

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

NEW CONSTRUCTION

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

| | | |
|-------------------------------|--|----------------|
| Full Package Benefits: | 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 |
| | TOTAL BENEFITS | \$29.40 |

CSAC Trust Fund Remittances:
Chris Hidalgo, 213.739.9488
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 New Mexico.

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 (10% above the 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 | \$76.59 |
| Foreman (10% above the Journeyman) | | | 42.90 | 7.50 | 1.84 | 52.24 | 5.91 | 4.67 | 8.25 | 0.59 | 0.13 | 0.11 | 0.15 | 0.25 | \$72.30 |
| 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 | \$68.40 |
| 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 | \$67.43 |
| 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 | \$66.45 |
| 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 | \$64.50 |
| 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 | \$63.53 |
| 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 | \$62.55 |
| 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 | \$61.58 |
| 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 | \$60.60 |
| 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 | \$58.65 |
| 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 | \$57.68 |
| 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 | \$56.70 |
| Pre-Apprentice* | 55% | 500 Hours | 21.45 | - | - | 21.45 | - | - | - | 0.59 | 0.13 | - | - | - | \$22.17 |

| 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 (10% above the 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 | \$81.43 |
| Foreman (10% above the Journeyman) | | | 47.30 | 7.50 | 1.84 | 56.64 | 5.91 | 4.67 | 8.25 | 0.59 | 0.13 | 0.11 | 0.15 | 0.25 | \$76.70 |
| 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 | \$72.40 |
| 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 | \$71.43 |
| 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 | \$70.45 |
| 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 | \$68.50 |
| 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 | \$67.53 |
| 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 | \$66.55 |
| 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 | \$65.58 |
| 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 | \$64.60 |
| 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 | \$62.65 |
| 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 | \$61.68 |
| 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 | \$60.70 |
| Pre-Apprentice* | 55% | 500 Hours | 25.45 | - | - | 25.45 | - | - | - | 0.59 | 0.13 | - | - | - | \$26.17 |

| 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 (10% above the 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 | \$83.85 |
| Foreman (10% above the Journeyman) | | | 49.50 | 7.50 | 1.84 | 58.84 | 5.91 | 4.67 | 8.25 | 0.59 | 0.13 | 0.11 | 0.15 | 0.25 | \$78.90 |
| 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 | \$74.40 |
| 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 | \$73.43 |
| 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 | \$72.45 |
| 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 | \$70.50 |
| 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 | \$69.53 |
| 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 | \$68.55 |
| 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 | \$67.58 |
| 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 | \$66.60 |
| 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 | \$64.65 |
| 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 | \$63.68 |
| 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 | \$62.70 |
| Pre-Apprentice* | 55% | 500 Hours | 27.45 | - | - | 27.45 | - | - | - | 0.59 | 0.13 | - | - | - | \$28.17 |

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 Journeyman.
General Foreman Pay: Ten percent (10%) per hour above the Foreman.

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. Albuquerque, New Mexico

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:

NMMEA1 New Mexico Millwright MEA Millwright (Zone 1)-New Const
NMMEA2 New Mexico Millwright MEA Millwright (Zone 2)-New Const
NMMEA3 New Mexico 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