

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

OUTSTATE BUILDER AREA ADDENDUM

TIER 1

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters working on Tier 1 projects in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

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	CITF	Total Empl		
Jrny	100%	\$31.48	100%	\$1.26	\$0.20	\$1.00	\$2.46	\$10.00	\$9.45	\$1.10	\$0.15	\$20.70	\$52.18	\$23.16

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$32.98
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$33.98

Listed below is the schedule for wages & fringe benefits for journeyman carpenters and apprentices working on Tier 1 projects in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

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	CITF	JTF	HBAIF	Total Empl		
Jrny	100%	\$31.48	100%	\$1.26	\$0.20	\$1.00	\$2.46	\$10.00	\$9.45	\$1.10	\$0.15	\$0.55	\$0.25	\$21.50	\$52.98	\$23.96
1st	55%	\$17.31	60%	\$0.69	\$0.00	\$0.00	\$0.69	\$6.00	\$5.20	\$0.66	\$0.15	\$0.55	\$0.25	\$12.81	\$30.12	\$13.50
2nd	57%	\$17.94	65%	\$0.72	\$0.00	\$0.00	\$0.72	\$6.50	\$5.39	\$0.72	\$0.15	\$0.55	\$0.25	\$13.56	\$31.50	\$14.28
3rd	60%	\$18.89	70%	\$0.76	\$0.00	\$0.00	\$0.76	\$7.00	\$5.67	\$0.77	\$0.15	\$0.55	\$0.25	\$14.39	\$33.28	\$15.15
4th	65%	\$20.46	75%	\$0.82	\$0.00	\$0.00	\$0.82	\$7.50	\$6.14	\$0.83	\$0.15	\$0.55	\$0.25	\$15.42	\$35.88	\$16.24
5th	75%	\$23.61	80%	\$0.94	\$0.20	\$1.00	\$2.14	\$8.00	\$7.09	\$0.88	\$0.15	\$0.55	\$0.25	\$16.92	\$40.53	\$19.06
6th	80%	\$25.18	85%	\$1.01	\$0.20	\$1.00	\$2.21	\$8.50	\$7.56	\$0.94	\$0.15	\$0.55	\$0.25	\$17.95	\$43.13	\$20.16
7th	85%	\$26.76	90%	\$1.07	\$0.20	\$1.00	\$2.27	\$9.00	\$8.03	\$0.99	\$0.15	\$0.55	\$0.25	\$18.97	\$45.73	\$21.24
8th	90%	\$28.33	95%	\$1.13	\$0.20	\$1.00	\$2.33	\$9.50	\$8.51	\$1.05	\$0.15	\$0.55	\$0.25	\$20.01	\$48.34	\$22.34

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$32.98
General Foreman: Two dollar and fifty cents (\$2.50) above journey level rate - \$33.98

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OUTSTATE BUILDER AREA ADDENDUM

TIER 2 (Apartments & Multi-story condominiums, only)

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters working on Tier 2 projects (apartments & multi-story condominiums, only) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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	CITF	Total Empl Package		
Jrny	100%	\$36.05	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.15	\$20.70	\$56.75	\$23.34

Foreman: One dollar and fifty cents (\$1.50) per hour above the journeyman rate - \$37.55

General Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$38.55

Listed below is the schedule for wages & fringe benefits for journeyman carpenters when working with apprentices indentured into the training program on/or before April 30, 2023, on Tier 2 projects (apartments & multi-story condominiums, only) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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	CITF	JTF	CTAF		Total Empl Package	
Jrny	100%	\$36.05	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.15	\$0.55	\$0.25	\$21.50	\$57.55	\$24.14
1st	50%	\$18.03	60%	\$0.72	\$0.00	\$0.00	\$0.72	\$6.00	\$4.73	\$0.66	\$0.15	\$0.55	\$0.25	\$12.34	\$30.37	\$13.06
2nd	55%	\$19.83	65%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.50	\$5.20	\$0.72	\$0.15	\$0.55	\$0.25	\$13.37	\$33.20	\$14.16
3rd	60%	\$21.63	70%	\$0.87	\$0.00	\$0.00	\$0.87	\$7.00	\$5.67	\$0.77	\$0.15	\$0.55	\$0.25	\$14.39	\$36.02	\$15.26
4th	65%	\$23.43	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.15	\$0.55	\$0.25	\$15.42	\$38.85	\$16.36
5th	75%	\$27.04	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.15	\$0.55	\$0.25	\$16.92	\$43.96	\$19.20
6th	80%	\$28.84	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.15	\$0.55	\$0.25	\$17.95	\$46.79	\$20.30
7th	85%	\$30.64	90%	\$1.23	\$0.20	\$1.00	\$2.43	\$9.00	\$8.03	\$0.99	\$0.15	\$0.55	\$0.25	\$18.97	\$49.61	\$21.40
8th	90%	\$32.45	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.15	\$0.55	\$0.25	\$20.01	\$52.46	\$22.51

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$37.55

General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$38.55

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OUTSTATE BUILDER AREA ADDENDUM

TIER 2 (Apartments & Multi-story condominiums, only)

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters working on Tier 2 projects (apartments & multi-story condominiums, only) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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	CITF	Total Empl		
Jrny	100%	\$36.05	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.15	\$20.70	\$56.75	\$23.34

Foreman: One dollar and fifty cents (\$1.50) per hour above the journeyman rate - \$37.55

General Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$38.55

Listed below is the schedule for wages & fringe benefits for journeyman carpenters when working with apprentices indentured into the training program on/or after May 1, 2023, on Tier 2 projects (apartments & multi-story condominiums, only) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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	CITF	JTF	CTAF	Total Empl		Total Package
Jrny	100%	\$36.05	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.15	\$0.55	\$0.25	\$21.50	\$57.55	\$24.14
1st	55%	\$17.31	60%	\$0.69	\$0.00	\$0.00	\$0.69	\$6.00	\$5.20	\$0.66	\$0.15	\$0.55	\$0.25	\$12.81	\$30.12	\$13.50
2nd	57%	\$17.94	65%	\$0.72	\$0.00	\$0.00	\$0.72	\$6.50	\$5.39	\$0.72	\$0.15	\$0.55	\$0.25	\$13.56	\$31.50	\$14.28
3rd	60%	\$18.89	70%	\$0.76	\$0.00	\$0.00	\$0.76	\$7.00	\$5.67	\$0.77	\$0.15	\$0.55	\$0.25	\$14.39	\$33.28	\$15.15
4th	65%	\$20.46	75%	\$0.82	\$0.00	\$0.00	\$0.82	\$7.50	\$6.14	\$0.83	\$0.15	\$0.55	\$0.25	\$15.42	\$35.88	\$16.24
5th	75%	\$23.61	80%	\$0.94	\$0.20	\$1.00	\$2.14	\$8.00	\$7.09	\$0.88	\$0.15	\$0.55	\$0.25	\$16.92	\$40.53	\$19.06
6th	80%	\$25.18	85%	\$1.01	\$0.20	\$1.00	\$2.21	\$8.50	\$7.56	\$0.94	\$0.15	\$0.55	\$0.25	\$17.95	\$43.13	\$20.16
7th	85%	\$26.76	90%	\$1.07	\$0.20	\$1.00	\$2.27	\$9.00	\$8.03	\$0.99	\$0.15	\$0.55	\$0.25	\$18.97	\$45.73	\$21.24
8th	90%	\$28.33	95%	\$1.13	\$0.20	\$1.00	\$2.33	\$9.50	\$8.51	\$1.05	\$0.15	\$0.55	\$0.25	\$20.01	\$48.34	\$22.34

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$37.55

General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$38.55

*****Please note the apprentice wages & fringe benefit contributions are calculated at the Tier 1 apprentices wage & fringe benefit contributions.*****

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OUTSTATE BUILDER AREA ADDENDUM

TIER 2

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters working on Tier 2 projects (hotels, motels, senior-living facilities and student housing) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% 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	CITF	Total Empl		
Jrny	100%	\$38.55	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$0.95	\$0.15	\$20.55	\$59.10	\$23.29

Foreman: One dollar and fifty cents (\$1.50) per hour above the journeyman rate - \$40.05
General Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$41.05

Listed below is the schedule for wages & fringe benefits for journeyman carpenters when working with apprentices indentured into the training program on/or before April 30, 2023, on Tier 2 projects (hotels, motels, senior-living facilities and student housing) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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	CITF	JTF	CTAF	Total Empl		Total Package
Jrny	100%	\$38.55	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.15	\$0.55	\$0.25	\$21.50	\$60.05	\$24.24
1st	50%	\$19.28	60%	\$0.77	\$0.00	\$0.00	\$0.77	\$6.00	\$4.73	\$0.66	\$0.15	\$0.55	\$0.25	\$12.34	\$31.62	\$13.11
2nd	55%	\$21.20	65%	\$0.85	\$0.00	\$0.00	\$0.85	\$6.50	\$5.20	\$0.72	\$0.15	\$0.55	\$0.25	\$13.37	\$34.57	\$14.22
3rd	60%	\$23.13	70%	\$0.93	\$0.00	\$0.00	\$0.93	\$7.00	\$5.67	\$0.77	\$0.15	\$0.55	\$0.25	\$14.39	\$37.52	\$15.32
4th	65%	\$25.06	75%	\$1.00	\$0.00	\$0.00	\$1.00	\$7.50	\$6.14	\$0.83	\$0.15	\$0.55	\$0.25	\$15.42	\$40.48	\$16.42
5th	75%	\$28.91	80%	\$1.16	\$0.20	\$1.00	\$2.36	\$8.00	\$7.09	\$0.88	\$0.15	\$0.55	\$0.25	\$16.92	\$45.83	\$19.28
6th	80%	\$30.84	85%	\$1.23	\$0.20	\$1.00	\$2.43	\$8.50	\$7.56	\$0.94	\$0.15	\$0.55	\$0.25	\$17.95	\$48.79	\$20.38
7th	85%	\$32.77	90%	\$1.31	\$0.20	\$1.00	\$2.51	\$9.00	\$8.03	\$0.99	\$0.15	\$0.55	\$0.25	\$18.97	\$51.74	\$21.48
8th	90%	\$34.70	95%	\$1.39	\$0.20	\$1.00	\$2.59	\$9.50	\$8.51	\$1.05	\$0.15	\$0.55	\$0.25	\$20.01	\$54.71	\$22.60

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$40.05
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$41.05

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OUTSTATE BUILDER AREA ADDENDUM

TIER 2

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters working on Tier 2 projects (hotels, motels, senior-living facilities and student housing) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% 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	CITF	Total Empl			
Jrny	100%	\$38.55	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$0.95	\$0.15	\$20.55	\$59.10	\$23.29	

Foreman: One dollar and fifty cents (\$1.50) per hour above the journeyman rate - \$40.05
General Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$41.05

Listed below is the schedule for wages & fringe benefits for journeyman carpenters when working with apprentices indentured on/or after May 1, 2023, on Tier 2 projects (hotels, motels, senior-living facilities and student housing) in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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	CITF	JTF	CTAF	Total Empl		Total Package
Jrny	100%	\$38.55	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.15	\$0.55	\$0.25	\$21.50	\$60.05	\$24.24
1st	55%	\$17.31	60%	\$0.69	\$0.00	\$0.00	\$0.69	\$6.00	\$5.20	\$0.66	\$0.15	\$0.55	\$0.25	\$12.81	\$30.12	\$13.50
2nd	57%	\$17.94	65%	\$0.72	\$0.00	\$0.00	\$0.72	\$6.50	\$5.39	\$0.72	\$0.15	\$0.55	\$0.25	\$13.56	\$31.50	\$14.28
3rd	60%	\$18.89	70%	\$0.76	\$0.00	\$0.00	\$0.76	\$7.00	\$5.67	\$0.77	\$0.15	\$0.55	\$0.25	\$14.39	\$33.28	\$15.15
4th	65%	\$20.46	75%	\$0.82	\$0.00	\$0.00	\$0.82	\$7.50	\$6.14	\$0.83	\$0.15	\$0.55	\$0.25	\$15.42	\$35.88	\$16.24
5th	75%	\$23.61	80%	\$0.94	\$0.20	\$1.00	\$2.14	\$8.00	\$7.09	\$0.88	\$0.15	\$0.55	\$0.25	\$16.92	\$40.53	\$19.06
6th	80%	\$25.18	85%	\$1.01	\$0.20	\$1.00	\$2.21	\$8.50	\$7.56	\$0.94	\$0.15	\$0.55	\$0.25	\$17.95	\$43.13	\$20.16
7th	85%	\$26.76	90%	\$1.07	\$0.20	\$1.00	\$2.27	\$9.00	\$8.03	\$0.99	\$0.15	\$0.55	\$0.25	\$18.97	\$45.73	\$21.24
8th	90%	\$28.33	95%	\$1.13	\$0.20	\$1.00	\$2.33	\$9.50	\$8.51	\$1.05	\$0.15	\$0.55	\$0.25	\$20.01	\$48.34	\$22.34

Foreman: One dollar and fifty cents (\$1.50) above journey level rate - \$40.05
General Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$41.05

Please note the apprentice wages & fringe benefit contributions are calculated at the Tier 1 apprentices wage & fringe benefit contributions.

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OUTSTATE BUILDER AREA ADDENDUM

TIER 3 & TIER 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters working on Tier 3 or Tier 4 projects in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

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	CITF				
Jrny	100%	\$42.84	100%	\$1.71	\$0.20	\$1.00	\$2.91	\$10.00	\$9.45	\$1.10	\$0.15	\$20.70	\$63.54	\$23.61	

Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$45.34
General Foreman: Four dollars (\$4.00) above journeyman rate - \$46.84

Listed below is the schedule for wages & fringe benefits for journeyman carpenters and apprentices, indentured into the training program on/or before April 30, 2023, working on Tier 3 or Tier 4 projects in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

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	CITF	JTF	CTAF				
Jrny	100%	\$42.84	100%	\$1.71	\$0.20	\$1.00	\$2.91	\$10.00	\$9.45	\$1.10	\$0.15	\$0.55	\$0.25	\$21.50	\$64.34	\$24.41	
1st	50%	\$21.42	60%	\$0.86	\$0.00	\$0.00	\$0.86	\$6.00	\$4.73	\$0.66	\$0.15	\$0.55	\$0.25	\$12.34	\$33.76	\$13.20	
2nd	55%	\$23.56	65%	\$0.94	\$0.00	\$0.00	\$0.94	\$6.50	\$5.20	\$0.72	\$0.15	\$0.55	\$0.25	\$13.37	\$36.93	\$14.31	
3rd	60%	\$25.70	70%	\$1.03	\$0.00	\$0.00	\$1.03	\$7.00	\$5.67	\$0.77	\$0.15	\$0.55	\$0.25	\$14.39	\$40.09	\$15.42	
4th	65%	\$27.85	75%	\$1.11	\$0.00	\$0.00	\$1.11	\$7.50	\$6.14	\$0.83	\$0.15	\$0.55	\$0.25	\$15.42	\$43.27	\$16.53	
5th	75%	\$32.13	80%	\$1.29	\$0.20	\$1.00	\$2.49	\$8.00	\$7.09	\$0.88	\$0.15	\$0.55	\$0.25	\$16.92	\$49.05	\$19.41	
6th	80%	\$34.27	85%	\$1.37	\$0.20	\$1.00	\$2.57	\$8.50	\$7.56	\$0.94	\$0.15	\$0.55	\$0.25	\$17.95	\$52.22	\$20.52	
7th	85%	\$36.41	90%	\$1.46	\$0.20	\$1.00	\$2.66	\$9.00	\$8.03	\$0.99	\$0.15	\$0.55	\$0.25	\$18.97	\$55.38	\$21.63	
8th	90%	\$38.56	95%	\$1.54	\$0.20	\$1.00	\$2.74	\$9.50	\$8.51	\$1.05	\$0.15	\$0.55	\$0.25	\$20.01	\$58.57	\$22.75	

Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$45.34
General Foreman: Four dollars (\$4.00) above journeyman rate - \$46.84

GARY PERINAR
Executive Secretary-Treasurer
JEFFREY ISAACSON
President



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OUTSTATE BUILDER AREA ADDENDUM

TIER 3 & TIER 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters working on Tier 3 or Tier 4 projects in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

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	CITF				
Jrny	100%	\$42.84	100%	\$1.71	\$0.20	\$1.00	\$2.91	\$10.00	\$9.45	\$1.10	\$0.15	\$20.70	\$63.54	\$23.61	

Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$45.34
General Foreman: Four dollars (\$4.00) above journeyman rate - \$46.84

Listed below is the schedule for wages & fringe benefits for journeyman carpenters and apprentices, indentured into the training program on/or after May 1, 2023, working on Tier 3 or Tier 4 projects in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

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	CITF	JTF	CTAF				
Jrny	100%	\$42.84	100%	\$1.71	\$0.20	\$1.00	\$2.91	\$10.00	\$9.45	\$1.10	\$0.15	\$0.55	\$0.25	\$21.50	\$64.34	\$24.41	
1st	55%	\$17.31	60%	\$0.69	\$0.00	\$0.00	\$0.69	\$6.00	\$5.20	\$0.66	\$0.15	\$0.55	\$0.25	\$12.81	\$30.12	\$13.50	
2nd	57%	\$17.94	65%	\$0.72	\$0.00	\$0.00	\$0.72	\$6.50	\$5.39	\$0.72	\$0.15	\$0.55	\$0.25	\$13.56	\$31.50	\$14.28	
3rd	60%	\$18.89	70%	\$0.76	\$0.00	\$0.00	\$0.76	\$7.00	\$5.67	\$0.77	\$0.15	\$0.55	\$0.25	\$14.39	\$33.28	\$15.15	
4th	65%	\$20.46	75%	\$0.82	\$0.00	\$0.00	\$0.82	\$7.50	\$6.14	\$0.83	\$0.15	\$0.55	\$0.25	\$15.42	\$35.88	\$16.24	
5th	75%	\$23.61	80%	\$0.94	\$0.20	\$1.00	\$2.14	\$8.00	\$7.09	\$0.88	\$0.15	\$0.55	\$0.25	\$16.92	\$40.53	\$19.06	
6th	80%	\$25.18	85%	\$1.01	\$0.20	\$1.00	\$2.21	\$8.50	\$7.56	\$0.94	\$0.15	\$0.55	\$0.25	\$17.95	\$43.13	\$20.16	
7th	85%	\$26.76	90%	\$1.07	\$0.20	\$1.00	\$2.27	\$9.00	\$8.03	\$0.99	\$0.15	\$0.55	\$0.25	\$18.97	\$45.73	\$21.24	
8th	90%	\$28.33	95%	\$1.13	\$0.20	\$1.00	\$2.33	\$9.50	\$8.51	\$1.05	\$0.15	\$0.55	\$0.25	\$20.01	\$48.34	\$22.34	

Foreman: Two dollars and fifty cents (\$2.50) above journeyman rate - \$45.34
General Foreman: Four dollars (\$4.00) above journeyman rate - \$46.84

*****Please note the apprentice wages & fringe benefit contributions are calculated at the Tier 1 apprentice wage & fringe benefit contributions.*****

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

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Executive Secretary-Treasurer

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OUTSTATE BUILDER AREA ADDENDUM

MILLWRIGHTS

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters, journeyman millwrights and apprentices indentured into the training program on/or before April 30, 2023, working on all mining projects, dams, power plants and military installations, will be paid at the St. Louis Tier 4 wages, in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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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OUTSTATE BUILDER AREA ADDENDUM

MILLWRIGHTS

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages & fringe benefits for journeyman carpenters, journeyman millwrights and apprentices indentured into the training program on/or after May 1, 2023, working on all mining projects, dams, power plants and military installations, will be paid at the St. Louis Tier 4 wages in the following Missouri counties covered by this addendum: Crawford, Dent, Gasconade, Maries, Phelps, Pulaski and Texas

Skill Level	% of Jrny	Wage	% of 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%	\$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%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60	
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38	
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25	
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36	
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20	
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30	
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39	
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51	

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 wages & fringe benefit contributions are calculated at the St. Louis Tier 1 apprentice's wage & fringe benefit contributions.*****