

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

Effective date: July 19, 2019

JOURNEYMEN	Building Trades Journeymen							NSMA / Division Journeymen & Helpers			
	General Foreman	Foreman	R5	RI	R2	R3	R4	MESJ	MES2	MES3	MAT
Percentage of RI:	125%	115%	100%+\$2		80%	65%	55%	100%	50%	50%	35%
Taxable wage rate	\$46.10	\$42.41	\$38.88	\$36.88	\$29.50	\$23.97	\$20.28	\$36.88	\$18.44	\$18.44	\$12.91
Health & Welfare	\$6.85	\$6.85	\$6.85	\$6.85	\$6.85	\$6.60	\$6.60	\$6.85	\$6.85	\$6.60	\$3.65
FBRC	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	n/a
Pension	\$4.40	\$4.40	\$4.40	\$4.40	\$4.15	\$3.65	n/a	\$4.40	\$4.15	\$3.65	\$1.50
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	\$14.35	\$14.35	\$14.35	\$14.35	\$14.00	\$13.15	\$9.15	\$14.35	\$14.00	\$13.15	\$6.20
Total employee package	\$60.45	\$56.76	\$53.23	\$51.23	\$43.50	\$37.12	\$29.43	\$51.23	\$32.44	\$31.59	\$19.11
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 RI:	30%	40%	45%	55%	60%	75%
Taxable wage rate	\$11.10	\$14.75	\$16.60	\$20.28	\$22.13	\$27.66
Health & Welfare	n/a	n/a	\$5.70	\$5.70	\$5.70	\$6.15
FBRC	n/a	n/a	n/a	n/a	n/a	n/a
Pension	n/a	\$0.35	\$0.35	\$0.35	\$2.25	\$2.30
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
Local Education	\$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
Total employee fringes	\$1.05	\$1.40	\$7.10	\$7.10	\$10.19	\$10.80
Total employee package	\$12.15	\$16.15	\$23.70	\$27.38	\$32.32	\$38.46
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

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.

As per section 8.05, Owner-Operators are required to report a minimum on 40 hours per weekly reporting or 173.33 per monthly reporting.

PARTICIPATION AGREEMENT	Full benefit package		H&W, DC, DB		H&W only	
	PTF-1	PTF-1U	PTF-2U	PTF-2	PHW1	PHW2
	ALUMNI	ALUMNI	ALUMNI	NON-ALUMNI	ALUMNI	NON-ALUMNI
Health & Welfare	\$6.85	\$6.85	\$6.85	\$6.60	\$6.85	\$6.60
FBRC	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Pension	\$4.40	\$4.40	\$4.40	\$4.40	\$0.00	\$0.00
Pension Recovery	\$0.55	\$0.55	\$0.55	\$0.55	\$0.00	\$0.00
DC (401a) Plan	\$1.00	\$1.00	\$1.00	\$1.00	\$0.00	\$0.00
Local Education	\$0.95	\$0.95	n/a	n/a	\$0.00	\$0.00
International Training	\$0.10	\$0.10	n/a	n/a	\$0.00	\$0.00
Total fringe package	\$14.35	\$14.35	\$13.30	\$13.05	\$7.35	\$7.10
Non-fringe benefit contributions:						
LU725 assessment	2% +\$0.30/hr	2% +\$0.30/hr	2% +\$0.30/hr	n/a	n/a	n/a
MCASF Contribution	\$0.38	n/a	n/a	n/a	n/a	n/a

PTF-1: Applies to FT alumni, non-bargaining unit employees who are working as owners or are working for a signatory employer in a non-bargaining employee capacity.

PTF-1U: Applies to FT alumni, non-bargaining unit employees working as union officials (BM, BA or organizer).

PTF-2U: Applies to FT alumni, non-bargaining unit employees working as training coordinator & fulltime instructors.

PTF-2: Applies to FT non-alumni, non-bargaining unit employees working for LU725, MCASF or the Service Corp.

PHW-1: Applies to FT alumni, non-bargaining unit employees who are working as owners or are working for a signatory employer in a non-bargaining employee capacity.

PHW-2: Applies to FT non-alumni, non-bargaining unit employees who are working as owners or are working for a signatory employer in a non-bargaining employee capacity.

Note: PTF-2 and PHW-2 are not eligible for the retiree subsidy; therefore, H&W contribution is \$25 less.

Official approved schedule	
Approved: 7/19/2019	
K. SCOTT	J. DIETRICH
	