



**International Association of  
Bridge, Structural, Ornamental and Reinforcing Iron Workers**  
Local Union No. 387 • 109 Selig Drive S.W. • Atlanta, Georgia 30336  
PHONE (404) 505-0022 • FAX (404) 505-1107



*AFL-CIO Member*

**ROBERT A. DUFFIELD**

Business Manager/F.S.-T.

**EFFECTIVE JANUARY 1<sup>st</sup>, 2026 – Southern Company Projects  
( WAGE RATE INCREASE EFFECTIVE FIRST FULL PAY PERIOD JAN 2026 )  
( BENEFIT INCREASE EFFECTIVE FIRST DAY OF 2026 )**

**SECTION 1  
JOURNEYMAN IRON WORKERS**

<b>WAGE &amp; CONTRIBUTION</b>		<b>DEDUCTIONS</b>	
BASE WAGE	\$ 33.75	<b>WORK ASSESSMENT \$1.64/hour flat rate all hours worked</b>	
HEALTH & WELFARE	\$ 6.50		
PENSION CONTRIBUTION	\$ 6.50		
387 WELFARE	\$ 0.41	DISTRICT COUNCIL	\$ 0.02
APPRENTICE FUND	\$ 0.78	INTL. ORGANIZING	\$ 0.14
IMPACT	\$ 0.20	BUILDING TRADES	\$ 0.03
ANNUITY	\$ 1.10	IPAL	\$ 0.03
SOCO NABTU LMCC FUND	\$ 0.06		
<b>TOTAL</b>	<b>\$ 49.30</b>		

**APPRENTICE IRON WORKER**

**WAGES AND BENEFITS ARE SET BY THE APPRENTICE COMMITTEE. APPRENTICE WAGES ARE NOT AN EXACT PERCENTAGE OF NEGOTIATED HOURLY JOURNEYMAN WAGE. THESE WAGES ARE SUBJECT TO CHANGE.**

**Wage & Contributions**

	1	2	3 & 4	5 & 6	7 & 8
Base Wage	23.63		23.63	24.98	27.34
H & W	N/A	6.50	6.50	6.50	6.50
Pension*	N/A		N/A	N/A	6.50
387 Welfare	0.41		0.41	0.41	0.41
Appr. Fund	0.78		0.78	0.78	0.78
Impact	0.20		0.20	0.20	0.20
Annuity	N/A		N/A	N/A	1.10
SOCO NABTU	0.06		0.06	0.06	0.06

**Deductions**

Building Trades	0.03	0.03	0.03	0.03
Dist. Council	0.02	0.02	0.02	0.02
I.P.A.L.	0.03	0.03	0.03	0.03
Intl. Organizing	0.14	0.14	0.14	0.14
Work Assess.	0.98	1.10	1.21	1.33

## **SECTION 2**

Foreman Iron Workers – 10% over Journeyman Scale for appropriate shift

General Foreman Iron Workers – 15% over Journeyman Scale for appropriate shift

General Foreman Iron Worker with Approved Leadership & Management Training Credential– additional 5% over Journeyman Scale for appropriate shift

## **SECTION 3**

### **APPRENTICE IRON WORKERS**

A. Wages expressed as percentages of Journeyman rates for Apprentices indentured after January 1, 2012.

First / Second period – 70%

**Contributions:** 387 Welfare, Training Fund, IMPACT and H & W for all Second Period Apprentices

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 60 % Standard Work Assessment.

Third / Fourth period – 70%

**Contributions:** 387 Welfare, Training Fund, IMPACT, and H & W

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 67 % Standard Work Assessment.

Fifth / Sixth period – 74%

**Contributions:** 387 Welfare, Apprentice Fund, IMPACT, and H & W

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 74 % Standard Work Assessment.

Seventh / Eighth period – 81%

**Contributions:** 387 Welfare, Apprentice Fund, IMPACT, Pension, Annuity and H & W

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 81 % Standard Work Assessment.

## **SECTION 4**

### **ORGANIZED IRON WORKERS**

Local 387 has adopted the following procedure to bring in to the membership; unrepresented iron workers in an effort to recapture all phases of our work through a comprehensive and fair procedure will benefit all members by increasing market share and result in higher compensation and benefits for those who belong to this association.

- Newly organized iron workers will first undergo a skill assessment
- Based on this assessment, organized iron workers will be referred as follows:
  - Prior to referral, wage rate will be approved by the contractor.
  - Base Wage – Not to exceed JIW wage rate,
  - **Contributions:** 387 Welfare, IMPACT
  - **Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and Standard Work Assessment.
  - All organized iron workers will be given the opportunity to upgrade their skills in order to increase their wage.

## **SECTION 5**

### **TRAINING & CONTINUING EDUCATION**

All Journeyman Iron Workers must maintain the following training:

- OSHA 30
  - SUBPART R
  - Current Forklift, Current Snorkel lift, Current Scissor lift certifications
  - Current First Aid CPR certification
  - International Iron Workers Rigging and Flagging qualification
  - Current IMPACT Drug Test
- All Iron Workers must successfully complete eight (8) hours of continuing education approved by the Joint Apprenticeship Training Committee not including certification renewals to receive the next scheduled wage increase. Upon completion of the required continuing education blocks the Union shall send notification to the Employer listing the Iron Workers that have completed training and are due wage increases at the beginning of the next pay period.
- Required training shall be tracked by the JATC and reported to the Employers and the Union quarterly.
- Any Iron Worker that has not worked more than 400 hours in the jurisdiction during the previous twelve (12) months will be entitled to a two-month extension from the date of referral to obtain all required training from the previous year. At the end of the two-month extension if the Iron Worker has not completed the required training then the Iron Worker shall revert to the wage rate from the previous year.

**\*Apprentice Wages & Benefits** are set by the Joint Apprenticeship Committee and may not be an exact percentage of negotiated Journeyman wage and benefits. These rates are controlled by the Joint Apprenticeship Committee and are subject to change with minimal notice.

**\*Pension Contribution** – Journeyman Ironworkers and 7<sup>th</sup>/8<sup>th</sup> Period Apprentices at current rate established through negotiations.

**\*Health & Welfare** contribution to be paid at contract rate. Apprentice wages and benefits are set by the Apprentice Committee and are not an exact percentage of negotiated Journeyman hourly wage. These rates are controlled by the Apprentice Committee and are subject to change with minimal notice.

**\*387 Welfare** contribution to be paid at contract rate.

**\*Work Assessments** will be deducted from all wages. This will be deducted and paid by each member (all classifications of workers) in accordance with Local #387 By-Laws Art. 2 Section 1. Paragraph (c). Apprentice Work Assessment will be set by the Apprentice Committee.

\*In accordance with the terms of an individual signed authorization from the Employee, deductions from gross wages of Employees may be made by the Employer and remitted to the Union Trusts as follows:

1. Work Assessment Check-Off
2. District Council
3. Intl. Organizing
4. Building Trades.
5. IPAL

\*Reporting, collection and administration of Fringe Benefits and Work Assessments Check-Off shall be mandated in Article 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, and 28 of the Agreement.