

NCSRCC Milwaukee 6 County Carpenter Agreement 2023

Tentative Agreement Summary

Tentative Agreements

1. Language ensuring that nursing mothers are accommodated at job sites.
2. Updated Journey person Upgrade training language.
3. There will be a ratio of one apprentice in order for an employer to hire an early retired person to ensure commitment to bringing more apprentices into the trade.
4. Language supporting Youth Apprentices, who are high school students gaining exposure to the trades and a minimum rate of \$15/hr.
5. Improved language ensuring that contractors can home fund benefits for their employees traveling around the council provided they are union in both places.
6. Apprentices start at 60% of the gross wage. This is a major improvement from current schedule of 50%.
7. Huge improvements to pension contributions for apprentices as follows:
 - a. Period one: Additional \$0.93 to flex choice. No DB Pension Contributions
 - b. Period two through 8. Apprentices will receive DB Pension contributions starting in year two and will have increased contributions throughout their apprenticeship according to the attached schedule.

Total Package Increase and Term of Agreement

Union proposes a three year agreement, apprentice rates to correspond with percentages, subject to the other conditions below:

6/1/23 4% for all classifications (\$2.77)
6/1/24 4% for all classifications (\$2.88)
6/1/25 3.3% for all classifications (\$2.47)

Allocations for 6/1/23 are as follows:

\$2.77 increase
\$1.00 to the Defined Benefit Pension
\$0.55 to the Flex Choice (Health and DC Pension)
\$0.06 to training and international training
\$1.16 to the check

Milwaukee Carpenters - CURRENT WAGE SHEET

| Wage Classifications and Fringe Benefits | | | | | | | | | | | | |
|--|-------------------|-------------|----------------|--------------|--------------|-----------------|----------------|----------------------|---------------|----------------------|---------------|----------------|
| Effective: June 1, 2022 | | | | | | | | | | | | |
| Classification | Apprentice Months | Percent (%) | Gross Wage | Deductions | | Fringe Benefits | | | | | | Total Package |
| | | | | Savings | Dues | FLEX Choice | DB Pension | Apprentice Education | CITF Fund | Industry Fund IAP/CA | LMFC | |
| Foreman | | | \$44.83 | -0.75 | -1.66 | \$14.63 | \$12.56 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$73.21 |
| Sub-Foreman | | | \$42.79 | -0.75 | -1.66 | \$14.63 | \$12.56 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$71.17 |
| Journeyman | | 100% | \$40.75 | -0.75 | -1.66 | \$14.63 | \$12.56 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$69.13 |
| Apprentice | 42-48 | 95% | \$38.71 | -0.75 | -1.25 | \$17.00 | \$6.28 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$63.18 |
| | 36-42 | 85% | \$34.64 | -0.75 | -1.25 | \$17.00 | \$6.28 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$59.11 |
| | 30-36 | 80% | \$32.60 | -0.75 | -1.25 | \$17.00 | \$6.28 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$57.07 |
| | 24-30 | 70% | \$28.53 | -0.75 | -1.25 | \$17.00 | \$6.28 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$53.00 |
| | 18-24 | 65% | \$26.49 | -0.75 | -1.25 | \$15.75 | \$0.00 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$43.43 |
| | 12-18 | 60% | \$24.45 | -0.75 | -1.25 | \$15.75 | \$0.00 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$41.39 |
| | 6-12 | 55% | \$22.41 | -0.75 | -1.25 | \$15.75 | \$0.00 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$39.35 |
| | 0-6 | 50% | \$20.38 | -0.75 | -1.25 | \$14.25 | \$0.00 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$35.82 |
| Pre-Apprentice | 6-12 | 45% | \$18.34 | -0.75 | -0.76 | \$8.32 | \$0.00 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$27.85 |
| | 0-6 | 43% | \$17.52 | -0.75 | -0.76 | \$2.38 | \$0.00 | \$0.80 | \$0.12 | \$0.18 | \$0.09 | \$21.09 |

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Milwaukee Carpenters - Year 1

| Wage Classifications and Fringe Benefits | | | | | | | | | | | | |
|--|-------------------|-------------|----------------|--------------|--------------|-----------------|----------------|----------------------|---------------|----------------------|---------------|----------------|
| Effective: June 1, 2023 | | | | | | | | | | | | |
| Classification | Apprentice Months | Percent (%) | Gross Wage | Deductions | | Fringe Benefits | | | | | | Total Package |
| | | | | Savings | Dues | FLEX Choice | DB Pension | Apprentice Education | CITF Fund | Industry Fund IAP/CA | LMFC | |
| Foreman | | | \$46.10 | -0.75 | -1.71 | \$15.18 | \$13.56 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$76.11 |
| Sub-Foreman | | | \$44.01 | -0.75 | -1.71 | \$15.18 | \$13.56 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$74.02 |
| Journeyman | | 100% | \$41.91 | -0.75 | -1.71 | \$15.18 | \$13.56 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$71.92 |
| Apprentice | 42-48 | 95% | \$39.81 | -0.75 | -1.29 | \$15.18 | \$12.88 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$69.14 |
| | 36-42 | 90% | \$37.72 | -0.75 | -1.29 | \$15.18 | \$12.20 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$66.37 |
| | 30-36 | 85% | \$35.62 | -0.75 | -1.29 | \$15.18 | \$11.53 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$63.60 |
| | 24-30 | 80% | \$33.53 | -0.75 | -1.29 | \$15.18 | \$10.85 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$60.83 |
| | 18-24 | 75% | \$31.43 | -0.75 | -1.29 | \$15.18 | \$10.17 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$58.05 |
| | 12-18 | 70% | \$29.34 | -0.75 | -1.29 | \$15.18 | \$9.49 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$55.28 |
| | 6-12 | 65% | \$27.24 | -0.75 | -1.29 | \$15.18 | \$2.37 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$46.06 |
| | 0-6 | 60% | \$25.15 | -0.75 | -1.29 | \$15.18 | \$0.00 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$41.60 |
| Pre-Apprentice | 6-12 | 55% | \$23.05 | -0.75 | -0.87 | \$8.32 | \$0.00 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$32.64 |
| | 0-6 | 50% | \$20.96 | -0.75 | -0.87 | \$2.38 | \$0.00 | \$0.85 | \$0.13 | \$0.20 | \$0.09 | \$24.61 |

| | | | | | | | | | | | | |
|--------------|------|--|--|--|--|--------|--------|------|------|--|--|--------|
| 6-1-23 Raise | 1.16 | | | | | \$0.55 | \$1.00 | 0.05 | 0.01 | | | \$2.77 |
|--------------|------|--|--|--|--|--------|--------|------|------|--|--|--------|

\$.02 increase to Industry Fund over and above TP increase.