



CONSTRUCTION ADVANCEMENT PROGRAM



P.O. Box 488 • Vienna, Ohio 44473
330-539-6050 • 1-800-686-4697 • Fax: 330-539-0130
www.TheBuildersOnline.com

TO: All Employers of Carpenters Local #420 in Mercer,
Lawrence and, Crawford Counties in Pennsylvania

FROM: The Builders Association of Eastern Ohio and Western Pennsylvania

SUBJECT: **Wage - Fringe Schedule**
Effective June 1, 2024 - May 31, 2025

The following Wage Rates and Fringe Benefits are in affect for Commercial & Industrial Projects in Mercer, Lawrence and Crawford Counties.

Journeyman: \$37.20 JOURNEYMAN TOTAL PACKAGE: \$57.12

FRINGE BENEFIT RATES:			DEDUCTIONS:		
Medical Plan:	20.45%	of G.W.	Working Dues:	4.9%	of G.W.
Pension Fund:	20.00%	of G.W.	Legislative Fund:	\$0.05	/hr paid
Annuity & Savings Fund:	11.00%	of G.W.	UCAN	\$0.10	/hr paid
Apprenticeship:	\$0.40	/hr paid	UBC per capita	\$0.09	/hr paid
C.A.P.:	\$0.24	/hr worked			
UBC Fund:	\$0.14	/hr paid			

The following Wage Rates and Fringe Benefits are in affect for Light Commercial Duplexes and Apartments in Mercer, Lawrence and Crawford Counties.

Journeyman Rate: \$33.48 JOURNEYMAN TOTAL PACKAGE: \$53.39

FRINGE BENEFIT RATES:			DEDUCTIONS:		
Medical Plan:	22.72%	of G.W.	Working Dues:	4.9%	of G.W.
Pension Fund:	22.22%	of G.W.	Legislative Fund:	\$0.05	/hr paid
Annuity & Savings Fund:	12.20%	of G.W.	UCAN	\$0.10	/hr paid
Apprenticeship:	\$0.40	/hr paid	UBC per capita	\$0.09	/hr paid
C.A.P.:	\$0.24	/hr worked			
UBC Fund:	\$0.14	/hr paid			



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The following Wage Rates and Fringe Benefits are in affect for Apprentices on Commercial and Industrial Projects.

1st Year Apprentice:	\$20.46	1st YEAR TOTAL PACKAGE:	\$31.67
2nd Year Apprentice:	\$24.18	2nd YEAR TOTAL PACKAGE:	\$38.74
3rd Year Apprentice:	\$27.90	3rd YEAR TOTAL PACKAGE:	\$43.04
4th Year Apprentice:	\$33.48	4th YEAR TOTAL PACKAGE:	\$51.49

FRINGE BENEFITS FOR 1st YR APPRENTICE:

Medical Plan:	36.33%	of G.W.
Pension Fund:	14.65%	of G.W.
Annuity & Savings Fund:	0.00%	of G.W.
Apprenticeship:	\$0.40	/hr paid
C.A.P.:	\$0.24	/hr worked
UBC Fund:	\$0.14	/hr paid

FRINGE BENEFITS FOR 2nd YR APPRENTICE:

Medical Plan:	31.45%	of G.W.
Pension Fund:	20.00%	of G.W.
Annuity & Savings Fund:	5.53%	of G.W.
Apprenticeship:	\$0.40	/hr paid
C.A.P.:	\$0.24	/hr worked
UBC Fund:	\$0.14	/hr paid

FRINGE BENEFITS FOR 3rd YR APPRENTICE:

Medical Plan:	27.26%	of G.W.
Pension Fund:	19.18%	of G.W.
Annuity & Savings Fund:	5.01%	of G.W.
Apprenticeship:	\$0.40	/hr paid
C.A.P.:	\$0.24	/hr worked
UBC Fund:	\$0.14	/hr paid

FRINGE BENEFITS FOR 4th YR APPRENTICE:

Medical Plan:	22.72%	of G.W.
Pension Fund:	20.00%	of G.W.
Annuity & Savings Fund:	8.73%	of G.W.
Apprenticeship:	\$0.40	/hr paid
C.A.P.:	\$0.24	/hr worked
UBC Fund:	\$0.14	/hr paid

EMPLOYEE DEDUCTIONS FOR ALL APPRENTICES:

Working Dues:	4.9%	of G.W.
Legislative Fund:	\$0.05	/hr paid
UBC Per Capita	\$0.09	/hr paid
UCAN/MAP	\$0.10	/hr paid



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The following are wage and fringe benefits for Foreman and General Foreman for commercial

FOREMAN \$38.86

Foreman Total Package

\$59.63

Medical Plan	20.45%	of G.W.
Pension Fund	20%	of G.W.
Annuity & Savings	11%	of G.W.
Apprenticeship	\$0.40	
C.A.P.	\$0.24	/hr worked
UBC Fund	\$0.14	

General Foreman \$39.34

General Foreman Total Package

\$60.37

Medical Plan	20.45%	
Pension Fund	20.00%	
Annuity & Savings	11.00%	
Apprenticeship	\$0.40	
C.A.P.	\$0.24	/hr worked
UBC	\$0.14	

Future Increases:

6/1/2025	\$1.73 Journeyman Rate	\$58.85 Total Journeyman Package
6/1/2026	\$1.72 Journeyman Rate	\$60.57 Total Journeyman Package