

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

Effective date: July 16, 2023

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	\$52.60	\$48.39	\$44.08	\$42.08	\$33.66	\$27.35	\$23.14	\$42.08	\$21.04	\$21.04	\$14.73
Health & Welfare	\$8.10	\$8.10	\$8.10	\$8.10	\$8.10	\$7.85	\$7.85	\$8.10	\$8.10	\$7.85	\$4.90
FBRC	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	n/a
Pension	\$4.80	\$4.80	\$4.80	\$4.80	\$4.55	\$4.05	n/a	\$4.80	\$4.55	\$4.05	\$1.60
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	\$16.25	\$16.25	\$16.25	\$16.25	\$15.90	\$15.05	\$10.65	\$16.25	\$15.90	\$15.05	\$7.60
Total employee package	\$68.85	\$64.64	\$60.33	\$58.33	\$49.56	\$42.40	\$33.79	\$58.33	\$36.94	\$36.09	\$22.33

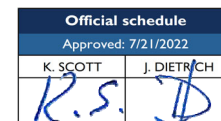
Non-fringe benefit contributions:

LU725 assessment	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	\$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 Applicant	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	minus \$.15	minus \$.15	minus \$.15	minus \$.15	minus \$.15
H&W deduct wage deduction				minus \$.45	minus \$.45	minus \$.45	
Taxable wage rate (floor PA)	\$15.00	\$18.79	\$18.79	\$20.44	\$24.65	\$26.75	\$31.41
Health & Welfare	n/a	n/a	n/a	\$6.15	\$6.15	\$6.15	\$6.15
FBRC	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	\$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	\$16.10	\$19.89	\$20.44	\$28.24	\$32.45	\$37.94	\$42.76

Non-fringe benefit contributions:

LU725 assessment	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	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.