

# UA LOCAL 488

## ARTICLE EIGHT WAGE RATES AND OTHER MONETARY CONDITIONS

8.01 Wage rates and fringe benefits shall be in accordance with the following scales.

### Refrigeration & A/C Mechanics

EFFECTIVE DATE	BASE WAGE	V.P. & STAT. HOL	H. & W.	PENS	EDUC.	SUPP. BEN.	UA WELLNESS	TOTAL WAGE	
<b>Foreperson – 110%</b>									
MAY 4, 2025	\$62.33	\$6.23	\$2.50	\$5.60	\$0.35	\$0.04	\$0.05	\$77.10	
MAY 3, 2026	<b>\$63.50</b>	<b>\$6.35</b>	<b>\$2.75</b>	<b>\$5.60</b>	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$78.64</b>	
<b>Senior Journeyman – 102.5%</b>									
MAY 3, 2026	\$59.17	\$5.92	\$2.75	\$5.60	\$0.35	\$0.04	\$0.05	\$73.88	
<b>Journeyman – 100%</b>									
MAY 4, 2025	\$56.66	\$5.67	\$2.50	\$5.60	\$0.35	\$0.04	\$0.05	\$70.87	
MAY 3, 2026	<b>\$57.73</b>	<b>\$5.77</b>	<b>\$2.75</b>	<b>\$5.60</b>	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$72.29</b>	
MAY 2, 2027	ALLOCATION OF TOTAL WAGE TBD								\$73.74
MAY 7, 2028	ALLOCATION OF TOTAL WAGE TBD								\$75.95
<b>4<sup>TH</sup> Year – 85%</b>									
MAY 4, 2025	\$48.16	\$4.82	\$2.50	\$4.76	\$0.35	\$0.04	\$0.05	\$60.68	
MAY 3, 2026	<b>\$49.07</b>	<b>\$4.91</b>	<b>\$2.75</b>	<b>\$4.76</b>	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$61.93</b>	
<b>3<sup>RD</sup> Year – 75%</b>									
MAY 4, 2025	\$42.50	\$4.25	\$2.50	\$4.20	\$0.35	\$0.04	\$0.05	\$53.89	
MAY 3, 2026	<b>\$43.30</b>	<b>\$4.33</b>	<b>\$2.75</b>	<b>\$4.20</b>	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$55.02</b>	
<b>2<sup>ND</sup> Year – 60%</b>									
MAY 4, 2025	\$34.00	\$3.40	\$2.50	\$3.36	\$0.35	\$0.04	\$0.05	\$43.70	
MAY 3, 2026	<b>\$34.64</b>	<b>\$3.46</b>	<b>\$2.75</b>	<b>\$3.36</b>	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$44.65</b>	
<b>1<sup>ST</sup> Year – 50%</b>									
MAY 4, 2025	\$28.33	\$2.83	\$2.50	\$2.80	\$0.35	\$0.04	\$0.05	\$36.90	
MAY 3, 2026	<b>\$28.87</b>	<b>\$2.89</b>	<b>\$2.75</b>	<b>\$2.80</b>	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$37.75</b>	

### Maintenance Mechanics

<b>MM SENIOR (12+ MONTHS) – 50%</b>								
MAY 4, 2025	\$28.33	\$2.83	\$2.50	\$5.60	\$0.35	\$0.04	\$0.05	\$39.70
MAY 3, 2026	<b>\$28.87</b>	<b>\$2.89</b>	<b>\$2.75</b>	<b>\$5.60</b>	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$40.55</b>
<b>MM JUNIOR – (0 – 12 MONTHS) – 40%</b>								
MAY 4, 2025	\$22.66	\$2.27	\$2.50	---	\$0.35	\$0.04	\$0.05	\$27.87
MAY 3, 2026	<b>\$23.09</b>	<b>\$2.31</b>	<b>\$2.75</b>	---	<b>\$0.35</b>	<b>\$0.04</b>	<b>\$0.05</b>	<b>\$28.59</b>