

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

Effective date: July 16, 2024

JOURNEYMEN	Building Trades Journeymen							NSMA / Division Journeymen & Helpers			
	G. Foreman	Foreman	R5	R1	R2	R3	R4	MESJ	MES2	MES3	MAT
Percentage of R1:	125%	115%	100%+\$2		80%	65%	55%	100%	50%	50%	35%
Taxable wage rate	\$54.23	\$49.89	\$45.38	\$43.38	\$34.70	\$28.20	\$23.86	\$43.38	\$21.69	\$21.69	\$15.18
Health & Welfare	\$8.35	\$8.35	\$8.35	\$8.35	\$8.35	\$8.10	\$8.10	\$8.35	\$8.35	\$8.10	\$5.15
FBRC	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	n/a
Pension	\$4.90	\$4.90	\$4.90	\$4.90	\$4.65	\$4.15	n/a	\$4.90	\$4.65	\$4.15	\$1.70
Pension Recovery	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	n/a	\$0.55	\$0.55	\$0.55	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
Local Education	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
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	\$16.70	\$16.70	\$16.70	\$16.70	\$16.35	\$15.50	\$11.00	\$16.70	\$16.35	\$15.50	\$7.95
Total employee package	\$70.93	\$66.59	\$62.08	\$60.08	\$51.05	\$43.70	\$34.86	\$60.08	\$38.04	\$37.19	\$23.13

Non-fringe benefit contributions:

LU725 assessment	2% +\$0.30/hr										
MCASF assessment	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38

APPRENTICES & TRAINEES	Pre-App	Pre-App	1st year	2nd year	3rd year	4th year	5th year
	PA, PA-B	PA-A	A1	A2	A3	A4	A5
Percentage of R1	35%	45%	45%	50%	60%	65%	75%
Tablet / textbook wage deduction		minus \$.15					
H&W deduct wage deduction				minus \$.45	minus \$.45	minus \$.45	
Taxable wage rate	\$15.18	\$19.37	\$19.37	\$21.09	\$25.43	\$27.60	\$32.39
Health & Welfare	n/a	n/a	n/a	\$6.15	\$6.15	\$6.15	\$6.15
FBRC	n/a						
Pension	n/a	n/a	\$0.35	\$0.35	\$0.35	\$2.55	\$2.60
Pension Recovery	n/a	n/a	n/a	n/a	n/a	\$0.50	\$0.50
DC (401a) Plan	n/a	n/a	n/a	n/a	n/a	\$0.69	\$0.80
JATC (total)	\$1.00	\$1.00	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total employee fringes	\$1.10	\$1.10	\$1.65	\$7.80	\$7.80	\$11.19	\$11.35
Total employee package	\$16.28	\$20.47	\$21.02	\$28.89	\$33.23	\$38.79	\$43.74

Non-fringe benefit contributions:

LU725 assessment	2% +\$0.30/hr						
MCASF assessment	n/a	n/a	n/a	\$0.38	\$0.38	\$0.38	\$0.38



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

- \$.10 JATC contribution increase for textbooks, funded by \$.10 apprentice wage deduction
- \$.10 JATC contribution increase for tablet computers, funded by: \$.05 apprentice wage deduction, \$.05 paid by Employer

Apprenticeship Years 2, 3, 4: H&W \$.45 contribution increase funded by \$.45 apprentice wage deduction.

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.

LU725 Working Assessment: 2% of gross wages + \$0.30 per hour worked applies to all classifications as an after tax wage deduction.

Apprentices: Add \$1.00 per hour premium pay for apprentices who hold a Journeyman license. Proof of license must be provided by Local Union 725 upon referral / effective date.

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 LU725 upon referral / effective date.