

ATTACHMENT 1  
**UA RESIDENTIAL AGREEMENT - SCHEDULE A**  
 June 1, 2025 - May 31, 2026  
 NATIONAL AGREEMENT FOR RESIDENTIAL AND LIGHT COMMERCIAL CONSTRUCTION  
 WAGES AND FRINGE BENEFIT CONTRIBUTIONS AND PAYROLL DEDUCTIONS

April 21, 2025

Dear Contractor,

Please be advised that the wages and benefits for the UA National Residential Schedule A Agreement have been modified by the United Association. This is the second year of a four-year Collective Bargaining Agreement. The following hourly wage, fringe benefit contributions and payroll deductions rates shall be in effect as of June 1, 2025 through May 31, 2026.

Wages & Benefits Effective June 1, 2025

Trade Level	WAGES	Contributions						Payroll Deductions
		Welfare	Retiree Welfare	Pension DC	Pension DB	Training	Industry*	Dues Check-off
<b>POR Journeymen</b>	\$ 53.25	\$ 8.30	n/a	\$ 4.95	\$ 1.00	\$ 1.50	n/a	\$ 1.86
<b>Apprentices</b>								
AOR 1st Six Months	\$ 20.55	\$ 8.30	n/a	n/a	n/a	\$ 1.50	n/a	\$ 0.72
A1R 2nd Six Months	\$ 22.40	\$ 8.30	n/a	n/a	n/a	\$ 1.50	n/a	\$ 0.78
A2R 2nd Year	\$ 26.60	\$ 8.30	n/a	\$ 2.95	\$ 1.00	\$ 1.50	n/a	\$ 0.93
A3R 3rd Year	\$ 30.25	\$ 8.30	n/a	\$ 2.95	\$ 1.00	\$ 1.50	n/a	\$ 1.06
A4R 4th Year	\$ 39.95	\$ 8.30	n/a	\$ 2.95	\$ 1.00	\$ 1.50	n/a	\$ 1.40
A5R 5th Year	\$ 45.40	\$ 8.30	n/a	\$ 2.95	\$ 1.00	\$ 1.50	n/a	\$ 1.59
<b>Metal Trades (Mc, Md, Me)</b>								
Mc (0-3 months)	\$ 15.75	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Md (4 - 12 months)	\$ 15.75	\$ 8.30	n/a	\$ 4.95	n/a	n/a	*	n/a
Me (year 2)	\$ 18.15	\$ 8.30	n/a	\$ 4.95	n/a	n/a	*	n/a

Trade Level	Total Contributions	Total Package	Dues Check-Off
<b>POR Journeymen</b>	\$ 15.75	\$69.00	\$ 1.86
<b>Apprentices</b>			
AOR 1st Six Months	\$ 9.80	\$30.35	\$0.72
A1R 2nd Six Months	\$ 9.80	\$32.20	\$0.78
A2R 2nd Year	\$ 13.75	\$40.35	\$0.93
A3R 3rd Year	\$ 13.75	\$44.00	\$1.06
A4R 4th Year	\$ 13.75	\$53.70	\$1.40
A5R 5th Year	\$ 13.75	\$59.15	\$1.59
<b>Metal Trades (Mc, Md, Me)</b>			
Mc (0-3 months)	n/a	\$15.75	n/a
Md (4 - 12 months)	\$ 13.25	\$29.00	4
Me (year 2)	\$ 13.25	\$31.40	4

\* Industry Fund Rates (See Note #5 on page 15):

PCA Midwest - \$0.26 per

WSA - \$0.30 per hour

Kankakee - \$0.75 per hour

2024-2028 Economic Increase	
6/1/24-5/31/25	\$3.30
6/1/25-5/31/26	\$2.20
6/1/26-5/31/27	\$2.25
6/1/27-5/31/28	\$2.25
<b>Total 4-Year</b>	<b>\$10.00</b>

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## Notes

\*\* Membership dues shall be determined by the Local Union.

- 1 No employer contributions required on apprentices while attending assigned school day, however, dues check-off and other payroll deductions should still be deducted for 1st through 3rd year apprentices.
- 2 Training Fund includes \$0.10 per hour Direct Contribution to the UA International Training Fund; Includes \$0.54 per hour Direct Contribution to the JAC Building Fund.
- 3 Expenses for the Drug Free Alliance are provided by the Industry Funds.
- 4 UA Per Capita Dues (\$32.00 per month paid by the member).
- 5 The Plumbing Council, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA Industry Funds (Industry Promotion Funds) shall each be determined by the contractor associations (PCA of Greater Chicago, Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and WSA).
- 6 The contractor shall make all required contributions to the Plumbers' Welfare Fund, Local 130 UA. Individuals working under this Schedule A Agreement shall be covered by Plumbers' Welfare Fund, Local 130 UA.
- 7 Contributions to the Defined Contribution (DC) Pension Fund required by this Agreement shall be made to the Plumbers' Retirement Savings Fund, Local 130 UA.
- 8 Upon entrance into the apprentice program under this Schedule A Agreement, wages and fringe benefit levels shall continue under this Appendix until the attainment of a City of Chicago or State of Illinois Journeyman Plumbing License.
- 9 Please contact the Local Union for market recovery incentives and/or rebates on future manpower.