

**Southwest Mountain States Regional Council of Carpenters
2022-2027 MEA Millwright Regional Master Agreement
COLORADO / WYOMING**

NEW CONSTRUCTION

Rates Effective: June 1, 2023 - May 31, 2024

Full Package Benefits:	Vacation	2.43
	Supplemental Dues	1.76
	Pension	5.25
	Annuity	2.57
	Health & Welfare	8.25
	Training Fund	0.54
	International Training Fund	0.13
	Millwright Pile Driver Fund for Industry Revitalization, Safety and Training	0.05
	Millwright Labor Management Cooperation Committee	0.15
	Contract Administration	0.25
	TOTAL BENEFITS	\$21.38

CSAC Trust Fund Remittances:

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Agreement Holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day

Geographic Area Covered: The entirety of the States of Colorado and Wyoming

Vacation multiplies on overtime. The overtime multiplier shall not apply to the Supplemental Dues portion of Vacation contributions. Supplemental Dues amounts shall be paid on overtime hours, but no multiplier shall apply on these amounts.

Zone 1: Free Zone (Up to 45 miles)			Base Pay	Vacation	Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	Annuity	Health & Welfare	Training	Intl Training	MW/PD FIRST	MWLMCC	Contract Admin	TOTAL PACKAGE
General Foreman (\$5.00/hr above highest paid Journeyman)			42.00	2.43	1.76	46.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$63.38
Foreman (\$3.00/hour above the highest paid Journeyman)			40.00	2.43	1.76	44.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$61.38
Journeyman			37.00	2.43	1.76	41.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$58.38
10th Period Apprentice	97.5%	650 Hours	36.08	2.43	1.76	40.27	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$57.46
9th Period Apprentice	95%	650 Hours	35.15	2.43	1.76	39.34	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$56.53
8th Period Apprentice	90%	650 Hours	33.30	2.43	1.76	37.49	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$54.68
7th Period Apprentice	87.5%	650 Hours	32.38	2.43	1.76	36.57	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$53.76
6th Period Apprentice	85%	650 Hours	31.45	2.43	1.76	35.64	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$52.83
5th Period Apprentice	82.5%	650 Hours	30.53	2.43	1.76	34.72	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$51.91
4th Period Apprentice	80%	650 Hours	29.60	2.43	1.76	33.79	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$50.98
3rd Period Apprentice	75%	650 Hours	27.75	2.43	1.76	31.94	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$47.13
2nd Period Apprentice	72.5%	650 Hours	26.83	2.43	1.76	31.02	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$46.21
1st Period Apprentice	70%	650 Hours	25.90	2.43	1.76	30.09	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$45.28
Pre-Apprentice	65%	500 Hours	24.05	1.43	1.76	27.24	-	-	-	0.54	-	-	-	-	\$27.78
Assembler	65%	-	24.05	1.43	1.76	27.24	-	-	-	0.54	-	-	-	-	\$27.78

Zone 2: +\$4.00/hour (More than 45 miles but less than 101 miles)			Base Pay	Vacation	Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	Annuity	Health & Welfare	Training	Intl Training	MW/PD FIRST	MWLMCC	Contract Admin	TOTAL PACKAGE
General Foreman			46.00	2.43	1.76	50.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$67.38
Foreman			44.00	2.43	1.76	48.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$65.38
Journeyman			41.00	2.43	1.76	45.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$62.38
10th Period Apprentice	97.5%	650 Hours	40.08	2.43	1.76	44.27	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$61.46
9th Period Apprentice	95%	650 Hours	39.15	2.43	1.76	43.34	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$60.53
8th Period Apprentice	90%	650 Hours	37.30	2.43	1.76	41.49	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$58.68
7th Period Apprentice	87.5%	650 Hours	36.38	2.43	1.76	40.57	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$57.76
6th Period Apprentice	85%	650 Hours	35.45	2.43	1.76	39.64	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$56.83
5th Period Apprentice	82.5%	650 Hours	34.53	2.43	1.76	38.72	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$55.91
4th Period Apprentice	80%	650 Hours	33.60	2.43	1.76	37.79	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$54.98
3rd Period Apprentice	75%	650 Hours	31.75	2.43	1.76	35.94	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$51.13
2nd Period Apprentice	72.5%	650 Hours	30.83	2.43	1.76	35.02	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$50.21
1st Period Apprentice	70%	650 Hours	29.90	2.43	1.76	34.09	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$49.28
Pre-Apprentice	65%	500 Hours	28.05	1.43	1.76	31.24	-	-	-	0.54	-	-	-	-	\$31.78
Assembler	65%	-	28.05	1.43	1.76	31.24	-	-	-	0.54	-	-	-	-	\$31.78

Zone 3: +\$6.00/hour (101 or more miles)			Base Pay	Vacation	Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	Annuity	Health & Welfare	Training	Intl Training	MW/PD FIRST	MWLMCC	Contract Admin	TOTAL PACKAGE
General Foreman			48.00	2.43	1.76	52.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$69.38
Foreman			46.00	2.43	1.76	50.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$67.38
Journeyman			43.00	2.43	1.76	47.19	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$64.38
10th Period Apprentice	97.5%	650 Hours	42.08	2.43	1.76	46.27	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$63.46
9th Period Apprentice	95%	650 Hours	41.15	2.43	1.76	45.34	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$62.53
8th Period Apprentice	90%	650 Hours	39.30	2.43	1.76	43.49	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$60.68
7th Period Apprentice	87.5%	650 Hours	38.38	2.43	1.76	42.57	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$59.76
6th Period Apprentice	85%	650 Hours	37.45	2.43	1.76	41.64	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$58.83
5th Period Apprentice	82.5%	650 Hours	36.53	2.43	1.76	40.72	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$57.91
4th Period Apprentice	80%	650 Hours	35.60	2.43	1.76	39.79	5.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$56.98
3rd Period Apprentice	75%	650 Hours	33.75	2.43	1.76	37.94	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$53.13
2nd Period Apprentice	72.5%	650 Hours	32.83	2.43	1.76	37.02	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$52.21
1st Period Apprentice	70%	650 Hours	31.90	2.43	1.76	36.09	3.25	2.57	8.25	0.54	0.13	0.05	0.15	0.25	\$51.28
Pre-Apprentice	65%	500 Hours	30.05	1.43	1.76	33.24	-	-	-	0.54	-	-	-	-	\$33.78
Assembler	65%	-	30.05	1.43	1.76	33.24	-	-	-	0.54	-	-	-	-	\$33.78

NOTE: The Vacation and Supplemental Dues contributions are to be added to the employee's wages, taxed and withheld and submitted to the Trust Funds.

FOREMEN/GENERAL FOREMEN: Foreman Pay: Three dollars (\$3.00) per hour above the highest-paid Journeyman under his/her supervision.
General Foreman Pay: Five Dollars (\$5.00) per hour above the highest-paid Journeyman under his/her supervision.

Zone Pay: The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.
1. Denver, Colorado

Lodging: If the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of the respective dispatch points listed above, the Employer agrees to furnish acceptable single occupancy lodging to each employee. Employers are encouraged to use commercial facilities and lodges, however, when such facilities are not available, per diem in lieu of room and lodging shall be paid at the rate of one hundred ten dollars (\$110.00) per day, or part thereof, from the date of hire for the project to the date of termination of employment on the project.

Residential Free Zone: No Employee will receive subsistence or travel time if the employees principal place of residence is within forty-five (45) road miles of the project regardless of whether the employees principal place of residence is in or out of the free zone.

Article 14 Holidays, Section 14.2: When any of these holidays shall fall on Sunday, then the following Monday shall be considered a legal holiday. If the Holiday falls on a Saturday, the preceding Friday shall be considered a legal holiday.

WELDER PREMIUM: There shall be no premium for certified welders under the Colorado/Wyoming Addenda.

HAZARDOUS WORK PAY PREMIUM: \$1.50 per hour in addition to the base wage rate for the shift.

SHIFT DIFFERENTIAL: Employees required to work on a non-standard shift will receive \$1.50 per hour in addition to the base wage rate for the shift, paid on straight-time hours only.

SICK LEAVE EXEMPTION (HFWA OF 2020): See agreement for details.

FOR OFFICE USE BELOW

Rate Classes:	Increases:
COWYMEA1 Colorado/Wyoming Millwright MEA (Zone 1)-New Const	June 1, 2024 \$2.50 to be allocated by the Union
COWYMEA2 Colorado/Wyoming Millwright MEA (Zone 2)-New Const	June 1, 2025 \$2.50 to be allocated by the Union
COWYMEA3 Colorado/Wyoming Millwright MEA (Zone 3)-New Const	June 1, 2026 \$2.50 to be allocated by the Union
COWYMEA1ASS Colorado/Wyoming Millwright MEA (Zone 1)-New Const Assembler	
COWYMEA2ASS Colorado/Wyoming Millwright MEA (Zone 2)-New Const Assembler	
COWYMEA3ASS Colorado/Wyoming Millwright MEA (Zone 3)-New Const Assembler	

Agreement runs through June 30, 2027