

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA



**GARY PERINAR**  
Executive Secretary-Treasurer

**JEFFREY ISAACSON**  
President

1401 Hampton Avenue  
St. Louis, Missouri 63139

314.644.4800 \* Fax: 314.644.4184  
www.carpentersunion.org

**FRANKLIN COUNTY BUILDER AREA**

**TIER 1**

**WAGE & FRINGE BENEFIT RATES**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices covered by this addendum working on Tier 1 projects.

| Skill Level | % of Jrny | Wage    | Jrny H&W & Annuity | These amounts are Included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |         | Total Empl | Total Package | Estamps Cost per Hour |
|-------------|-----------|---------|--------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|---------|------------|---------------|-----------------------|
|             |           |         |                    | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | CJTF   | CTAF   | CITF   |         |            |               |                       |
| Jrny        | 100%      | \$31.90 | 100%               | \$1.28  | \$0.20          | \$1.00   | \$2.48                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50 | \$53.40    | \$23.98       |                       |
| 1st         | 55%       | \$17.55 | 60%                | \$0.70  | \$0.00          | \$0.00   | \$0.70                  | \$6.00                        | \$5.20  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.81 | \$30.36    | \$13.51       |                       |
| 2nd         | 57%       | \$18.18 | 65%                | \$0.73  | \$0.00          | \$0.00   | \$0.73                  | \$6.50                        | \$5.39  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.56 | \$31.74    | \$14.29       |                       |
| 3rd         | 60%       | \$19.14 | 70%                | \$0.77  | \$0.00          | \$0.00   | \$0.77                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39 | \$33.53    | \$15.16       |                       |
| 4th         | 65%       | \$20.74 | 75%                | \$0.83  | \$0.00          | \$0.00   | \$0.83                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42 | \$36.16    | \$16.25       |                       |
| 5th         | 75%       | \$23.93 | 80%                | \$0.96  | \$0.20          | \$1.00   | \$2.16                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92 | \$40.85    | \$19.08       |                       |
| 6th         | 80%       | \$25.52 | 85%                | \$1.02  | \$0.20          | \$1.00   | \$2.22                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95 | \$43.47    | \$20.17       |                       |
| 7th         | 85%       | \$27.12 | 90%                | \$1.08  | \$0.20          | \$1.00   | \$2.28                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97 | \$46.09    | \$21.25       |                       |
| 8th         | 90%       | \$28.71 | 95%                | \$1.15  | \$0.20          | \$1.00   | \$2.35                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01 | \$48.72    | \$22.36       |                       |

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$33.40  
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$34.40

**Holidays and Overtime**

Journeyman OT Wage: \$47.85  
Foreman OT Wage: \$50.10  
General Foreman OT Wage: \$51.60

Journeyman Double time & Holiday Wage: \$63.80  
Foreman Double time & Holiday Wage: \$66.80  
General Foreman Double time & Holiday Wage: \$68.80



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**FRANKLIN COUNTY BUILDER AREA**

**TIER 2 WOOD-FRAME (APARTMENTS AND MULTI-STORY CONDOMINIUMS, ONLY)**

**WAGE & FRINGE BENEFIT RATES**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices covered by this addendum working on Tier 2 wood-frame (apartments and multi-story condominiums) projects **under** \$2,000,000.00

| Skill Level | % of Jrny | Wage    | Jrny H&W & Annuity | These amounts are Included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |         | Total Empl | Total Package | Estamps Cost per Hour |
|-------------|-----------|---------|--------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|---------|------------|---------------|-----------------------|
|             |           |         |                    | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | CJTF   | CTAF   | CITF   |         |            |               |                       |
| Jrny        | 100%      | \$31.90 | 100%               | \$1.28  | \$0.20          | \$1.00   | \$2.48                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50 | \$53.40    | \$23.98       |                       |
| 1st         | 55%       | \$17.55 | 60%                | \$0.70  | \$0.00          | \$0.00   | \$0.70                  | \$6.00                        | \$5.20  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.81 | \$30.36    | \$13.51       |                       |
| 2nd         | 57%       | \$18.18 | 65%                | \$0.73  | \$0.00          | \$0.00   | \$0.73                  | \$6.50                        | \$5.39  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.56 | \$31.74    | \$14.29       |                       |
| 3rd         | 60%       | \$19.14 | 70%                | \$0.77  | \$0.00          | \$0.00   | \$0.77                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39 | \$33.53    | \$15.16       |                       |
| 4th         | 65%       | \$20.74 | 75%                | \$0.83  | \$0.00          | \$0.00   | \$0.83                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42 | \$36.16    | \$16.25       |                       |
| 5th         | 75%       | \$23.93 | 80%                | \$0.96  | \$0.20          | \$1.00   | \$2.16                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92 | \$40.85    | \$19.08       |                       |
| 6th         | 80%       | \$25.52 | 85%                | \$1.02  | \$0.20          | \$1.00   | \$2.22                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95 | \$43.47    | \$20.17       |                       |
| 7th         | 85%       | \$27.12 | 90%                | \$1.08  | \$0.20          | \$1.00   | \$2.28                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97 | \$46.09    | \$21.25       |                       |
| 8th         | 90%       | \$28.71 | 95%                | \$1.15  | \$0.20          | \$1.00   | \$2.35                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01 | \$48.72    | \$22.36       |                       |

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$33.40  
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$34.40

**Holidays and Overtime**

Journeyman OT Wage: \$47.85  
Foreman OT Wage: \$50.10  
General Foreman OT Wage: \$51.60  
Journeyman Double time & Holiday Wage: \$63.80  
Foreman Double time & Holiday Wage: \$66.80  
General Foreman Double time & Holiday Wage: \$68.80



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**FRANKLIN COUNTY BUILDER AREA**

**TIER 2**

**WAGE & FRINGE BENEFITS**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices covered by this addendum working on Tier 2 (hotels, motels, senior living facilities and student housing) projects **under** \$2,000,000.00

| Skill Level | % of Jrny | Wage    | Jrny H&W & Annuity | These amounts are Included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |         | Total Empl | Total Package | Estamps Cost per Hour |
|-------------|-----------|---------|--------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|---------|------------|---------------|-----------------------|
|             |           |         |                    | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | CJTF   | CTAF   | CITF   |         |            |               |                       |
| Jrny        | 100%      | \$34.40 | 100%               | \$1.38  | \$0.20          | \$1.00   | \$2.58                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50 | \$55.90    | \$24.08       |                       |
| 1st         | 55%       | \$17.55 | 60%                | \$0.70  | \$0.00          | \$0.00   | \$0.70                  | \$6.00                        | \$5.20  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.81 | \$30.36    | \$13.51       |                       |
| 2nd         | 57%       | \$18.18 | 65%                | \$0.73  | \$0.00          | \$0.00   | \$0.73                  | \$6.50                        | \$5.39  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.56 | \$31.74    | \$14.29       |                       |
| 3rd         | 60%       | \$19.14 | 70%                | \$0.77  | \$0.00          | \$0.00   | \$0.77                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39 | \$33.53    | \$15.16       |                       |
| 4th         | 65%       | \$20.74 | 75%                | \$0.83  | \$0.00          | \$0.00   | \$0.83                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42 | \$36.16    | \$16.25       |                       |
| 5th         | 75%       | \$23.93 | 80%                | \$0.96  | \$0.20          | \$1.00   | \$2.16                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92 | \$40.85    | \$19.08       |                       |
| 6th         | 80%       | \$25.52 | 85%                | \$1.02  | \$0.20          | \$1.00   | \$2.22                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95 | \$43.47    | \$20.17       |                       |
| 7th         | 85%       | \$27.12 | 90%                | \$1.08  | \$0.20          | \$1.00   | \$2.28                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97 | \$46.09    | \$21.25       |                       |
| 8th         | 90%       | \$28.71 | 95%                | \$1.15  | \$0.20          | \$1.00   | \$2.35                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01 | \$48.72    | \$22.36       |                       |

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$35.90

General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$36.90

**Holidays and Overtime**

Journeyman OT Wage: \$51.60

Foreman OT Wage: \$53.85

General Foreman OT Wage: \$55.35

Journeyman Double time & Holiday Wage: \$68.80

Foreman Double time & Holiday Wage: \$71.80

General Foreman Double time & Holiday Wage: \$73.80

**\*\*\*Apprentice wage & fringe benefit rates are calculated based on the Tier 1 journeyman rate.\*\*\***



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**FRANKLIN COUNTY BUILDER AREA**

**TIER 3 & TIER 4**

**WAGE & FRINGE BENEFITS**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices covered by this addendum working on Tier 3 or Tier 4 projects **under** \$2,000,000.00

| Skill Level | % of Jrny | Wage    | Jrny H&W & Annuity | These amounts are included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |         | Total Empl | Total Package | Estamps Cost per Hour |
|-------------|-----------|---------|--------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|---------|------------|---------------|-----------------------|
|             |           |         |                    | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | CJTF   | CTAF   | CITF   |         |            |               |                       |
| Jrny        | 100%      | \$34.40 | 100%               | \$1.38  | \$0.20          | \$1.00   | \$2.58                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50 | \$55.90    | \$24.08       |                       |
| 1st         | 55%       | \$17.55 | 60%                | \$0.70  | \$0.00          | \$0.00   | \$0.70                  | \$6.00                        | \$5.20  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.81 | \$30.36    | \$13.51       |                       |
| 2nd         | 57%       | \$18.18 | 65%                | \$0.73  | \$0.00          | \$0.00   | \$0.73                  | \$6.50                        | \$5.39  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.56 | \$31.74    | \$14.29       |                       |
| 3rd         | 60%       | \$19.14 | 70%                | \$0.77  | \$0.00          | \$0.00   | \$0.77                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39 | \$33.53    | \$15.16       |                       |
| 4th         | 65%       | \$20.74 | 75%                | \$0.83  | \$0.00          | \$0.00   | \$0.83                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42 | \$36.16    | \$16.25       |                       |
| 5th         | 75%       | \$23.93 | 80%                | \$0.96  | \$0.20          | \$1.00   | \$2.16                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92 | \$40.85    | \$19.08       |                       |
| 6th         | 80%       | \$25.52 | 85%                | \$1.02  | \$0.20          | \$1.00   | \$2.22                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95 | \$43.47    | \$20.17       |                       |
| 7th         | 85%       | \$27.12 | 90%                | \$1.08  | \$0.20          | \$1.00   | \$2.28                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97 | \$46.09    | \$21.25       |                       |
| 8th         | 90%       | \$28.71 | 95%                | \$1.15  | \$0.20          | \$1.00   | \$2.35                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01 | \$48.72    | \$22.36       |                       |

Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$36.90  
General Foreman: Four dollars and fifty cents (\$4.00) per hour above journey level rate - \$38.40

**Holidays and Overtime**

Journeyman OT Wage: \$51.60  
Foreman OT Wage: \$55.35  
General Foreman OT Wage: \$57.60  
Journeyman Double time & Holiday Wage: \$68.80  
Foreman Double time & Holiday Wage: \$73.80  
General Foreman Double time & Holiday Wage: \$76.80

**\*\*\*Apprentice wage & fringe benefit rates are calculated based on the Tier 1 journeyman rate.\*\*\***

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**FRANKLIN COUNTY BUILDERS AREA ADDENDUM**

**TIER 3 & TIER 4**

**WAGE & FRINGE BENEFIT RATES**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, covered by this addendum working on Tier 3 or Tier 4 projects **over** \$2,000,000.00

| Skill Level | % of Jrny | Wage    | % of Jrny H&W & Annuity | These amounts are Included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |         | Total Empl | Total Package | Estamps Cost per Hour |
|-------------|-----------|---------|-------------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|---------|------------|---------------|-----------------------|
|             |           |         |                         | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | JTF    | CTAF   | CITF   |         |            |               |                       |
| Jrny        | 100%      | \$43.46 | 100%                    | \$1.74  | \$0.20          | \$1.00   | \$2.94                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50 | \$64.96    | \$24.44       |                       |
| 1st         | 50%       | \$21.73 | 60%                     | \$0.87  | \$0.00          | \$0.00   | \$0.87                  | \$6.00                        | \$4.73  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.34 | \$34.07    | \$13.21       |                       |
| 2nd         | 55%       | \$23.90 | 65%                     | \$0.96  | \$0.00          | \$0.00   | \$0.96                  | \$6.50                        | \$5.20  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.37 | \$37.27    | \$14.33       |                       |
| 3rd         | 60%       | \$26.08 | 70%                     | \$1.04  | \$0.00          | \$0.00   | \$1.04                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39 | \$40.47    | \$15.43       |                       |
| 4th         | 65%       | \$28.25 | 75%                     | \$1.13  | \$0.00          | \$0.00   | \$1.13                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42 | \$43.67    | \$16.55       |                       |
| 5th         | 75%       | \$32.60 | 80%                     | \$1.30  | \$0.20          | \$1.00   | \$2.50                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92 | \$49.52    | \$19.42       |                       |
| 6th         | 80%       | \$34.77 | 85%                     | \$1.39  | \$0.20          | \$1.00   | \$2.59                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95 | \$52.72    | \$20.54       |                       |
| 7th         | 85%       | \$36.94 | 90%                     | \$1.48  | \$0.20          | \$1.00   | \$2.68                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97 | \$55.91    | \$21.65       |                       |
| 8th         | 90%       | \$39.11 | 95%                     | \$1.56  | \$0.20          | \$1.00   | \$2.76                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01 | \$59.12    | \$22.77       |                       |

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$45.96  
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.46

**Holidays and Overtime**

Journeyman OT Wage: \$65.19  
Foreman OT Wage: \$68.94  
General Foreman OT Wage: \$71.19

Journeyman Double time & Holiday Wage: \$86.92  
Foreman Double time & Holiday Wage: \$91.92  
General Foreman Double time & Holiday Wage: \$94.92



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**FRANKLIN COUNTY BUILDERS AREA ADDENDUM**

**TIER 3 & TIER 4**

**WAGE & FRINGE BENEFIT RATES**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, covered by this addendum working on Tier 3 or Tier 4 projects **over** \$2,000,000.00

| Skill Level | % of Jrny | Wage    | % of Jrny H&W & Annuity | These amounts are Included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |            |               | Estamps Cost per Hour |
|-------------|-----------|---------|-------------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|------------|---------------|-----------------------|
|             |           |         |                         | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | JTF    | CTAF   | CITF   | Total Empl | Total Package |                       |
| Jrny        | 100%      | \$43.46 | 100%                    | \$1.74  | \$0.20          | \$1.00   | \$2.94                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50    | \$64.96       | \$24.44               |
| 1st         | 55%       | \$17.55 | 60%                     | \$0.70  | \$0.00          | \$0.00   | \$0.70                  | \$6.00                        | \$5.20  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.81    | \$30.36       | \$13.51               |
| 2nd         | 57%       | \$18.18 | 65%                     | \$0.73  | \$0.00          | \$0.00   | \$0.73                  | \$6.50                        | \$5.39  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.56    | \$31.74       | \$14.29               |
| 3rd         | 60%       | \$19.14 | 70%                     | \$0.77  | \$0.00          | \$0.00   | \$0.77                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39    | \$33.53       | \$15.16               |
| 4th         | 65%       | \$20.74 | 75%                     | \$0.83  | \$0.00          | \$0.00   | \$0.83                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42    | \$36.16       | \$16.25               |
| 5th         | 75%       | \$23.93 | 80%                     | \$0.96  | \$0.20          | \$1.00   | \$2.16                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92    | \$40.85       | \$19.08               |
| 6th         | 80%       | \$25.52 | 85%                     | \$1.02  | \$0.20          | \$1.00   | \$2.22                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95    | \$43.47       | \$20.17               |
| 7th         | 85%       | \$27.12 | 90%                     | \$1.08  | \$0.20          | \$1.00   | \$2.28                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97    | \$46.09       | \$21.25               |
| 8th         | 90%       | \$28.71 | 95%                     | \$1.15  | \$0.20          | \$1.00   | \$2.35                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01    | \$48.72       | \$22.36               |

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$45.96

General Foreman: Four dollars (\$4.00) above journey level rate - \$47.46

**Holidays and Overtime**

Journeyman OT Wage: \$65.19

Foreman OT Wage: \$68.94

General Foreman OT Wage: \$71.19

Journeyman Double time & Holiday Wage: \$86.92

Foreman Double time & Holiday Wage: \$91.92

General Foreman Double time & Holiday Wage: \$94.92

**\*\*\*Apprentice wage & fringe benefit rates are calculated based on the Tier 1 journeyman rate.\*\*\***



**GARY PERINAR**  
Executive Secretary-Treasurer

**JEFFREY ISAACSON**  
President

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St. Louis, Missouri 63139

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**FRANKLIN COUNTY BUILDERS AREA ADDENDUM**

**MILLWRIGHT**

**WAGE & FRINGE BENEFIT RATES**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Millwrights and Apprentices, indentured into the training program on/or before April 30, 2023, covered by this addendum.

| Skill Level | % of Jrny | Wage    | % of Jrny H&W & Annuity | These amounts are Included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |            | Estamps Cost per Hour |               |
|-------------|-----------|---------|-------------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|------------|-----------------------|---------------|
|             |           |         |                         | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | CJTF   | CTAF   | CITF   | Total Empl |                       | Total Package |
| Jrny        | 100%      | \$43.52 | 100%                    | \$1.74  | \$0.20          | \$1.00   | \$2.94                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50    | \$65.02               | \$24.44       |
| 1st         | 50%       | \$21.76 | 60%                     | \$0.87  | \$0.00          | \$0.00   | \$0.87                  | \$6.00                        | \$4.73  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.34    | \$34.10               | \$13.21       |
| 2nd         | 55%       | \$23.94 | 65%                     | \$0.96  | \$0.00          | \$0.00   | \$0.96                  | \$6.50                        | \$5.20  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.37    | \$37.31               | \$14.33       |
| 3rd         | 60%       | \$26.11 | 70%                     | \$1.04  | \$0.00          | \$0.00   | \$1.04                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39    | \$40.50               | \$15.43       |
| 4th         | 65%       | \$28.29 | 75%                     | \$1.13  | \$0.00          | \$0.00   | \$1.13                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42    | \$43.71               | \$16.55       |
| 5th         | 75%       | \$32.64 | 80%                     | \$1.31  | \$0.20          | \$1.00   | \$2.51                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92    | \$49.56               | \$19.43       |
| 6th         | 80%       | \$34.82 | 85%                     | \$1.39  | \$0.20          | \$1.00   | \$2.59                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95    | \$52.77               | \$20.54       |
| 7th         | 85%       | \$36.99 | 90%                     | \$1.48  | \$0.20          | \$1.00   | \$2.68                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97    | \$55.96               | \$21.65       |
| 8th         | 90%       | \$39.17 | 95%                     | \$1.57  | \$0.20          | \$1.00   | \$2.77                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01    | \$59.18               | \$22.78       |

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02  
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

**Holidays and Overtime**

Journeyman OT Wage: \$65.28  
Foreman OT Wage: \$69.03  
General Foreman OT Wage: \$71.28

Journeyman Double time & Holiday Wage: \$87.04  
Foreman Double time & Holiday Wage: \$92.04  
General Foreman Double time & Holiday Wage: \$95.04



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**FRANKLIN COUNTY BUILDERS AREA ADDENDUM**

**MILLWRIGHT**

**WAGE & FRINGE BENEFIT RATES**

**EFFECTIVE MAY 1, 2023**

Listed below is the schedule for wages and fringe benefits for Journeyman Millwrights and Apprentices, indentured into the training program on/or before April 30, 2023, covered by this addendum.

| Skill Level | % of Jrny | Wage    | % of Jrny H&W & Annuity | These amounts are Included in Wage & Deducted AFTER taxes |                 |          |                         | Employer Contribution Amounts |         |         |        |        |        |            | Estamps Cost per Hour |               |
|-------------|-----------|---------|-------------------------|---|-----------------|----------|-------------------------|-------------------------------|---------|---------|--------|--------|--------|------------|-----------------------|---------------|
|             |           |         |                         | Dues  | Market Recovery | Vacation | Total Payroll Deduction | Health & Welfare              | Pension | Annuity | CJTF   | CTAF   | CITF   | Total Empl |                       | Total Package |
| Jrny        | 100%      | \$43.52 | 100%                    | \$1.74  | \$0.20          | \$1.00   | \$2.94                  | \$10.00                       | \$9.45  | \$1.10  | \$0.55 | \$0.25 | \$0.15 | \$21.50    | \$65.02               | \$24.44       |
| 1st         | 55%       | \$17.55 | 60%                     | \$0.70  | \$0.00          | \$0.00   | \$0.70                  | \$6.00                        | \$5.20  | \$0.66  | \$0.55 | \$0.25 | \$0.15 | \$12.81    | \$30.36               | \$13.51       |
| 2nd         | 57%       | \$18.18 | 65%                     | \$0.73  | \$0.00          | \$0.00   | \$0.73                  | \$6.50                        | \$5.39  | \$0.72  | \$0.55 | \$0.25 | \$0.15 | \$13.56    | \$31.74               | \$14.29       |
| 3rd         | 60%       | \$19.14 | 70%                     | \$0.77  | \$0.00          | \$0.00   | \$0.77                  | \$7.00                        | \$5.67  | \$0.77  | \$0.55 | \$0.25 | \$0.15 | \$14.39    | \$33.53               | \$15.16       |
| 4th         | 65%       | \$20.74 | 75%                     | \$0.83  | \$0.00          | \$0.00   | \$0.83                  | \$7.50                        | \$6.14  | \$0.83  | \$0.55 | \$0.25 | \$0.15 | \$15.42    | \$36.16               | \$16.25       |
| 5th         | 75%       | \$23.93 | 80%                     | \$0.96  | \$0.20          | \$1.00   | \$2.16                  | \$8.00                        | \$7.09  | \$0.88  | \$0.55 | \$0.25 | \$0.15 | \$16.92    | \$40.85               | \$19.08       |
| 6th         | 80%       | \$25.52 | 85%                     | \$1.02  | \$0.20          | \$1.00   | \$2.22                  | \$8.50                        | \$7.56  | \$0.94  | \$0.55 | \$0.25 | \$0.15 | \$17.95    | \$43.47               | \$20.17       |
| 7th         | 85%       | \$27.12 | 90%                     | \$1.08  | \$0.20          | \$1.00   | \$2.28                  | \$9.00                        | \$8.03  | \$0.99  | \$0.55 | \$0.25 | \$0.15 | \$18.97    | \$46.09               | \$21.25       |
| 8th         | 90%       | \$28.71 | 95%                     | \$1.15  | \$0.20          | \$1.00   | \$2.35                  | \$9.50                        | \$8.51  | \$1.05  | \$0.55 | \$0.25 | \$0.15 | \$20.01    | \$48.72               | \$22.36       |

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02  
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

**Holidays and Overtime**

Journeyman OT Wage: \$65.28  
Foreman OT Wage: \$69.03  
General Foreman OT Wage: \$71.28  
Journeyman Double time & Holiday Wage: \$87.04  
Foreman Double time & Holiday Wage: \$92.04  
General Foreman Double time & Holiday Wage: \$95.04

**\*\*\*Apprentice wage & fringe benefit rates are calculated based on the Tier 1 journeyman rate.\*\*\***