



November 25, 2025

Subject: 2026 MCASF Hourly Dues Contribution Rate – First Incremental Adjustment

Dear MCASF Contractor Member,

Last December, we informed you that the MCASF Board of Directors had approved a new approach to dues: rather than continuing to defer increases for many years (as we successfully did for two decades), we would move to modest, predictable annual adjustments tied to 1.25% of the RI Journeyman wage scale in effect each January 1. This strategy allows us to keep pace with rising costs gradually, stretch every dues dollar further, and — most importantly — continue expanding the advocacy, education, and industry initiatives that benefit all of us without the need for large, sudden increases in the future.

Dues adjustment notification: Effective with your first fringe reporting period after January 1, 2026, the MCASF hourly dues contribution rate will increase from \$0.54 to \$0.57 per hour, which is calculated as 1.25% of the RI wage scale. MCASF dues are paid by the employer on each hour worked by all classifications except first-year apprentices and pre-apprentices.

For context:

- During the past two decades, National MCAA/MSCA dues rose 150%, from \$.04 to \$.10 per hour. Your local Association absorbed every penny of those increases, and many other increased costs.
- In 2004, MCASF dues were equivalent to approximately 1.4% of RI wages. After twenty years of unchanged dues, the new incremental approach brings us closer to historical norms.

As a brief reminder, here's how the payment structures for MCASF dues and Local 725 dues compare:

- Local Union 725 requires its members to pay dues and assessments, which are currently 2% of wages for all classifications plus \$.30 per hour for the various programs supported by the union. These are remitted by our contractor members through the fringe benefit portal, based on each employee's applicable work hours. Although these dues and assessments are remitted by employers, they are paid by the employee and therefore appear as a wage deduction on the employee's pay stub.
- MCASF dues, in comparison, are also remitted through the fringe benefit portal, based on applicable work hours; however, they are paid entirely by the employer, are not an employee wage deduction and therefore do not affect employee wages.

Your continued support and participation in association training, committees and boards makes everything we do possible. We appreciate your understanding of these modest annual adjustments, which ensure we can continue to serve our members through training, networking, code-related issues, representation on the many employee benefit trusts, actively participating in the governance of the apprenticeship school alongside our Local 725 colleagues, and representing our members in labor relations.

Thank you for supporting MCASF. We look forward to continuing to serve you and our local industry.

Sincerely,

Julie C. Dietrich

A handwritten signature in blue ink, appearing to read 'Julie Dietrich', is positioned below the printed name.

Executive Vice President
Mechanical Contractors Association of South Florida