

**PLUMBERS & STEAMFITTERS LOCAL 7**  
**18 AVIS DRIVE**  
**LATHAM, NY 12110**  
**(518) 785-9808**

May 1, 2026

Dear Contractor:

Please be advised the following benefit allocations were approved by the membership to be implemented as of May 1, 2026.

| <b>1-May-26</b> | <b>BTJ</b>      | <b>1st</b>      | <b>2nd</b>      | <b>3rd</b>      | <b>4th</b>      | <b>5th</b>      |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Wages           | <b>\$ 57.56</b> | <b>\$ 25.90</b> | <b>\$ 31.66</b> | <b>\$ 37.41</b> | <b>\$ 43.17</b> | <b>\$ 51.80</b> |
| Pension         | <b>\$ 11.65</b> | \$ 7.57         | \$ 7.57         | \$ 7.57         | \$ 7.57         | \$ 7.57         |
| Welfare         | <b>\$ 12.70</b> | \$ 12.70        | \$ 12.70        | \$ 12.70        | \$ 12.70        | \$ 12.70        |
| Appr. Trng      | <b>\$ 0.87</b>  | \$ 0.87         | \$ 0.87         | \$ 0.87         | \$ 0.87         | \$ 0.87         |
| Betterment      | <b>\$ 0.50</b>  | \$ 0.50         | \$ 0.50         | \$ 0.50         | \$ 0.50         | \$ 0.50         |
| Annuity         | <b>\$ 4.20</b>  | \$ 2.73         | \$ 2.73         | \$ 2.73         | \$ 2.73         | \$ 2.73         |
| Scholarship     | <b>\$ 0.15</b>  | \$ 0.15         | \$ 0.15         | \$ 0.15         | \$ 0.15         | \$ 0.15         |
| NPF             | <b>\$ 0.50</b>  | \$ 0.50         | \$ 0.50         | \$ 0.50         | \$ 0.50         | \$ 0.50         |
|                 | <b>\$ 88.13</b> | <b>\$ 50.92</b> | <b>\$ 56.68</b> | <b>\$ 62.43</b> | <b>\$ 68.19</b> | <b>\$ 76.82</b> |

As of May 1, 2026, the dues assessment will change to \$2.29 per hour for all hours worked and shall be deducted from employees' wages. (Working Assessment of \$1.29 and Market Recovery of \$1.00) **Also, \$2.00 per hour will be deducted from wages for the Vacation Account.**

The **following** is a summary of wage rates and working assessment deductions for apprentices as of **May 1, 2026.**

|                        |     | <b>5/1/2026</b> |                    |        |
|------------------------|-----|-----------------|--------------------|--------|
| First Year Apprentice  | 45% | \$25.90         | Working assessment | \$0.58 |
|                        |     |                 | Market Recovery    | \$0.45 |
|                        |     |                 | Vacation Account   | \$2.00 |
| Second Year Apprentice | 55% | \$31.66         | Working assessment | \$0.71 |
|                        |     |                 | Market Recovery    | \$0.55 |
|                        |     |                 | Vacation Account   | \$2.00 |
| Third Year Apprentice  | 65% | \$37.41         | Working assessment | \$0.84 |
|                        |     |                 | Market Recovery    | \$0.65 |
|                        |     |                 | Vacation Account   | \$2.00 |
| Fourth Year Apprentice | 75% | \$43.17         | Working Assessment | \$0.97 |
|                        |     |                 | Market Recovery    | \$0.75 |
|                        |     |                 | Vacation Account   | \$2.00 |
| Fifth Year Apprentice  | 90% | \$51.80         | Working assessment | \$1.17 |
|                        |     |                 | Market Recovery    | \$0.90 |
|                        |     |                 | Vacation Account   | \$2.00 |

Any uncommon shift work outside of normal working hours, shall be paid at the straight rate plus twelve (12%) percent per hour over the base hourly wage rate. Normal working hours are work, which begins between 6:00 am and 8:00 am and ends after eight (8) hours Monday through Friday. Third shift when worked, shall be paid twelve (12%) percent per hour over the base hourly wage rate for seven (7) hours work for eight (8) hours pay.

Work in excess of eight (8) hours on any uncommon shift shall be paid at overtime rates. In computing overtime pay the uncommon shift rate shall be the base rate.

All work performed before the regular workday begins or after the regular workday for the contiguous ninth and tenth hours, Monday through Friday, and all work up to eight (8) hours on Saturday shall be paid at time and one-half the hourly rate of wages. Work in excess of eight (8) hours on Saturday, ten (10) hours Monday through Friday and all work on Sundays and holidays shall be paid at double the hourly rate or wages.

On each contract, foreman for the first four (4) journeymen, foreman inclusive, shall receive two dollars and twenty-five cents (\$2.25) per hour minimum above the basic hourly journeyman rate. The same foreman shall receive three dollars and twenty-five cents (\$3.25) per hour minimum above the basic journeyman rate from the fifth to the tenth journeyman inclusive. There shall be an additional foreman for the eleventh to twentieth journeyman inclusive at three dollars and twenty-five cents (\$3.25) dollars per hour minimum above the basic hourly journeyman rate. Over twenty (20) journeymen, there shall be a Tier 1 general foreman at four dollars and twenty-five cents (\$4.25) per hour minimum above the basic journeyman rate. Over thirty (30) journeymen there shall be a foreman at three dollars and twenty-five cents (\$3.25) per hour minimum above the basic journeyman rate for each additional ten (10) journeymen or part thereof. Any Tier 1 General Foreman, who supervises over forty (40) journeymen, shall be elevated to a Tier 2 General Foreman at five dollars and twenty-five cents (\$5.25) per hour minimum above the basic journeyman rate.

The selection of the foreman and general foreman is the prerogative of the Contractor. Hourly rates for foreman and general foreman are minimum rates and may be negotiated at a higher rate between the employer and employee.

Thank you for your cooperation.

Sincerely,

A handwritten signature in black ink, appearing to read "Edward Nadeau". The signature is fluid and cursive, with the first name "Edward" and last name "Nadeau" clearly distinguishable.

Edward Nadeau  
Business Manager

cc: William Otis, Executive Director, MCACD  
Jeremy Voss, NYS Department of Labor