

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

Effective date: July 21, 2022

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	\$50.98	\$46.90	\$42.78	\$40.78	\$32.62	\$26.51	\$22.43	\$40.78	\$20.39	\$20.39	\$14.27
Health & Welfare	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.60	\$7.60	\$7.85	\$7.85	\$7.60	\$4.65
FBRC	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	n/a
Pension	\$4.75	\$4.75	\$4.75	\$4.75	\$4.50	\$4.00	n/a	\$4.75	\$4.50	\$4.00	\$1.55
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	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95
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	\$15.80	\$15.80	\$15.80	\$15.80	\$15.45	\$14.60	\$10.25	\$15.80	\$15.45	\$14.60	\$7.25
Total employee package	\$66.78	\$62.70	\$58.58	\$56.58	\$48.07	\$41.11	\$32.68	\$56.58	\$35.84	\$34.99	\$21.52

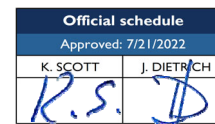
Non-fringe benefit contributions:

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 A&B	1st year	2nd year	3rd year	4th year	5th year
Percentage of R1	35%	45%	50%	60%	65%	75%
Tablet / textbook wage deduction		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 & IYA)	\$15.00	\$18.50	\$19.79	\$23.87	\$25.91	\$30.44
Health & Welfare	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
Pension	n/a	\$0.35	\$0.35	\$0.35	\$2.55	\$2.60
Pension Recovery	n/a	n/a	n/a	n/a	\$0.50	\$0.50
DC (401a) Plan	n/a	n/a	n/a	n/a	\$0.69	\$0.80
JATC (total)	\$0.95	\$1.15	\$1.15	\$1.15	\$1.15	\$1.15
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total employee fringes	\$1.05	\$1.60	\$7.75	\$7.75	\$11.14	\$11.30
Total employee package	\$16.05	\$20.10	\$27.54	\$31.62	\$37.05	\$41.74

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
MCASF assessment	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

First year apprentices only, until 45% of R1 = \$18.65 or more: \$.15 will not be deducted from wages, and \$.20 JATC hourly contribution will be 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.