

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

Effective date: July 16, 2018

JOURNEYMEN	Building Trades Journeymen							NSMA / Division Journeymen & Helpers			
	General Foreman	Foreman	R5	R1	R2	R3	R4	MESJ	MES2	MES3	MAT*
Taxable wage rate	\$44.66	\$41.05	\$37.63	\$35.63	\$28.40	\$22.98	\$19.87	\$35.63	\$17.57	\$17.57	\$8.25
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 (allocated to H&W)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	n/a
Pension	\$4.25	\$4.25	\$4.25	\$4.25	\$4.00	\$3.50	n/a	\$4.25	\$4.00	\$3.50	\$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	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
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	\$14.15	\$14.15	\$14.15	\$14.15	\$13.80	\$12.95	\$9.10	\$14.15	\$13.80	\$12.95	\$6.15
Total employee package	\$58.81	\$55.20	\$51.78	\$49.78	\$42.20	\$35.93	\$28.97	\$49.78	\$31.37	\$30.52	\$14.40

Non-fringe benefit contributions

LU725 assessment	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/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

*MAT Adjusted to reflect Florida minimum wage

APPRENTICES & TRAINEES	Pre-App A&B	1st year	2nd year	3rd year	4th year	5th year
	Pre-App A&B	1st year	2nd year	3rd year	4th year	5th year
(percentage of RI)		40%*	45%	55%	60%	75%
Taxable wage rate	\$11.10	\$14.45	\$16.26	\$19.87	\$21.68	\$27.10
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	\$2.10	\$2.15
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	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total employee fringes	\$1.00	\$1.35	\$7.05	\$7.05	\$9.99	\$10.60
Total employee package	\$12.10	\$15.80	\$23.31	\$26.92	\$31.67	\$37.70

Non-fringe benefit contributions

LU725 assessment	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr	2% +\$0.20/hr
MCASF assessment	n/a	n/a	\$0.38	\$0.38	\$0.38	\$0.38

The following fringe benefits 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 + \$0.20 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.