

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

Effective date: July 16, 2027												
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	\$62.98	\$57.94	\$52.38	\$50.38	\$40.30	\$32.75	\$27.71	\$50.38	\$25.19	\$25.19	\$17.63	
Health & Welfare	\$8.95	\$8.95	\$8.95	\$8.95	\$8.95	\$8.70	\$8.70	\$8.95	\$8.95	\$8.70	\$5.75	
FBRC	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	n/a	
Pension	\$5.20	\$5.20	\$5.20	\$5.20	\$4.95	\$4.45	n/a	\$5.20	\$4.95	\$4.45	\$2.00	
Pension Recovery	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	n/a	\$1.00	\$1.00	\$1.00	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)	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15	
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	\$18.20	\$18.20	\$18.20	\$18.20	\$17.85	\$17.00	\$11.75	\$18.20	\$17.85	\$17.00	\$9.00	
Total employee package	\$81.18	\$76.14	\$70.58	\$68.58	\$58.15	\$49.75	\$39.46	\$68.58	\$43.04	\$42.19	\$26.63	
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	\$17.63	\$22.52	\$22.52	\$24.52	\$25.04	\$27.04	\$30.08	\$32.08	\$32.60	\$34.60	\$37.64	\$39.64
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	\$1.15	\$1.15	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35
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	\$1.25	\$1.25	\$1.80	\$1.80	\$7.95	\$7.95	\$7.95	\$7.95	\$11.34	\$11.34	\$11.50	\$11.50
Total employee package	\$18.88	\$23.77	\$24.32	\$26.32	\$32.99	\$34.99	\$38.03	\$40.03	\$43.94	\$45.94	\$49.14	\$51.14
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
	