

MCASF / Local Union 725 Collective Bargaining Agreement, Exhibit E: Wage & Benefit Schedule

Effective date: July 16, 2026												
JOURNEYMEN	BUILDING TRADES JOURNEYMEN								NSMA / DIVISION JOURNEYMEN & MAT			
	General Foreman	Foreman	R5	RI	R2	R3	R4	MESJ	MES2	MES3	MAT	
Wage, as a percentage of RI	125%	115%	100%+\$2		80%	65%	55%	100%	50%	50%	35%	
Taxable wage rate	\$60.16	\$55.35	\$50.13	\$48.13	\$38.50	\$31.28	\$26.47	\$48.13	\$24.07	\$24.07	\$16.85	
Health & Welfare	\$8.75	\$8.75	\$8.75	\$8.75	\$8.75	\$8.50	\$8.50	\$8.75	\$8.75	\$8.50	\$5.55	
FBRC	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	n/a	
Pension	\$5.10	\$5.10	\$5.10	\$5.10	\$4.85	\$4.35	n/a	\$5.10	\$4.85	\$4.35	\$1.90	
Pension Recovery	\$0.85	\$0.85	\$0.85	\$0.85	\$0.85	\$0.85	n/a	\$0.85	\$0.85	\$0.85	n/a	
DC (401a) Plan	\$1.00	\$1.00	\$1.00	\$1.00	\$0.90	\$0.80	\$1.00	\$1.00	\$0.90	\$0.80	n/a	
JATC (Training)	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
Total employee fringes	\$17.70	\$17.70	\$17.70	\$17.70	\$17.35	\$16.50	\$11.50	\$17.70	\$17.35	\$16.50	\$8.65	
Total employee package	\$77.86	\$73.05	\$67.83	\$65.83	\$55.85	\$47.78	\$37.97	\$65.83	\$41.42	\$40.57	\$25.50	
Non-fringe benefit contributions:												
LU725 assessment (wage deduction)	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr
MCASF assessment (employer pays)	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54

APPRENTICES & HELPERS	PRE-APPRENTICES		1ST YEAR		2ND YEAR		3RD YEAR		4TH YEAR		5TH YEAR	
	PA	PAA	A-1		A-2		A-3		A-4		A-5, A-5H	
Wage, as a percentage of RI	35%	45%	45%		50%		60%		65%		75%	
				with license + \$2.00		with license + \$2.00		with license + \$2.00		with license + \$2.00		with license + \$2.00
Premium pay for license holders:												
Tablet / textbook wage deduction		minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15
Taxable wage rate	\$16.85	\$21.51	\$21.51	\$23.51	\$23.92	\$25.92	\$28.73	\$30.73	\$31.13	\$33.13	\$35.95	\$37.95
Health & Welfare	n/a	n/a	n/a	n/a	\$6.15	\$6.15	\$6.15	\$6.15	\$6.15	\$6.15	\$6.15	\$6.15
FBRC	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pension	n/a	n/a	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$2.55	\$2.55	\$2.60	\$2.60
Pension Recovery	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$0.50	\$0.50	\$0.50	\$0.50
DC (401a) Plan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$0.69	\$0.69	\$0.80	\$0.80
JATC (Training) total	\$1.10	\$1.10	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30	\$1.30
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total employee fringes	\$1.20	\$1.20	\$1.75	\$1.75	\$7.90	\$7.90	\$7.90	\$7.90	\$11.29	\$11.29	\$11.45	\$11.45
Total employee package	\$18.05	\$22.71	\$23.26	\$25.26	\$31.82	\$33.82	\$36.63	\$38.63	\$42.42	\$44.42	\$47.40	\$49.40
Non-fringe benefit contributions:												
LU725 assessment (wage deduction)	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr
MCASF assessment (employer pays)	n/a	n/a	n/a	n/a	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54

All Classifications:

The following fringes shall be paid on hours paid: H&W, FBRC, Pension, Pension Recovery, DC. Contributions paid on overtime hours shall be computed on the same basis as wages.

The following contributions shall be paid on hours worked: JATC, International Training Fund, MCASF assessment.

Apprentices:

Add \$0.50 per hour premium pay for apprentices who hold a certificate approved by the JATC.

Proof of certificate must be provided by ARPEC to an apprentice's current employer upon effective date, or by LU725 when a new employer requests a referral.

Apprenticeship Years 1, 2, 3, 4, 5: JATC \$.20 contribution comprised of:

\$.10 JATC contribution for textbooks, funded by \$.10 apprentice wage deduction.

\$.10 JATC contribution for tablet computers, funded by:

\$.05 apprentice wage deduction

\$.05 paid by Employer

Official approved schedule	
Approved: 8/22/2025	
K. SCOTT	J. DIETRICH
	