

PIPEFITTERS**National Overtime Pay Practices**

Journeyman	Over 8 Hrs	10.18%	Paid Time And One Half	100.00%
	Over 40 Hrs	89.82%	Paid Double Time	0.00%
Foremen	Over 8 Hrs	8.98%	Straight Time	1.20%
	Over 40 Hrs	91.02%	Paid Time And One Half	98.80%
			Paid Double Time	0.00%

Anticipated Annual Wage Increases For 2014

All Firms Responding—Including 0% Increases	3.32%
All Firms Responding—Excluding 0% Increases	3.47%

Actual Annual Wage Increases For 2013

All Firms Responding—Including 0% Increases	3.36%
All Firms Responding—Excluding 0% Increases	3.51%

	Number Of Incumbents	25th Percentile	Average Rate	50th Percentile	75th Percentile	Average Fringe
Total Data Base For Craft						
Journeyman	7,141	\$23.33	\$25.31	\$25.50	\$28.00	18.43%
Foremen	1,078	\$27.95	\$30.18	\$30.75	\$32.00	18.43%
Journeyman By Type Construction						
Commercial	2,197	\$21.58	\$24.97	\$25.87	\$28.24	19.00%
Industrial	6,385	\$23.73	\$25.73	\$25.67	\$28.12	18.16%
Institutional	1,180	\$21.52	\$24.66	\$24.67	\$28.25	18.51%
Residential -1	95	\$24.13	\$23.61	\$25.18	\$25.50	19.39%
Residential -2	123	\$23.57	\$23.91	\$24.55	\$25.50	21.09%
Heavy	924	\$24.92	\$25.90	\$26.36	\$28.60	21.69%
Highway	740	\$25.62	\$26.38	\$28.25	\$28.25	17.62%
Municipal	1,103	\$21.52	\$25.10	\$25.62	\$28.25	18.12%
Foremen By Type Construction						
Commercial	307	\$28.23	\$29.86	\$30.75	\$31.48	19.00%
Industrial	1,010	\$27.95	\$30.21	\$30.75	\$32.00	18.16%
Institutional	113	\$29.43	\$29.90	\$30.75	\$31.57	18.51%
Residential-1	15	***	\$25.92	***	***	19.39%
Residential-2	17	***	\$26.45	***	***	21.09%
Heavy	127	\$30.83	\$31.30	\$31.24	\$32.87	21.69%
Highway	112	\$30.25	\$30.24	\$30.75	\$30.75	17.62%
Municipal	88	\$30.75	\$31.61	\$30.75	\$34.32	18.12%

(Continued) PIPEFITTERS

	Number Of Incumbents	25th Percentile	Average Rate	50th Percentile	75th Percentile	Average Fringe
<i>Journeyman By Contract Type</i>						
General	6,219	\$23.33	\$25.37	\$25.51	\$28.12	18.47%
Service	922	\$23.73	\$24.94	\$25.57	\$27.00	18.17%
<i>Foremen By Contract Type</i>						
General	974	\$27.95	\$30.27	\$30.75	\$32.00	18.47%
Service	104	\$28.67	\$29.50	\$31.01	\$31.73	18.17%
<i>Journeyman By Bid Type</i>						
Cost Plus	3,365	\$24.01	\$26.49	\$26.83	\$28.55	19.01%
Firm Price	3,776	\$21.73	\$24.54	\$25.00	\$27.24	18.06%
<i>Foremen By Bid Type</i>						
Cost Plus	396	\$30.00	\$31.16	\$31.50	\$32.52	19.01%
Firm Price	682	\$27.42	\$29.42	\$29.93	\$31.25	18.06%
<i>Journeyman By Annual Revenue</i>						
Under 500,000	***	***	***	***	***	***
500,000 to 1 Mil.	***	***	***	***	***	***
1 to 3 Mil.	6	***	\$28.00	***	***	26.00%
3 to 6 Mil.	19	***	\$23.64	***	***	14.00%
6 to 10 Mil.	75	\$24.43	\$24.13	\$25.25	\$25.50	20.39%
10 to 20 Mil.	25	***	\$20.33	***	***	27.33%
20 to 50 Mil.	283	\$24.68	\$25.88	\$27.06	\$28.00	20.56%
Over 50 Mil	6,733	\$23.33	\$25.40	\$25.53	\$28.12	17.83%
<i>Foremen By Annual Revenue</i>						
Under 500,000	***	***	***	***	***	***
500,000 to 1 Mil.	***	***	***	***	***	***
1 to 3 Mil.	4	***	\$38.00	***	***	26.00%
3 to 6 Mil.	6	***	\$27.34	***	***	14.00%
6 to 10 Mil.	8	***	\$28.04	***	***	20.39%
10 to 20 Mil.	4	***	\$23.33	***	***	27.33%
20 to 50 Mil.	57	\$27.95	\$30.21	\$32.00	\$33.50	20.56%
Over 50 Mil.	999	\$28.36	\$30.26	\$30.75	\$31.97	17.83%

BENEFITS: PIPEFITTERS

Vacation & Holiday Practices

Average number of paid holidays		6.2
Paid Vacation Provided	Yes	76.65%
	No	23.35%
Of those firms responding YES..		
Firms providing one week vacation		76.65%
Average years service required		1.1
Firms providing two weeks vacation		73.05%
Average years service required		4.9
Firms providing three weeks vacation		34.73%
Average years service required		9.7

Insurance Plan Practices

Employee Health Insurance Provided	Yes	98.20%
	No	1.80%
Employer Pays All Costs		13.77%
Employee Shares Costs		86.23%
Dependent Health Insurance Provided	Yes	98.20%
	No	1.80%
Employer Pays All Costs		14.37%
Employee Shares Costs		85.63%
Dental Insurance Provided	Yes	80.24%
	No	19.76%
Employer Pays All Costs		38.92%
Employee Shares Costs		61.08%
Life Insurance Provided	Yes	91.62%
	No	8.38%
Employer Pays All Costs		47.90%
Employee Shares Costs		52.10%
Disability Insurance Provided	Yes	75.45%
	No	24.55%
Employer Pays All Costs		50.30%
Employee Shares Costs		49.70%

Pension - Profit Sharing Practices

Pension Plan Provided	Yes	73.05%
	No	26.95%
Employer Pays All Costs		39.52%
Employee Shares Costs		60.48%
Profit Sharing Plan Provided	Yes	32.34%
	No	67.66%
Employer Pays All Costs		95.81%
Employee Shares Costs		4.19%

Company Provided Bonus Plan

Yes	37.72%
No	62.28%

Performance Appraisal System

Yes	65.27%
No	34.73%