

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

Effective date: August 22, 2025												
JOURNEYMEN	BUILDING TRADES JOURNEYMEN								NSMA / DIVISION JOURNEYMEN & MAT			
		General Foreman	Foreman	R5	R1	R2	R3	R4	MESJ	MES2	MES3	MAT
Wage, as a percentage of R1		125%	115%	100%+\$2		80%	65%	55%	100%	50%	50%	35%
Taxable wage rate		\$57.35	\$52.76	\$47.88	\$45.88	\$36.70	\$29.82	\$25.23	\$45.88	\$22.94	\$22.94	\$16.06
Health & Welfare		\$8.55	\$8.55	\$8.55	\$8.55	\$8.55	\$8.30	\$8.30	\$8.55	\$8.55	\$8.30	\$5.35
FBRC		\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	n/a
Pension		\$5.00	\$5.00	\$5.00	\$5.00	\$4.75	\$4.25	n/a	\$5.00	\$4.75	\$4.25	\$1.80
Pension Recovery		\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	n/a	\$0.70	\$0.70	\$0.70	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)		\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05
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		\$17.20	\$17.20	\$17.20	\$17.20	\$16.85	\$16.00	\$11.25	\$17.20	\$16.85	\$16.00	\$8.30
Total employee package		\$74.55	\$69.96	\$65.08	\$63.08	\$53.55	\$45.82	\$36.48	\$63.08	\$39.79	\$38.94	\$24.36

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 R1	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	\$16.06	\$20.50	\$20.50	\$22.50	\$22.79	\$24.79	\$27.38	\$29.38	\$29.67	\$31.67	\$34.26	\$36.26
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	\$1.05	\$1.05	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
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	\$1.15	\$1.15	\$1.70	\$1.70	\$7.85	\$7.85	\$7.85	\$7.85	\$11.24	\$11.24	\$11.40	\$11.40
Total employee package	\$17.21	\$21.65	\$22.20	\$24.20	\$30.64	\$32.64	\$35.23	\$37.23	\$40.91	\$42.91	\$45.66	\$47.66

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
<i>K.S.</i>	<i>J.D.</i>