

**Southwest Mountain States Regional Council of Carpenters  
2022-2027 MEA Millwright Regional Master Agreement  
ARIZONA**

**NEW CONSTRUCTION**

**Rates Effective:** September 1, 2023 - August 31, 2024

<b>Full Package Benefits:</b>	Vacation	7.50
	Supplemental Dues	1.84
	Pension	5.91
	Annuity	4.67
	Health & Welfare	8.25
	Training Fund	0.59
	International Training Fund	0.13
	Millwright Pile Driver Fund for Industry Revitalization, Safety and Training	0.11
	Millwright Labor Management Cooperation Committee	0.15
	Contract Administration	0.25
	<b>TOTAL BENEFITS</b>	<b>\$29.40</b>

**CSAC Trust Fund Remittances:**  
Chris Hidalgo, 213.739.9488  
[chidalgo@carpenterssw.org](mailto:chidalgo@carpenterssw.org)

**Agreement Holidays:**  
New Year's Day  
Memorial Day  
Independence Day  
Labor Day  
Veterans' Day  
Thanksgiving Day  
Day after Thanksgiving Day  
Christmas Day

**Geographic Area Covered:** The entirety of the State of Arizona excluding Bullhead City, Kingman, Lake Havasu City and Parker.

**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.**

<b>Zone 1: Free Zone</b> (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 (10% above the highest paid Foreman)			47.19	7.50	1.84	56.53	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$76.59</b>
Foreman (10% above the highest-paid craft supervised)			42.90	7.50	1.84	52.24	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$72.30</b>
Journeyman			39.00	7.50	1.84	48.34	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$68.40</b>
10th Period Apprentice	97.5%	650 Hours	38.03	7.50	1.84	47.37	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$67.43</b>
9th Period Apprentice	95%	650 Hours	37.05	7.50	1.84	46.39	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$66.45</b>
8th Period Apprentice	90%	650 Hours	35.10	7.50	1.84	44.44	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$64.50</b>
7th Period Apprentice	87.5%	650 Hours	34.13	7.50	1.84	43.47	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$63.53</b>
6th Period Apprentice	85%	650 Hours	33.15	7.50	1.84	42.49	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$62.55</b>
5th Period Apprentice	82.5%	650 Hours	32.18	7.50	1.84	41.52	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$61.58</b>
4th Period Apprentice	80%	650 Hours	31.20	7.50	1.84	40.54	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$60.60</b>
3rd Period Apprentice	75%	650 Hours	29.25	7.50	1.84	38.59	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$58.65</b>
2nd Period Apprentice	72.5%	650 Hours	28.28	7.50	1.84	37.62	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$57.68</b>
1st Period Apprentice	70%	650 Hours	27.30	7.50	1.84	36.64	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$56.70</b>
Pre-Apprentice*	55%	500 Hours	21.45	-	-	21.45	-	-	-	0.59	0.13	-	-	-	<b>\$22.17</b>

<b>Zone 2: +\$4.00/hour</b> (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 (10% above the highest paid Foreman)			52.03	7.50	1.84	61.37	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$81.43</b>
Foreman (10% above the highest-paid craft supervised)			47.30	7.50	1.84	56.64	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$76.70</b>
Journeyman			43.00	7.50	1.84	52.34	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$72.40</b>
10th Period Apprentice	97.5%	650 Hours	42.03	7.50	1.84	51.37	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$71.43</b>
9th Period Apprentice	95%	650 Hours	41.05	7.50	1.84	50.39	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$70.45</b>
8th Period Apprentice	90%	650 Hours	39.10	7.50	1.84	48.44	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$68.50</b>
7th Period Apprentice	87.5%	650 Hours	38.13	7.50	1.84	47.47	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$67.53</b>
6th Period Apprentice	85%	650 Hours	37.15	7.50	1.84	46.49	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$66.55</b>
5th Period Apprentice	82.5%	650 Hours	36.18	7.50	1.84	45.52	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$65.58</b>
4th Period Apprentice	80%	650 Hours	35.20	7.50	1.84	44.54	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$64.60</b>
3rd Period Apprentice	75%	650 Hours	33.25	7.50	1.84	42.59	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$62.65</b>
2nd Period Apprentice	72.5%	650 Hours	32.28	7.50	1.84	41.62	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$61.68</b>
1st Period Apprentice	70%	650 Hours	31.30	7.50	1.84	40.64	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$60.70</b>
Pre-Apprentice*	55%	500 Hours	25.45	-	-	25.45	-	-	-	0.59	0.13	-	-	-	<b>\$26.17</b>

<b>Zone 3: +\$6.00/hour</b> (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	<b>TOTAL PACKAGE</b>
General Foreman (10% above the highest paid Foreman)			54.45	7.50	1.84	63.79	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$83.85</b>
Foreman (10% above the highest-paid craft supervised)			49.50	7.50	1.84	58.84	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$78.90</b>
Journeyman			45.00	7.50	1.84	54.34	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$74.40</b>
10th Period Apprentice	97.5%	650 Hours	44.03	7.50	1.84	53.37	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$73.43</b>
9th Period Apprentice	95%	650 Hours	43.05	7.50	1.84	52.39	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$72.45</b>
8th Period Apprentice	90%	650 Hours	41.10	7.50	1.84	50.44	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$70.50</b>
7th Period Apprentice	87.5%	650 Hours	40.13	7.50	1.84	49.47	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$69.53</b>
6th Period Apprentice	85%	650 Hours	39.15	7.50	1.84	48.49	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$68.55</b>
5th Period Apprentice	82.5%	650 Hours	38.18	7.50	1.84	47.52	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$67.58</b>
4th Period Apprentice	80%	650 Hours	37.20	7.50	1.84	46.54	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$66.60</b>
3rd Period Apprentice	75%	650 Hours	35.25	7.50	1.84	44.59	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$64.65</b>
2nd Period Apprentice	72.5%	650 Hours	34.28	7.50	1.84	43.62	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$63.68</b>
1st Period Apprentice	70%	650 Hours	33.30	7.50	1.84	42.64	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$62.70</b>
Pre-Apprentice*	55%	500 Hours	27.45	-	-	27.45	-	-	-	0.59	0.13	-	-	-	<b>\$28.17</b>

**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: Ten percent (10%) per hour above the highest-paid employee (regardless of craft) supervised.  
 General Foreman Pay: Ten percent (10%) per hour above the highest-paid Foreman 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. Phoenix, Arizona  
 2. Tucson, Arizona

**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:** \$3.00 per hour for all hours when dispatched as a certified welder.

**FOR OFFICE USE BELOW**

**Rate Classes:**

**AZMEA1** Arizona Millwright MEA Millwright (Zone 1)-New Const  
**AZMEA2** Arizona Millwright MEA Millwright (Zone 2)-New Const  
**AZMEA3** Arizona Millwright MEA Millwright (Zone 3)-New Const

**Increases:**

September 1, 2024 \$2.75 to be allocated by the Union  
 September 1, 2025 \$2.75 to be allocated by the Union  
 September 1, 2026 \$3.00 to be allocated by the Union

Agreement runs through June 30, 2027