

GARY PERINAR
Executive Secretary-Treasurer
JEFFREY ISAACSON
President



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www.carpentersunion.org

MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 2

Projects over \$1,500,000.00: Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in Jefferson County on Tier 2 projects over \$1,500,000.00

Skill Level	% of Jrny	Wage	% Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts								Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl			
Jrny	100%	\$31.19	100%	\$1.25	\$0.20	\$1.00	\$2.45	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$52.50	\$23.76	
1st	50%	\$15.60	60%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$28.22	\$13.24	
2nd	55%	\$17.15	65%	\$0.69	\$0.00	\$0.00	\$0.69	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$30.52	\$14.06	
3rd	60%	\$18.71	70%	\$0.75	\$0.00	\$0.00	\$0.75	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$32.91	\$14.95	
4th	65%	\$20.27	75%	\$0.81	\$0.00	\$0.00	\$0.81	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$35.50	\$16.04	
5th	75%	\$23.39	80%	\$0.94	\$0.20	\$1.00	\$2.14	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$40.12	\$18.87	
6th	80%	\$24.95	85%	\$1.00	\$0.20	\$1.00	\$2.20	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$42.71	\$19.96	
7th	85%	\$26.51	90%	\$1.06	\$0.20	\$1.00	\$2.26	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$45.29	\$21.04	
8th	90%	\$28.07	95%	\$1.12	\$0.20	\$1.00	\$2.32	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$47.89	\$22.14	

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$32.69
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$33.69

Holidays and Overtime

Journeyman OT Wage: \$46.79
Foreman OT Wage: \$49.04
General Foreman OT Wage: \$50.54
Journeyman Double time & Holiday Wage: \$62.38
Foreman Double time & Holiday Wage: \$65.38
General Foreman Double time & Holiday Wage: \$67.38

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in Jefferson County on Tier 2 projects under \$1,500,000.00

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts								Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl			
Jrny	100%	\$29.94	100%	\$1.20	\$0.20	\$1.00	\$2.40	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$51.25	\$23.71	
1st	55%	\$16.47	60%	\$0.66	\$0.00	\$0.00	\$0.66	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$29.09	\$13.28	
2nd	57%	\$17.07	65%	\$0.68	\$0.00	\$0.00	\$0.68	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$30.44	\$14.05	
3rd	60%	\$17.96	70%	\$0.72	\$0.00	\$0.00	\$0.72	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$32.16	\$14.92	
4th	65%	\$19.46	75%	\$0.78	\$0.00	\$0.00	\$0.78	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$34.69	\$16.01	
5th	75%	\$22.46	80%	\$0.90	\$0.20	\$1.00	\$2.10	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$39.19	\$18.83	
6th	80%	\$23.95	85%	\$0.96	\$0.20	\$1.00	\$2.16	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$41.71	\$19.92	
7th	85%	\$25.45	90%	\$1.02	\$0.20	\$1.00	\$2.22	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$44.23	\$21.00	
8th	90%	\$26.95	95%	\$1.08	\$0.20	\$1.00	\$2.28	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$46.77	\$22.10	

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$31.44
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$32.44

Holidays and Overtime

Journeyman OT Wage: \$44.91
Foreman OT Wage: \$47.16
General Foreman OT Wage: \$48.66
Journeyman Double time & Holiday Wage: \$59.88
Foreman Double time & Holiday Wage: \$62.88
General Foreman Double time & Holiday Wage: \$64.88

*** Please note the Pension contribution for the 1st term apprentice is calculated at 55% of the journeyman Pension rate and the Pension contribution for the 2nd term apprentice is calculated at 57% of the Journeyman Pension rate.***



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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 2

Projects over \$1,500,000.00: Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in Jefferson County on Tier 2 projects over \$1,500,000.00

Skill Level	% of Jrny	% 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	CITF	MEMCA	Total Empl	Total Package		
Jrny	100%	\$31.19	100%	\$1.25	\$0.20	\$1.00	\$2.45	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$52.50	\$23.76
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$32.69
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$33.69

Holidays and Overtime

Journeyman OT Wage: \$46.79
Foreman OT Wage: \$49.04
General Foreman OT Wage: \$50.54
Journeyman Double time & Holiday Wage: \$62.38
Foreman Double time & Holiday Wage: \$65.38
General Foreman Double time & Holiday Wage: \$67.38

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in Jefferson County on Tier 2 projects under \$1,500,000.00

Skill Level	% of Jrny	% 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	CITF	MEMCA	Total Empl	Total Package		
Jrny	100%	\$29.94	100%	\$1.20	\$0.20	\$1.00	\$2.40	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$51.25	\$23.71
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$31.44
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$32.44

Holidays and Overtime

Journeyman OT Wage: \$44.91
Foreman OT Wage: \$47.16
General Foreman OT Wage: \$48.66
Journeyman Double time & Holiday Wage: \$59.88
Foreman Double time & Holiday Wage: \$62.88
General Foreman Double time & Holiday Wage: \$64.88

Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.



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Tier 3 & 4

Projects over \$1,500,000.00: Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in Jefferson County on Tier 3 & Tier 4 projects over \$1,500,000.00

Skill Level	% of Jrny	% 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	CITF	MEMCA	Total Empl	Total Package		
Jrny	100%	\$36.52	100%	\$1.46	\$0.20	\$1.00	\$2.66	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$57.83	\$23.97
1st	50%	\$18.26	60%	\$0.73	\$0.00	\$0.00	\$0.73	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$30.88	\$13.35
2nd	55%	\$20.09	65%	\$0.80	\$0.00	\$0.00	\$0.80	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$33.46	\$14.17
3rd	60%	\$21.91	70%	\$0.88	\$0.00	\$0.00	\$0.88	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$36.11	\$15.08
4th	65%	\$23.74	75%	\$0.95	\$0.00	\$0.00	\$0.95	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$38.97	\$16.18
5th	75%	\$27.39	80%	\$1.10	\$0.20	\$1.00	\$2.30	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$44.12	\$19.03
6th	80%	\$29.22	85%	\$1.17	\$0.20	\$1.00	\$2.37	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$46.98	\$20.13
7th	85%	\$31.04	90%	\$1.24	\$0.20	\$1.00	\$2.44	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$49.82	\$21.22
8th	90%	\$32.87	95%	\$1.31	\$0.20	\$1.00	\$2.51	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$52.69	\$22.33

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$39.02
General Foreman: Four dollars (\$4.00) above journey level rate - \$40.52

Holidays and Overtime

Journeyman OT Wage: \$54.78
Foreman OT Wage: \$58.53
General Foreman OT Wage: \$60.78
Journeyman Double time & Holiday Wage: \$73.04
Foreman Double time & Holiday Wage: \$78.04
General Foreman Double time & Holiday Wage: \$81.04

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in Jefferson County on Tier 3 & Tier 4 projects under \$1,500,000.00

Skill Level	% of Jrny	% 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	CITF	MEMCA	Total Empl	Total Package		
Jrny	100%	\$32.45	100%	\$1.30	\$0.20	\$1.00	\$2.50	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$53.76	\$23.81
1st	50%	\$16.23	60%	\$0.65	\$0.00	\$0.00	\$0.65	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$28.85	\$13.27
2nd	55%	\$17.85	65%	\$0.71	\$0.00	\$0.00	\$0.71	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$31.22	\$14.08
3rd	60%	\$19.47	70%	\$0.78	\$0.00	\$0.00	\$0.78	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$33.67	\$14.98
4th	65%	\$21.09	75%	\$0.84	\$0.00	\$0.00	\$0.84	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$36.32	\$16.07
5th	75%	\$24.34	80%	\$0.97	\$0.20	\$1.00	\$2.17	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$41.07	\$18.90
6th	80%	\$25.96	85%	\$1.04	\$0.20	\$1.00	\$2.24	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$43.72	\$20.00
7th	85%	\$27.58	90%	\$1.10	\$0.20	\$1.00	\$2.30	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$46.36	\$21.08
8th	90%	\$29.21	95%	\$1.17	\$0.20	\$1.00	\$2.37	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$49.03	\$22.19

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$34.95
General Foreman: Four dollars (\$4.00) above journey level rate - \$36.45

Holidays and Overtime

Journeyman OT Wage: \$48.68
Foreman OT Wage: \$52.43
General Foreman OT Wage: \$54.68
Journeyman Double time & Holiday Wage: \$64.90
Foreman Double time & Holiday Wage: \$69.90
General Foreman Double time & Holiday Wage: \$72.90

*** Please note the Pension contribution for the 1st term apprentice is calculated at 55% of the journeyman Pension rate and the Pension contribution for the 2nd term apprentice is calculated at 57% of the Journeyman Pension rate.***

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Skill Level	% of Jrny	Wage	% Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl		
Jrny	100%	\$36.52	100%	\$1.46	\$0.20	\$1.00	\$2.66	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$57.83	\$23.97
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$39.02
General Foreman: Four dollars (\$4.00) above journey level rate - \$40.52

Holidays and Overtime

Journeyman OT Wage: \$54.78
Foreman OT Wage: \$58.53
General Foreman OT Wage: \$60.78
Journeyman Double time & Holiday Wage: \$73.04
Foreman Double time & Holiday Wage: \$78.04
General Foreman Double time & Holiday Wage: \$81.04

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in Jefferson County on Tier 3 & Tier 4 projects under \$1,500,000.00

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl		
Jrny	100%	\$32.45	100%	\$1.30	\$0.20	\$1.00	\$2.50	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$53.76	\$23.81
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$34.95
General Foreman: Four dollars (\$4.00) above journey level rate - \$36.45

Holidays and Overtime

Journeyman OT Wage: \$48.68
Foreman OT Wage: \$52.43
General Foreman OT Wage: \$54.68
Journeyman Double time & Holiday Wage: \$64.90
Foreman Double time & Holiday Wage: \$69.90
General Foreman Double time & Holiday Wage: \$72.90

Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.



GARY PERINAR
Executive Secretary-Treasurer

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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

TIER 3 & 4

Jefferson County - Projects at Ameren UE and Projects with total construction cost of \$20 million

Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in Jefferson County on projects at any Ameren UE Power Generating Facility and any project with a total construction cost of \$20 Million or more is paid at the St. Louis Tier 4 scale.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
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	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$34.57	\$13.68
2nd	55%	\$23.94	65%	\$0.96	\$0.00	\$0.00	\$0.96	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$37.50	\$14.52
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

***** Please note the Pension contribution for the 1st term apprentice is calculated at 55% of the journeyman Pension rate and the Pension contribution for the 2nd term apprentice is calculated at 57% of the Journeyman Pension rate.*****



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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

TIER 3 & 4

Jefferson County - Projects at Ameren UE and Projects with total construction cost of \$20 million

Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in Jefferson County on projects at any Ameren UE Power Generating Facility and any project with a total construction cost of \$20 Million or more is paid at the St. Louis Tier 4 scale.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
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%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

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

*****Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.*****

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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 2

Projects over \$1,500,000.00 Wage & Fringe Benefit Rates

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 2** projects **over** \$1,500,000.00.

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	JTF	CITF	MEMCA				
Jrny	100%	\$29.84	100%	\$1.19	\$0.20	\$1.00	\$2.39	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$51.15	\$23.70	
1st	55%	\$16.41	60%	\$0.66	\$0.00	\$0.00	\$0.66	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$29.03	\$13.28	
2nd	57%	\$17.01	65%	\$0.68	\$0.00	\$0.00	\$0.68	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$30.38	\$14.05	
3rd	60%	\$17.90	70%	\$0.72	\$0.00	\$0.00	\$0.72	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$32.10	\$14.92	
4th	65%	\$19.40	75%	\$0.78	\$0.00	\$0.00	\$0.78	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$34.63	\$16.01	
5th	75%	\$22.38	80%	\$0.90	\$0.20	\$1.00	\$2.10	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$39.11	\$18.83	
6th	80%	\$23.87	85%	\$0.95	\$0.20	\$1.00	\$2.15	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$41.63	\$19.91	
7th	85%	\$25.36	90%	\$1.01	\$0.20	\$1.00	\$2.21	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$44.14	\$20.99	
8th	90%	\$26.86	95%	\$1.07	\$0.20	\$1.00	\$2.27	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$46.68	\$22.09	

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$31.34
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$32.34

Holidays and Overtime

Journeyman OT Wage: \$44.76
Foreman OT Wage: \$47.01
General Foreman OT Wage: \$48.51
Journeyman Double time & Holiday Wage: \$59.68
Foreman Double time & Holiday Wage: \$62.68
General Foreman Double time & Holiday Wage: \$64.68

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 2** projects **under** \$1,500,000.00.

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	CITF	MEMCA				
Jrny	100%	\$28.59	100%	\$1.14	\$0.20	\$1.00	\$2.34	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$49.90	\$23.65	
1st	55%	\$15.72	60%	\$0.63	\$0.00	\$0.00	\$0.63	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$28.34	\$13.25	
2nd	57%	\$16.30	65%	\$0.65	\$0.00	\$0.00	\$0.65	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$29.67	\$14.02	
3rd	60%	\$17.15	70%	\$0.69	\$0.00	\$0.00	\$0.69	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$31.35	\$14.89	
4th	65%	\$18.58	75%	\$0.74	\$0.00	\$0.00	\$0.74	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.81	\$15.97	
5th	75%	\$21.44	80%	\$0.86	\$0.20	\$1.00	\$2.06	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$38.17	\$18.79	
6th	80%	\$22.87	85%	\$0.91	\$0.20	\$1.00	\$2.11	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$40.63	\$19.87	
7th	85%	\$24.30	90%	\$0.97	\$0.20	\$1.00	\$2.17	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$43.08	\$20.95	
8th	90%	\$25.73	95%	\$1.03	\$0.20	\$1.00	\$2.23	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$45.55	\$22.05	

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$30.09
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$31.09

Holidays and Overtime

Journeyman OT Wage: \$42.89
Foreman OT Wage: \$45.14
General Foreman OT Wage: \$46.64
Journeyman Double time & Holiday Wage: \$57.18
Foreman Double time & Holiday Wage: \$60.18
General Foreman Double time & Holiday Wage: \$62.18



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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 2

Projects over \$1,500,000.00 Wage & Fringe Benefit Rates

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 2** projects **over** \$1,500,000.00.

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	JTF	CITF	MEMCA				
Jrny	100%	\$29.84	100%	\$1.19	\$0.20	\$1.00	\$2.39	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$51.15	\$23.70	
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22	
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99	
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86	
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94	
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75	
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83	
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91	
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00	

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$31.34
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$32.34

Holidays and Overtime

Journeyman OT Wage: \$44.76
Foreman OT Wage: \$47.01
General Foreman OT Wage: \$48.51
Journeyman Double time & Holiday Wage: \$59.68
Foreman Double time & Holiday Wage: \$62.68
General Foreman Double time & Holiday Wage: \$64.68

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 2** projects **under** \$1,500,000.00.

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	CITF	MEMCA				
Jrny	100%	\$28.59	100%	\$1.14	\$0.20	\$1.00	\$2.34	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$49.90	\$23.65	
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22	
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99	
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86	
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94	
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75	
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83	
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91	
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00	

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$30.09
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$31.09

Holidays and Overtime

Journeyman OT Wage: \$42.89
Foreman OT Wage: \$45.14
General Foreman OT Wage: \$46.64
Journeyman Double time & Holiday Wage: \$57.18
Foreman Double time & Holiday Wage: \$60.18
General Foreman Double time & Holiday Wage: \$62.18

*****Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.*****



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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 3 & 4

Projects over \$1,500,000.00 Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 3 or Tier 4** projects **over** \$1,500,000.00.

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	JTF	CITF	MEMCA				
Jrny	100%	\$34.97	100%	\$1.40	\$0.20	\$1.00	\$2.60	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$56.28	\$23.91	
1st	50%	\$17.49	60%	\$0.70	\$0.00	\$0.00	\$0.70	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$30.11	\$13.32	
2nd	55%	\$19.23	65%	\$0.77	\$0.00	\$0.00	\$0.77	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$32.60	\$14.14	
3rd	60%	\$20.98	70%	\$0.84	\$0.00	\$0.00	\$0.84	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$35.18	\$15.04	
4th	65%	\$22.73	75%	\$0.91	\$0.00	\$0.00	\$0.91	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$37.96	\$16.14	
5th	75%	\$26.23	80%	\$1.05	\$0.20	\$1.00	\$2.25	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$42.96	\$18.98	
6th	80%	\$27.98	85%	\$1.12	\$0.20	\$1.00	\$2.32	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$45.74	\$20.08	
7th	85%	\$29.72	90%	\$1.19	\$0.20	\$1.00	\$2.39	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$48.50	\$21.17	
8th	90%	\$31.47	95%	\$1.26	\$0.20	\$1.00	\$2.46	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$51.29	\$22.28	

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$37.47
General Foreman: Four dollars (\$4.00) above journey level rate - \$38.97

Holidays and Overtime

Journeyman OT Wage: \$52.46
Foreman OT Wage: \$56.21
General Foreman OT Wage: \$58.46
Journeyman Double time & Holiday Wage: \$69.94
Foreman Double time & Holiday Wage: \$74.94
General Foreman Double time & Holiday Wage: \$77.94

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 3 or Tier 4** projects **under** \$1,500,000.00.

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	CITF	MEMCA				
Jrny	100%	\$31.45	100%	\$1.26	\$0.20	\$1.00	\$2.46	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$52.76	\$23.77	
1st	50%	\$15.73	60%	\$0.63	\$0.00	\$0.00	\$0.63	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$28.35	\$13.25	
2nd	55%	\$17.30	65%	\$0.69	\$0.00	\$0.00	\$0.69	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$30.67	\$14.06	
3rd	60%	\$18.87	70%	\$0.75	\$0.00	\$0.00	\$0.75	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$33.07	\$14.95	
4th	65%	\$20.44	75%	\$0.82	\$0.00	\$0.00	\$0.82	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$35.67	\$16.05	
5th	75%	\$23.59	80%	\$0.94	\$0.20	\$1.00	\$2.14	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$40.32	\$18.87	
6th	80%	\$25.16	85%	\$1.01	\$0.20	\$1.00	\$2.21	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$42.92	\$19.97	
7th	85%	\$26.73	90%	\$1.07	\$0.20	\$1.00	\$2.27	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$45.51	\$21.05	
8th	90%	\$28.31	95%	\$1.13	\$0.20	\$1.00	\$2.33	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$48.13	\$22.15	

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$33.95
General Foreman: Four dollars (\$4.00) above journey level rate - \$35.45

Holidays and Overtime

Journeyman OT Wage: \$47.18
Foreman OT Wage: \$50.93
General Foreman OT Wage: \$53.18
Journeyman Double time & Holiday Wage: \$62.90
Foreman Double time & Holiday Wage: \$67.90
General Foreman Double time & Holiday Wage: \$70.90

***** Please note the Pension contribution for the 1st term apprentice is calculated at 55% of the journeyman Pension rate and the Pension contribution for the 2nd term apprentice is calculated at 57% of the Journeyman Pension rate.*****

GARY PERINAR
Executive Secretary-Treasurer
JEFFREY ISAACSON
President



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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 3 & 4

Projects over \$1,500,000.00 Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 3 or Tier 4** projects **over** \$1,500,000.00.

Skill Level	% of Jrny	Wage	% Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts								
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl	Total Package	Estamps Cost per Hour
Jrny	100%	\$34.97	100%	\$1.40	\$0.20	\$1.00	\$2.60	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$56.28	\$23.91
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$37.47
General Foreman: Four dollars (\$4.00) above journey level rate - \$38.97

Holidays and Overtime

Journeyman OT Wage: \$52.46
Foreman OT Wage: \$56.21
General Foreman OT Wage: \$58.46
Journeyman Double time & Holiday Wage: \$69.94
Foreman Double time & Holiday Wage: \$74.94
General Foreman Double time & Holiday Wage: \$77.94

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a **Tier 3 or Tier 4** projects **under** \$1,500,000.00.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts								
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl	Total Package	Estamps Cost per Hour
Jrny	100%	\$31.45	100%	\$1.26	\$0.20	\$1.00	\$2.46	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$52.76	\$23.77
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$33.95
General Foreman: Four dollars (\$4.00) above journey level rate - \$35.45

Holidays and Overtime

Journeyman OT Wage: \$47.18
Foreman OT Wage: \$50.93
General Foreman OT Wage: \$53.18
Journeyman Double time & Holiday Wage: \$62.90
Foreman Double time & Holiday Wage: \$67.90
General Foreman Double time & Holiday Wage: \$70.90

*****Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.*****



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Executive Secretary-Treasurer

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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 3 & Tier 4

Projects Over \$20,000,000.00 Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or before April 30, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a Tier 3 or Tier 4 project with a total construction cost of \$20,000,000.00 or more is paid at 85% of the Tier 4 St. Louis wage scale.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
Jrny	100%	\$36.99	100%	\$1.48	\$0.20	\$1.00	\$2.68	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$58.49	\$24.18
1st	50%	\$18.50	60%	\$0.74	\$0.00	\$0.00	\$0.74	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$31.31	\$13.55
2nd	55%	\$20.34	65%	\$0.81	\$0.00	\$0.00	\$0.81	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$33.90	\$14.37
3rd	60%	\$22.19	70%	\$0.89	\$0.00	\$0.00	\$0.89	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$36.58	\$15.28
4th	65%	\$24.04	75%	\$0.96	\$0.00	\$0.00	\$0.96	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$39.46	\$16.38
5th	75%	\$27.74	80%	\$1.11	\$0.20	\$1.00	\$2.31	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$44.66	\$19.23
6th	80%	\$29.59	85%	\$1.18	\$0.20	\$1.00	\$2.38	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$47.54	\$20.33
7th	85%	\$31.44	90%	\$1.26	\$0.20	\$1.00	\$2.46	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$50.41	\$21.43
8th	90%	\$33.29	95%	\$1.33	\$0.20	\$1.00	\$2.53	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$53.30	\$22.54

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$39.49
General Foreman: Four dollars (\$4.00) above journey level rate - \$40.99

Holidays and Overtime

Journeyman OT Wage: \$55.49
Foreman OT Wage: \$59.24
General Foreman OT Wage: \$61.49
Journeyman Double time & Holiday Wage: \$73.98
Foreman Double time & Holiday Wage: \$78.98
General Foreman Double time & Holiday Wage: \$81.98

All Journeyman and Apprentices, indentured into the training program on/or before April 30, 2023, performing Millwright work in the counties of: Jefferson, Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste. Genevieve and Washington will be paid at the current Tier 4 St. Louis Scale

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
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	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$34.57	\$13.68
2nd	55%	\$23.94	65%	\$0.96	\$0.00	\$0.00	\$0.96	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$37.50	\$14.52
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 (21.50) 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

*** Please note the Pension contribution for the 1st term apprentice is calculated at 55% of the journeyman Pension rate and the Pension contribution for the 2nd term apprentice is calculated at 57% of the Journeyman Pension rate.***

GARY PERINAR
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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 3 & Tier 4

Projects Over \$20,000,000.00 Wage & Fringe Benefit Rates

Effective May 1, 2023

Listed below are the wage and fringe benefits for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, working in the Missouri counties of: Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste Genevieve and Washington on a Tier 3 or Tier 4 project with a total construction cost of \$20,000,000.00 or more is paid at 85% of the Tier 4 St. Louis wage scale.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
Jrny	100%	\$36.99	100%	\$1.48	\$0.20	\$1.00	\$2.68	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$58.49	\$24.18
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$39.49
General Foreman: Four dollars (\$4.00) above journey level rate - \$40.99

Holidays and Overtime

Journeyman OT Wage: \$55.49
Foreman OT Wage: \$59.24
General Foreman OT Wage: \$61.49

Journeyman Double time & Holiday Wage: \$73.98
Foreman Double time & Holiday Wage: \$78.98
General Foreman Double time & Holiday Wage: \$81.98

All Journeyman and Apprentices, indentured into the training program on/or after May 1, 2023, performing Millwright work in the counties of: Jefferson, Iron, Madison, Perry, Reynolds, Shannon, St. Francois, Ste. Genevieve and Washington will be paid at the current Tier 4 St. Louis Scale

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
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%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: Two dollars and fifty cents (21.50) 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

Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.



GARY PERINAR
Executive Secretary-Treasurer

JEFFREY ISAACSON
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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Powerhouse Wage & Fringe Benefit Rates

Effective May 1, 2023

Effective May 1, 2023, the minimum journeyman wage rate payable to all carpenters and millwrights performing work at a powerhouse or power generating station shall be thirty-eight dollars (\$38.00) per hour, in all areas where the local area commercial wage rate specified in the applicable Addendum is lower than thirty-eight dollars (\$38.00), plus the negotiated fringe benefit package prescribed in the applicable Addendum. Future increases will be at the negotiated annual wage increase effective each May through the duration of the Agreement. In addition, the apprentices wages set forth below are effective for all apprentices indentured into the training program on/or before April 30, 2023.

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	CITF	MEMCA	Total Empl		Total Package
Jrny	100%	\$38.00	100%	\$1.52	\$0.20	\$1.00	\$2.72	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$59.31	\$24.03
1st	50%	\$19.00	60%	\$0.76	\$0.00	\$0.00	\$0.76	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$31.62	\$13.38
2nd	55%	\$20.90	65%	\$0.84	\$0.00	\$0.00	\$0.84	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$34.27	\$14.21
3rd	60%	\$22.80	70%	\$0.91	\$0.00	\$0.00	\$0.91	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$37.00	\$15.11
4th	65%	\$24.70	75%	\$0.99	\$0.00	\$0.00	\$0.99	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$39.93	\$16.22
5th	75%	\$28.50	80%	\$1.14	\$0.20	\$1.00	\$2.34	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$45.23	\$19.07
6th	80%	\$30.40	85%	\$1.22	\$0.20	\$1.00	\$2.42	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$48.16	\$20.18
7th	85%	\$32.30	90%	\$1.29	\$0.20	\$1.00	\$2.49	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$51.08	\$21.27
8th	90%	\$34.20	95%	\$1.37	\$0.20	\$1.00	\$2.57	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$54.02	\$22.39

Foreman: Two dollars and fifty cents (\$2.50) per hour above journeyman rate - \$40.50
General Foreman: Four dollars (\$4.00) per hour above journey level rate - \$42.00

Holidays and Overtime

Journeyman OT Wage: \$57.00
Foreman OT Wage: \$60.75
General Foreman OT Wage: \$63.00
Journeyman Double time & Holiday Wage: \$76.00
Foreman Double time & Holiday Wage: \$81.00
General Foreman Double time & Holiday Wage: \$84.00

***** Please note the Pension contribution for the 1st term apprentice is calculated at 55% of the journeyman Pension rate and the Pension contribution for the 2nd term apprentice is calculated at 57% of the Journeyman Pension rate.*****



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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Powerhouse Wage & Fringe Benefit Rates

Effective May 1, 2023

Effective May 1, 2023, the minimum journeyman wage rate payable to all carpenters and millwrights performing work at a powerhouse or power generating station shall be thirty-eight dollars (\$38.00) per hour, in all areas where the local area commercial wage rate specified in the applicable Addendum is lower than thirty-eight dollars (\$38.00), plus the negotiated fringe benefit package prescribed in the applicable Addendum. Future increases will be at the negotiated annual wage increase effective each May through the duration of the Agreement. In addition, the apprentices wages set forth below are effective for all apprentices indentured into the training program on/or after May 1, 2023.

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	CITF	MEMCA	Total Empl		Total Package
Jrny	100%	\$38.00	100%	\$1.52	\$0.20	\$1.00	\$2.72	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$59.31	\$24.03
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: Two dollars and fifty cents (\$2.50) per hour above journeyman rate - \$40.50
General Foreman: Four dollars (\$4.00) per hour above journey level rate - \$42.00

Holidays and Overtime

Journeyman OT Wage: \$57.00	Journeyman Double time & Holiday Wage: \$76.00
Foreman OT Wage: \$60.75	Foreman Double time & Holiday Wage: \$81.00
General Foreman OT Wage: \$63.00	General Foreman Double time & Holiday Wage: \$84.00

*****Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.*****

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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

Tier 1 & Tier 2 (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 working in the Missouri counties of: Jefferson and St. Francois

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl		
Jrny	100%	\$28.69	100%	\$1.15	\$0.20	\$1.00	\$2.35	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$50.00	\$23.66
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: One dollar and fifty cents (\$1.50) above journeyman rate - \$30.19
General Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$31.19

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices working in the Missouri counties of: Iron, Madison, Reynolds, Shannon and Washington

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl		
Jrny	100%	\$27.34	100%	\$1.09	\$0.20	\$1.00	\$2.29	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$48.65	\$23.60
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: One dollar and fifty cents (\$1.50) above journeyman rate - \$28.84
General Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$29.84

Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.

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MIDEAST MISSOURI CONTRACTORS ASSOCIATION

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 working in the Missouri counties of: Perry & Ste. Genevieve

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	JTF	CITF	MEMCA	Total Empl		
Jrny	100%	\$24.79	100%	\$0.99	\$0.20	\$1.00	\$2.19	\$10.00	\$9.45	\$1.10	\$0.55	\$0.15	\$0.06	\$21.31	\$46.10	\$23.50
1st	55%	\$15.04	60%	\$0.60	\$0.00	\$0.00	\$0.60	\$6.00	\$5.20	\$0.66	\$0.55	\$0.15	\$0.06	\$12.62	\$27.66	\$13.22
2nd	57%	\$15.58	65%	\$0.62	\$0.00	\$0.00	\$0.62	\$6.50	\$5.39	\$0.72	\$0.55	\$0.15	\$0.06	\$13.37	\$28.95	\$13.99
3rd	60%	\$16.40	70%	\$0.66	\$0.00	\$0.00	\$0.66	\$7.00	\$5.67	\$0.77	\$0.55	\$0.15	\$0.06	\$14.20	\$30.60	\$14.86
4th	65%	\$17.77	75%	\$0.71	\$0.00	\$0.00	\$0.71	\$7.50	\$6.14	\$0.83	\$0.55	\$0.15	\$0.06	\$15.23	\$33.00	\$15.94
5th	75%	\$20.51	80%	\$0.82	\$0.20	\$1.00	\$2.02	\$8.00	\$7.09	\$0.88	\$0.55	\$0.15	\$0.06	\$16.73	\$37.24	\$18.75
6th	80%	\$21.87	85%	\$0.87	\$0.20	\$1.00	\$2.07	\$8.50	\$7.56	\$0.94	\$0.55	\$0.15	\$0.06	\$17.76	\$39.63	\$19.83
7th	85%	\$23.24	90%	\$0.93	\$0.20	\$1.00	\$2.13	\$9.00	\$8.03	\$0.99	\$0.55	\$0.15	\$0.06	\$18.78	\$42.02	\$20.91
8th	90%	\$24.61	95%	\$0.98	\$0.20	\$1.00	\$2.18	\$9.50	\$8.51	\$1.05	\$0.55	\$0.15	\$0.06	\$19.82	\$44.43	\$22.00

Foreman: One dollar and fifty cents (\$1.50) above journeyman rate - \$26.29
General Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$27.29

*****Please note the apprentice wage and fringe benefit rates for apprentices indentured on/or after May 1, 2023 are calculated at the Tier 1 (Iron, Madison, Reynolds, Shannon and Washington County) wage rate.*****