



# CONSTRUCTION ADVANCEMENT PROGRAM



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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, 2026 - May 31, 2027**

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

Journeyman: \$39.33 JOURNEYMAN TOTAL PACKAGE: \$60.57

FRINGE BENEFIT RATES:

|                         |        |            |
|-------------------------|--------|------------|
| Medical Plan:           | 21.98% | of G.W.    |
| Pension Fund:           | 20.00% | of G.W.    |
| Annuity & Savings Fund: | 10.00% | of G.W.    |
| Apprenticeship:         | \$0.40 | /hr paid   |
| C.A.P.:                 | \$0.25 | /hr worked |
| UBC Fund:               | \$0.15 | /hr paid   |

DEDUCTIONS:

|                   |        |          |
|-------------------|--------|----------|
| Working Dues:     | 4.9%   | of G.W.  |
| Legislative Fund: | \$0.06 | /hr paid |
| UCAN              | \$0.11 | /hr paid |
| UBC per capita    | \$0.10 | /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: \$35.40 JOURNEYMAN TOTAL PACKAGE: \$56.43

FRINGE BENEFIT RATES:

|                         |        |            |
|-------------------------|--------|------------|
| Medical Plan:           | 22.72% | of G.W.    |
| Pension Fund:           | 22.22% | of G.W.    |
| Annuity & Savings Fund: | 12.20% | of G.W.    |
| Apprenticeship:         | \$0.40 | /hr paid   |
| C.A.P.:                 | \$0.25 | /hr worked |
| UBC Fund:               | \$0.15 | /hr paid   |

DEDUCTIONS:

|                   |        |          |
|-------------------|--------|----------|
| Working Dues:     | 4.9%   | of G.W.  |
| Legislative Fund: | \$0.05 | /hr paid |
| UCAN              | \$0.10 | /hr paid |
| UBC per capita    | \$0.09 | /hr paid |



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

|                      |         |                         |         |
|----------------------|---------|-------------------------|---------|
| 1st Year Apprentice: | \$21.63 | 1st YEAR TOTAL PACKAGE: | \$33.58 |
| 2nd Year Apprentice: | \$25.56 | 2nd YEAR TOTAL PACKAGE: | \$41.07 |
| 3rd Year Apprentice: | \$29.50 | 3rd YEAR TOTAL PACKAGE: | \$45.64 |
| 4th Year Apprentice: | \$35.40 | 4th YEAR TOTAL PACKAGE: | \$54.60 |

FRINGE BENEFITS FOR 1st YR APPRENTICE:

|                         |        |            |
|-------------------------|--------|------------|
| Medical Plan:           | 36.86% | 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.:                 | \$0.25 | /hr worked |
| UBC Fund:               | \$0.15 | /hr paid   |

FRINGE BENEFITS FOR 2nd YR APPRENTICE:

|                         |        |            |
|-------------------------|--------|------------|
| Medical Plan:           | 32.98% | of G.W.    |
| Pension Fund:           | 20.00% | of G.W.    |
| Annuity & Savings Fund: | 4.53%  | of G.W.    |
| Apprenticeship:         | \$0.40 | /hr paid   |
| C.A.P.:                 | \$0.25 | /hr worked |
| UBC Fund:               | \$0.15 | /hr paid   |

FRINGE BENEFITS FOR 3rd YR APPRENTICE:

|                         |        |            |
|-------------------------|--------|------------|
| Medical Plan:           | 28.79% | of G.W.    |
| Pension Fund:           | 19.18% | of G.W.    |
| Annuity & Savings Fund: | 4.01%  | of G.W.    |
| Apprenticeship:         | \$0.40 | /hr paid   |
| C.A.P.:                 | \$0.25 | /hr worked |
| UBC Fund:               | \$0.15 | /hr paid   |

FRINGE BENEFITS FOR 4th YR APPRENTICE:

|                         |        |            |
|-------------------------|--------|------------|
| Medical Plan:           | 24.25% | of G.W.    |
| Pension Fund:           | 20.00% | of G.W.    |
| Annuity & Savings Fund: | 7.73%  | of G.W.    |
| Apprenticeship:         | \$0.40 | /hr paid   |
| C.A.P.:                 | \$0.25 | /hr worked |
| UBC Fund:               | \$0.15 | /hr paid   |

EMPLOYEE DEDUCTIONS FOR ALL APPRENTICES:

|                   |        |          |
|-------------------|--------|----------|
| Working Dues:     | 4.9%   | of G.W.  |
| Legislative Fund: | \$0.06 | /hr paid |
| UBC Per Capita    | \$0.11 | /hr paid |
| UCAN/MAP          | \$0.10 | /hr paid |

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

|                   |                |            |                |                              |
|-------------------|----------------|------------|----------------|------------------------------|
|                   | <b>FOREMAN</b> |            | <b>\$40.97</b> |                              |
|                   |                |            |                | <b>Foreman Total Package</b> |
| Medical Plan      | 21.98%         | of G.W.    |                | <b>\$63.07</b>               |
| Pension Fund      | 20%            | of G.W.    |                |                              |
| Annuity & Savings | 10%            | of G.W.    |                |                              |
| Apprenticeship    | \$0.40         |            |                |                              |
| C.A.P.            | \$0.25         | /hr worked |                |                              |
| UBC Fund          | \$0.15         |            |                |                              |

|                   |                        |            |                |                                      |
|-------------------|------------------------|------------|----------------|--------------------------------------|
|                   | <b>General Foreman</b> |            | <b>\$41.46</b> |                                      |
|                   |                        |            |                | <b>General Foreman Total Package</b> |
| Medical Plan      | 21.98%                 |            |                | <b>\$63.80</b>                       |
| Pension Fund      | 20.00%                 |            |                |                                      |
| Annuity & Savings | 10.00%                 |            |                |                                      |
| Apprenticeship    | \$0.40                 |            |                |                                      |
| C.A.P.            | \$0.25                 | /hr worked |                |                                      |
| UBC               | \$0.15                 |            |                |                                      |

**Future Increases:**

7/19/1905      TBD