.45	\$0.45
Building Fund	\$0.25	\$0.25	\$0.25
National Training Fund (.15)			
Canadain Training	\$0.05	\$0.05	\$0.05
Mech. Maintenance Admin	\$0.05	\$0.05	\$0.05
Industry Enhancement	\$0.05	\$0.05	\$0.05
Local 56 Admin Fund	\$0.20	\$0.25	\$0.30
Stand-By	\$1.00	\$1.00	\$1.00
Total Package - HVAC only	\$61.36	\$63.20	\$65.09
Oil Burner Certificate or Gas	\$0.74	\$0.76	\$0.79
Teck II Certificate			
Total Package - HVAC Gas B	\$62.10	\$63.96	\$65.88
OR/ Gas Tech 1 Certificate	\$2.46	\$2.54	\$2.64
Total Package - HVAC Gas A	\$63.82	\$65.74	\$67.73

INCREASES

Base rate	\$2.87	\$1.40	\$1.46
Vacation Pay	\$0.29	\$0.14	\$0.14
Pension	\$0.20	\$0.20	\$0.20
Admin Fund	\$0.05	\$0.05	\$0.05
Gas A	\$0.46	\$0.08	\$0.03

Employee Deductions Dues \$68.00 per month (\$17.00 per week)

HVAC & REFRIGERATION APPRENTICE RATES

May 1-2023-April 30, 2026

WAGE TABLE
UA LOCAL 56

Date	Hrly Rate	Vac 10%	Benefit	Pension	Recreation	Admin	Training	Building	Nat Training	Stand-by Premium	Total
1st Year Apprentice											
May 1/23-Apr 30/24	\$22.18	\$2.22	\$2.50	\$4.33	\$0.10	\$0.20	\$0.36	\$0.25	\$0.15	\$1.00	\$33.29
May1/24-Apr 30/25	\$22.88	\$2.29	\$2.55	\$4.43	\$0.10	\$0.25	\$0.36	\$0.25	\$0.15	\$1.00	\$34.26
May1/25-Apr30/26	\$23.61	\$2.36	\$2.60	\$4.53	\$0.10	\$0.30	\$0.36	\$0.25	\$0.15	\$1.00	\$35.26

Date	Hrly Rate	Vac 10%	Benefit	Pension	Recreation	Admin	Training	Building	Nat Training	Stand-by Premium	Total
2nd Year Apprentice											
May 1/23-Apr 30/24	\$26.61	\$2.67	\$2.50	\$5.04	\$0.10	\$0.20	\$0.37	\$0.25	\$0.15	\$1.00	\$38.89
May1/24-Apr 30/25	\$27.45	\$2.75	\$2.55	\$5.16	\$0.10	\$0.25	\$0.37	\$0.25	\$0.15	\$1.00	\$40.03
May1/25-Apr30/26	\$28.33	\$2.83	\$2.60	\$5.28	\$0.10	\$0.30	\$0.37	\$0.25	\$0.15	\$1.00	\$41.21

Date	Hrly Rate	Vac 10%	Benefit	Pension	Recreation	Admin	Training	Building	Nat Training	Stand-by Premium	Total
3rd Year Apprentice											
May 1/23-Apr 30/24	\$31.05	\$3.11	\$2.50	\$5.78	\$0.10	\$0.20	\$0.40	\$0.25	\$0.15	\$1.00	\$44.54
May1/24-Apr 30/25	\$32.03	\$3.20	\$2.55	\$5.92	\$0.10	\$0.25	\$0.40	\$0.25	\$0.15	\$1.00	\$45.85
May1/25-Apr30/26	\$33.05	\$3.30	\$2.60	\$6.06	\$0.10	\$0.30	\$0.40	\$0.25	\$0.15	\$1.00	\$47.21

Date	Hrly Rate	Vac 10%	Benefit	Pension	Recreation	Admin	Training	Building	Nat Training	Stand-by Premium	Total
4th Year Apprentice											
May 1/23-Apr 30/24	\$35.49	\$3.55	\$2.50	\$6.50	\$0.10	\$0.20	\$0.41	\$0.25	\$0.15	\$1.00	\$50.15
May1/24-Apr 30/25	\$36.60	\$3.67	\$2.55	\$6.66	\$0.10	\$0.25	\$0.41	\$0.25	\$0.15	\$1.00	\$51.64
May1/25-Apr30/26	\$37.77	\$3.78	\$2.60	\$6.82	\$0.10	\$0.30	\$0.41	\$0.25	\$0.15	\$1.00	\$53.18

Employee Deductions Union dues \$68.00 per month

**Where applicable for those employees who are required to be on standby schedule or rotation

**HVAC & REFRIGERATION JOURNEYMAN RATE (OPTION STANDBY PREMIUM)
(UA 325)**

	<u>1-May-23</u>	<u>1-May-24</u>	<u>1-May-25</u>
BASIC RATE	\$ 44.05	\$ 45.55	\$ 47.11
VACATION PAY	\$ 4.40	\$ 4.56	\$ 4.71
BENEFIT TRUST FUND	\$ 3.05	\$ 3.10	\$ 3.15
PENSION TRUST FUND	\$ 8.15	\$ 8.25	\$ 8.35
TRAINING FUND (Includes \$0.05 UA International)	\$ 0.45	\$ 0.45	\$ 0.45
NATIONAL TRAINING FUND (Includes \$0.10 as per National Agreement)	\$ 0.10	\$ 0.10	\$ 0.10
MAP	\$ 0.05	\$ 0.05	\$ 0.05
H2H	\$ 0.01	\$ 0.01	\$ 0.01
TOTAL PACKAGE	<u>\$ 60.26</u>	<u>\$ 62.07</u>	<u>\$ 63.93</u>
STAND-BY	\$ 1.00	\$ 1.00	\$ 1.00
TOTAL PACKAGE	<u>\$ 61.26</u>	<u>\$ 63.07</u>	<u>\$ 64.93</u>
G2	\$ 0.73	\$ 0.75	\$ 0.78
TOTAL PACKAGE	<u>\$ 61.99</u>	<u>\$ 63.82</u>	<u>\$ 65.71</u>
G1	\$ 2.42	\$ 2.51	\$ 2.59
TOTAL PACKAGE	<u>\$ 63.68</u>	<u>\$ 65.58</u>	<u>\$ 67.52</u>

Employee Deductions:

Union Dues \$54.00 per Month (\$13.50 per Week)
Field Dues - 1.5% Gross Wages (Vacation Pay Included)

NOTE: NB Statutory Holidays are as Follows: New Years Day, Family Day, Good Friday, Victoria Day, Canada Day, New Brunswick Day, Labour Day, National Day of Truth & Reconciliation, Thanksgiving Day, Remembrance Day, Chirismas Day, Boxing Day

HVAC & REFRIGERATION APPRENTICE RATES (325)

May 1, 2023 to April 30, 2026

WAGE TABLE

1st Year Apprentice	Date	Rate	10% Vaca	Benefit	Pension	Training	National	Stand-By	MAP	H2H	Total
May 1, 2023 - April 30, 2024	\$ 22.03	\$ 2.20	\$ 3.05	\$ 8.15	\$ 0.36	\$ 0.10	\$ 1.00	\$ 0.05	\$ 0.01	\$ 36.95	
May 1, 2024 - April 30, 2025	\$ 22.78	\$ 2.28	\$ 3.10	\$ 8.25	\$ 0.36	\$ 0.10	\$ 1.00	\$ 0.05	\$ 0.01	\$ 37.93	
May 1, 2025 - April 30, 2026	\$ 23.56	\$ 2.36	\$ 3.15	\$ 8.35	\$ 0.36	\$ 0.10	\$ 1.00	\$ 0.05	\$ 0.01	\$ 38.94	

2nd Year Apprentice

Date	May 1, 2023 - April 30, 2024	May 1, 2024 - April 30, 2025	May 1, 2025 - April 30, 2026
May 1, 2023 - April 30, 2024	\$ 26.43	\$ 2.64	\$ 3.05
May 1, 2024 - April 30, 2025	\$ 27.33	\$ 2.73	\$ 3.10
May 1, 2025 - April 30, 2026	\$ 28.27	\$ 2.83	\$ 3.15

3rd Year Apprentice

Date	May 1, 2023 - April 30, 2024	May 1, 2024 - April 30, 2025	May 1, 2025 - April 30, 2026
May 1, 2023 - April 30, 2024	\$ 30.84	\$ 3.08	\$ 3.05
May 1, 2024 - April 30, 2025	\$ 31.89	\$ 3.19	\$ 3.10
May 1, 2025 - April 30, 2026	\$ 32.98	\$ 3.30	\$ 3.15

4th Year Apprentice

Date	May 1, 2023 - April 30, 2024	May 1, 2024 - April 30, 2025	May 1, 2025 - April 30, 2026
May 1, 2023 - April 30, 2024	\$ 35.24	\$ 3.52	\$ 3.05
May 1, 2024 - April 30, 2025	\$ 36.44	\$ 3.64	\$ 3.10
May 1, 2025 - April 30, 2026	\$ 37.69	\$ 3.77	\$ 3.15

EMPLOYEE BENEFITS :- Union Dues \$54 per Month (\$13.50 per Week)

Final Dues - 1 F&X Gross Wages (Vacation Pay [includes])

NOTE: NB Statutory Holidays are as Follows: New Years Day, Family Day, Good Friday, Victoria Day, Canada Day, New Brunswick Day, Labour Day, National Day of Truth & Reconciliation, Thanksgiving Day, Remembrance Day, Chirismas Day, Boxing Day

**NATIONAL HVAC & REFRIGERATION JOURNEYMAN BASE RATES (OPTIONAL STANDBY PREMIUM)
U.A. LOCAL 740**

	May 1, 2023	May 1, 2024	May 1, 2025
Basic Rate	\$ 44.94	\$ 46.36	\$ 47.83
Vacation Pay	\$ 4.49	\$ 4.63	\$ 4.78
Benefit Trust Fund	\$ 2.50	\$ 2.55	\$ 2.60
Pension Trust Fund	\$ 7.58	\$ 7.80	\$ 8.02
Training Fund	\$ 0.45	\$ 0.45	\$ 0.45
Building Fund	\$ 0.25	\$ 0.25	\$ 0.25
National Training Fund	\$ 0.15	\$ 0.15	\$ 0.15
Stand-By	\$ 1.00	\$ 1.00	\$ 1.00
Total Package	\$ 61.36	\$ 63.19	\$ 65.08
Oil Burner Certificate			
Or Gas Tech 11 Certificate	\$ 0.74	\$ 0.76	\$ 0.79
Total Package	\$ 62.10	\$ 63.95	\$ 65.87
Or Gas Tech 1 Certification	\$ 2.46	\$ 2.54	\$ 2.64
Total Package	\$ 63.82	\$ 65.73	\$ 67.72
Working Foreman	\$ 3.00	\$ 3.00	\$ 3.00
Total Package	\$ 64.36	\$ 66.19	\$ 68.08

Employee Deductions

Dues \$47.00 per month

NATIONAL HVAC & REFRIGERATION APPRENTICE BASE RATES (OPTIONAL STANDBY PREMIUM)
U.A. LOCAL 740

1st Year Apprentice									
Date	Hrly Rate	Vac 10%	Benefit	Pension	Training Fund	Building Fund	National Training Fund	Stand-by Premium **	Total
May 1/23 - Apr 30/24	\$ 24.72	\$ 2.47	\$ 2.50	\$ 4.17	\$ 0.36	\$ 0.25	\$ 0.15	\$ 1.00	\$ 35.62
May 1/24 - Apr 30/25	\$ 25.50	\$ 2.55	\$ 2.55	\$ 4.30	\$ 0.36	\$ 0.25	\$ 0.15	\$ 1.00	\$ 36.66
May 1/25 - Apr 30/26	\$ 26.31	\$ 2.63	\$ 2.65	\$ 4.42	\$ 0.36	\$ 0.25	\$ 0.15	\$ 1.00	\$ 37.78

2nd Year Apprentice									
Date	Hrly Rate	Vac 10%	Benefit	Pension	Training Fund	Building Fund	National Training Fund	Stand-by Premium **	Total
May 1/23 - Apr 30/24	\$ 29.21	\$ 2.92	\$ 2.50	\$ 4.93	\$ 0.37	\$ 0.25	\$ 0.15	\$ 1.00	\$ 41.33
May 1/24 - Apr 30/25	\$ 30.13	\$ 3.01	\$ 2.55	\$ 5.08	\$ 0.37	\$ 0.25	\$ 0.15	\$ 1.00	\$ 42.53
May 1/25 - Apr 30/26	\$ 31.09	\$ 3.11	\$ 2.65	\$ 5.23	\$ 0.37	\$ 0.25	\$ 0.15	\$ 1.00	\$ 43.84

3rd Year Apprentice									
Date	Hrly Rate	Vac 10%	Benefit	Pension	Training Fund	Building Fund	National Training Fund	Stand-by Premium **	Total
May 1/23 - Apr 30/24	\$ 33.71	\$ 3.37	\$ 2.50	\$ 5.69	\$ 0.40	\$ 0.25	\$ 0.15	\$ 1.00	\$ 47.06
May 1/24 - Apr 30/25	\$ 34.77	\$ 3.48	\$ 2.55	\$ 5.86	\$ 0.40	\$ 0.25	\$ 0.15	\$ 1.00	\$ 48.46
May 1/25 - Apr 30/26	\$ 35.87	\$ 3.59	\$ 2.65	\$ 6.03	\$ 0.40	\$ 0.25	\$ 0.15	\$ 1.00	\$ 49.94

4th Year Apprentice									
Date	Hrly Rate	Vac 10%	Benefit	Pension	Training Fund	Building Fund	National Training Fund	Stand-by Premium **	Total
May 1/23 - Apr 30/24	\$ 38.20	\$ 3.82	\$ 2.50	\$ 6.44	\$ 0.41	\$ 0.25	\$ 0.15	\$ 1.00	\$ 52.78
May 1/24 - Apr 30/25	\$ 39.41	\$ 3.94	\$ 2.55	\$ 6.64	\$ 0.41	\$ 0.25	\$ 0.15	\$ 1.00	\$ 54.35
May 1/25 - Apr 30/26	\$ 40.66	\$ 4.07	\$ 2.65	\$ 6.83	\$ 0.41	\$ 0.25	\$ 0.15	\$ 1.00	\$ 56.01