

| Classification      |           | Base Rate | Vacation | Pension | Welfare | Union Funds | Total Package |
|---------------------|-----------|-----------|----------|---------|---------|-------------|---------------|
| Foreman 114%        |           |           |          |         |         |             |               |
|                     | 01-May-24 | 48.32     | 5.80     | 8.05    | 3.45    | 0.48        | 66.10         |
|                     | 01-May-25 | 49.94     | 5.99     | 8.20    | 3.45    | 0.73        | 68.31         |
|                     | 01-May-26 | 51.82     | 6.22     | 8.35    | 3.45    | 0.73        | 70.57         |
|                     | 01-May-27 | 54.07     | 6.49     | 8.50    | 3.45    | 0.73        | 73.24         |
| Lead Hand 110%      |           |           |          |         |         |             |               |
|                     | 01-May-24 | 46.63     | 5.60     | 8.05    | 3.45    | 0.48        | 64.21         |
|                     | 01-May-25 | 48.19     | 5.78     | 8.20    | 3.45    | 0.73        | 66.35         |
|                     | 01-May-26 | 50.01     | 6.00     | 8.35    | 3.45    | 0.73        | 68.54         |
|                     | 01-May-27 | 52.17     | 6.26     | 8.50    | 3.45    | 0.73        | 71.11         |
| Journey person 100% |           |           |          |         |         |             |               |
|                     | 01-May-24 | 42.39     | 5.09     | 8.05    | 3.45    | 0.48        | 59.46         |
|                     | 01-May-25 | 43.81     | 5.26     | 8.20    | 3.45    | 0.73        | 61.45         |
|                     | 01-May-26 | 45.46     | 5.46     | 8.35    | 3.45    | 0.73        | 63.45         |
|                     | 01-May-27 | 47.43     | 5.69     | 8.50    | 3.45    | 0.73        | 65.80         |
| Apprentice 85%      |           |           |          |         |         |             |               |
|                     | 01-May-24 | 36.03     | 4.32     | 8.05    | 3.45    | 0.48        | 52.33         |
|                     | 01-May-25 | 37.24     | 4.47     | 8.20    | 3.45    | 0.73        | 54.09         |
|                     | 01-May-26 | 38.64     | 4.64     | 8.35    | 3.45    | 0.73        | 55.81         |
|                     | 01-May-27 | 40.32     | 4.84     | 8.50    | 3.45    | 0.73        | 57.84         |
| Apprentice 80%      |           |           |          |         |         |             |               |
|                     | 01-May-24 | 33.91     | 4.07     | 8.05    | 3.45    | 0.48        | 49.96         |
|                     | 01-May-25 | 35.05     | 4.21     | 8.20    | 3.45    | 0.73        | 51.64         |
|                     | 01-May-26 | 36.37     | 4.36     | 8.35    | 3.45    | 0.73        | 53.26         |
|                     | 01-May-27 | 37.94     | 4.55     | 8.50    | 3.45    | 0.73        | 55.17         |
| Apprentice 75%      |           |           |          |         |         |             |               |
|                     | 01-May-24 | 31.79     | 3.81     | 8.05    | 3.45    | 0.48        | 47.58         |
|                     | 01-May-25 | 32.86     | 3.94     | 8.20    | 3.45    | 0.73        | 49.18         |
|                     | 01-May-26 | 34.1      | 4.09     | 8.35    | 3.45    | 0.73        | 50.72         |
|                     | 01-May-27 | 35.57     | 4.27     | 8.50    | 3.45    | 0.73        | 52.52         |
| Apprentice 70%      |           |           |          |         |         |             |               |
|                     | 01-May-24 | 29.67     | 3.56     | 8.05    | 3.45    | 0.48        | 45.21         |
|                     | 01-May-25 | 30.67     | 3.68     | 8.20    | 3.45    | 0.73        | 46.73         |
|                     | 01-May-26 | 31.82     | 3.82     | 8.35    | 3.45    | 0.73        | 48.17         |
|                     | 01-May-27 | 33.2      | 3.98     | 8.50    | 3.45    | 0.73        | 49.86         |
| Apprentice 65%      |           |           |          |         |         |             |               |
|                     | 01-May-21 | 27.55     | 3.31     | 8.05    | 3.45    | 0.48        | 42.84         |
|                     | 01-May-22 | 28.48     | 3.42     | 8.20    | 3.45    | 0.73        | 44.28         |
|                     | 01-May-23 | 29.55     | 3.55     | 8.35    | 3.45    | 0.73        | 45.63         |
|                     | 01-May-24 | 30.83     | 3.70     | 8.50    | 3.45    | 0.73        | 47.21         |
| Apprentice 60%      |           |           |          |         |         |             |               |
|                     | 01-May-24 | 25.43     | 3.05     | 8.05    | 3.45    | 0.48        | 40.46         |
|                     | 01-May-25 | 26.29     | 3.15     | 8.20    | 3.45    | 0.73        | 41.82         |
|                     | 01-May-26 | 27.28     | 3.27     | 8.35    | 3.45    | 0.73        | 43.08         |
|                     | 01-May-27 | 28.46     | 3.42     | 8.50    | 3.45    | 0.73        | 44.56         |

Note: Union Funds above include Employer Contribution

|                          |       |      |      |      |      |       |  |
|--------------------------|-------|------|------|------|------|-------|--|
| Apprentice 55%           |       |      |      |      |      |       |  |
| 01-May-24                | 23.31 | 2.33 | 8.05 | 3.45 | 0.48 | 37.62 |  |
| 01-May-25                | 24.10 | 2.89 | 8.20 | 3.45 | 0.73 | 39.37 |  |
| 01-May-26                | 25    | 3.00 | 8.35 | 3.45 | 0.73 | 40.53 |  |
| 01-May-27                | 26.09 | 3.13 | 8.50 | 3.45 | 0.73 | 41.90 |  |
| Apprentice 50%           |       |      |      |      |      |       |  |
| 01-May-24                | 21.2  | 2.12 | 8.05 | 3.45 | 0.48 | 35.30 |  |
| 01-May-25                | 21.91 | 2.63 | 8.20 | 3.45 | 0.73 | 36.92 |  |
| 01-May-26                | 22.73 | 2.73 | 8.35 | 3.45 | 0.73 | 37.99 |  |
| 01-May-27                | 23.72 | 2.85 | 8.50 | 3.45 | 0.73 | 39.25 |  |
| Apprentice 50% Probation |       |      |      |      |      |       |  |
| 01-May-24                | 21.2  | 2.12 | 0    | 3.45 | 0.48 | 27.25 |  |
| 01-May-25                | 21.91 | 2.63 | 0    | 3.45 | 0.73 | 28.72 |  |
| 01-May-26                | 22.73 | 2.73 | 0    | 3.45 | 0.73 | 29.64 |  |
| 01-May-27                | 23.72 | 2.85 | 0    | 3.45 | 0.73 | 30.75 |  |

| Employee Contribution                    | 2024         | 2025         | 2026         | 2027         |
|------------------------------------------|--------------|--------------|--------------|--------------|
| Base (100%)                              | 42.39        | 43.81        | 45.46        | 47.43        |
| 12% Vacation Pay                         | 5.09         | 5.26         | 5.46         | 5.69         |
| Pension                                  | 8.05         | 8.20         | 8.35         | 8.50         |
| Health & Welfare *                       | 3.45         | 3.45         | 3.45         | 3.45         |
| (Local M.E.R.F. & Stabilization Fund)    | -1.30        | -1.30        | -1.30        | -1.30        |
| (Local Union Field Dues 1.5%)            | -0.71        | -0.74        | -0.76        | -0.80        |
| Health & Safety Training                 | 0.00         | 0.00         | 0.00         | 0.00         |
| Local Training Fund                      | 0.15         | 0.15         | 0.15         | 0.15         |
| Remittance Administration                |              | 0.01         | 0.01         | 0.01         |
| National Sprinkler JTAC                  | 0.05         | 0.05         | 0.05         | 0.05         |
| UA Industry Enhancement                  | 0.05         | 0.05         | 0.05         | 0.05         |
| UA MAP Program                           | 0.05         | 0.05         | 0.05         | 0.05         |
| UA National Organizing Fund              | 0.10         | 0.10         | 0.10         | 0.10         |
| UA P.A.C. Fund                           | 0.01         | 0.01         | 0.01         | 0.01         |
| UA Sprinkler Admin. Fund                 | 0.05         | 0.05         | 0.05         | 0.05         |
| Building Trades                          | 0.01         | 0.01         | 0.01         | 0.01         |
| Helmets to Hardhats                      | 0.01         | 0.01         | 0.01         | 0.01         |
| *National Sprinkler JTAC                 | 0.10         | 0.10         | 0.10         | 0.10         |
| *Helmets to Hardhats                     | 0.01         | 0.01         | 0.01         | 0.01         |
| *Health & Safety Training                | 0.13         | 0.13         | 0.13         | 0.13         |
| <b>Total including Employer Contrib.</b> | <b>59.70</b> | <b>61.45</b> | <b>63.45</b> | <b>65.80</b> |
| * Employer Contribution                  |              |              |              |              |

Increase

Year 2025

1.75 per hour

Year 2026

\$ 2.00 per hour

Year 2027

\$ 2.35 per hour

\*\*Does not include employer remittances under Article XX(20)

**Inspector Wage Schedules - New Brunswick**

|                        | <b>2025</b>     | <b>2026</b>     | <b>2027</b>     |
|------------------------|-----------------|-----------------|-----------------|
| Basic                  | \$ 31.37        | \$ 32.51        | \$ 33.85        |
| V.P. 12%               | \$ 3.76         | \$ 3.90         | \$ 4.06         |
| Training               | \$ 0.18         | \$ 0.18         | \$ 0.18         |
| Local Union            | \$ 0.45         | \$ 0.45         | \$ 0.45         |
| Health & Welfare       | \$ 3.45         | \$ 3.45         | \$ 3.45         |
| Helmets to Hardhats    | \$ 0.01         | \$ 0.01         | \$ 0.01         |
| UA National Organizing | \$ 0.10         | \$ 0.10         | \$ 0.10         |
| Remittance Admin       | \$ 0.01         | \$ 0.01         | \$ 0.01         |
| <b>Total</b>           | <b>\$ 39.33</b> | <b>\$ 40.61</b> | <b>\$ 42.11</b> |