

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

GARY PERINAR
Executive Secretary-Treasurer

JEFFREY ISAACSON
President



1401 Hampton Avenue
St. Louis, Missouri 63139

314.644.4800 * Fax: 314.644.4184
www.carpentersunion.org

MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 1

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices, in the Missouri Counties covered by this addendum, working on Tier 1.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Estamps Cost per Hour	
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	HBIAF	CITF	Total Empl Package		
Jrny	100%	\$36.00	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$57.50	\$24.14
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$37.50
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$38.50

Holidays and Overtime

Journeyman OT Wage: \$54.00
Foreman OT Wage: \$56.25
General Foreman OT Wage: \$57.75

Journeyman Double time & Holiday Wage: \$72.00
Foreman Double time & Holiday Wage: \$75.00
General Foreman Double time & Holiday Wage: \$77.00

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

SIDING

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Siders and Apprentices, in the Missouri Counties covered by this addendum.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Empl	Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	HBIAF	CITF				
Jrny	100%	\$33.50	100%	\$1.34	\$0.20	\$1.00	\$2.54	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$55.00	\$24.04	
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60	
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38	
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25	
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36	
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20	
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30	
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39	
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51	

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$35.00
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$36.00

Holidays and Overtime

Journeyman OT Wage: \$50.25	Journeyman Double time & Holiday Wage: \$67
Foreman OT Wage: \$52.50	Foreman Double time & Holiday Wage: \$70
General Foreman OT Wage: \$54.00	General Foreman Double time & Holiday Wage: \$72.

*****Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit**

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

SIDING - SPECIALITY MATERIALS (HARDIE BOARD & CEMENTOUS PRODUCTS)

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for speciality material journeyman and apprentice siders, in the Missouri Counties covered by this addendum.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts								Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	HBIAF	CITF	Total Empl			
Jrny	100%	\$36.00	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$57.50	\$24.14	
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60	
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38	
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25	
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36	
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20	
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30	
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39	
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51	

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$37.50
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$38.50

Holidays and Overtime

Journeyman OT Wage: \$54.00	Journeyman Double time & Holiday Wage: \$72.00
Foreman OT Wage: \$56.25	Foreman Double time & Holiday Wage: \$75.00
General Foreman OT Wage: \$57.75	General Foreman Double time & Holiday Wage: \$77.00

Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit rate.

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 2 (wood-frame apartments and multi-story condominiums)

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices, in the Missouri Counties covered by this addendum, working on Tier 2 (wood-frame apartments and multi-story condominiums).

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Estamps Cost per Hour	
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CITF	CTAF	CITF	Total Empl		Total Package
Jrny	100%	\$36.00	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$57.50	\$24.14
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$37.50
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$38.50

Holidays and Overtime

Journeyman OT Wage: \$54.00	Journeyman Double time & Holiday Wage: \$72.00
Foreman OT Wage: \$56.25	Foreman Double time & Holiday Wage: \$75.00
General Foreman OT Wage: \$57.75	General Foreman Double time & Holiday Wage: \$77.00

Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit rate.

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 2

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or before April 30, 2023 working on Tier 2 (hotels, motels, senior living facilities and student housing) projects in the Missouri Counties covered by this addendum.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Estamps Cost per Hour	
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		Total Package
Jrny	100%	\$38.50	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$60.00	\$24.24
1st	55%	\$21.18	60%	\$0.85	\$0.00	\$0.00	\$0.85	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$33.99	\$13.66
2nd	57%	\$21.95	65%	\$0.88	\$0.00	\$0.00	\$0.88	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$35.51	\$14.44
3rd	60%	\$23.10	70%	\$0.92	\$0.00	\$0.00	\$0.92	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$37.49	\$15.31
4th	65%	\$25.03	75%	\$1.00	\$0.00	\$0.00	\$1.00	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$40.45	\$16.42
5th	75%	\$28.88	80%	\$1.16	\$0.20	\$1.00	\$2.36	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$45.80	\$19.28
6th	80%	\$30.80	85%	\$1.23	\$0.20	\$1.00	\$2.43	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$48.75	\$20.38
7th	85%	\$32.73	90%	\$1.31	\$0.20	\$1.00	\$2.51	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$51.70	\$21.48
8th	90%	\$34.65	95%	\$1.39	\$0.20	\$1.00	\$2.59	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$54.66	\$22.60

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$40.00
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$41.00

Holidays and Overtime

Journeyman OT Wage: \$57.75	Journeyman Double time & Holiday Wage: \$77.00
Foreman OT Wage: \$60.00	Foreman Double time & Holiday Wage: \$80.00
General Foreman OT Wage: \$61.50	General Foreman Double time & Holiday Wage: \$82.00

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 2

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or after May 1, 2023 working on Tier 2 (hotels, motels, senior living facilities and student housing) projects in the Missouri Counties covered by this addendum.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Estamps Cost per Hour	
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		Total Package
Jrny	100%	\$38.50	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$60.00	\$24.24
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$40.00
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$41.00

Holidays and Overtime

Journeyman OT Wage: \$57.75
Foreman OT Wage: \$60.00
General Foreman OT Wage: \$61.50

Journeyman Double time & Holiday Wage: \$77.00
Foreman Double time & Holiday Wage: \$80.00
General Foreman Double time & Holiday Wage: \$82.00

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for *Millwrights* in the Missouri counties covered by this addendum and for Carpenters and Apprentices indentured into the training program on/or before April 30, 2023 working on Tier 3 or Tier 4 projects in St. Louis City, St. Louis County and St. Charles County. These rates also apply to the counties of Jefferson, Franklin, Lincoln and Warren on projects OVER \$1,000,000.00.

Skill Level	% of Jrny	Wage	Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Empl	Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare'	Pension	Annuity	CJTF	CTAF	CITF				
Jrny	100%	\$43.52	100%	\$1.74	\$0.20	\$1.00	\$2.94	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$65.02	\$24.44	
1st	50%	\$21.76	60%	\$0.87	\$0.00	\$0.00	\$0.87	\$6.00	\$4.73	\$0.66	\$0.55	\$0.25	\$0.15	\$12.34	\$34.10	\$13.21	
2nd	55%	\$23.94	65%	\$0.96	\$0.00	\$0.00	\$0.96	\$6.50	\$5.20	\$0.72	\$0.55	\$0.25	\$0.15	\$13.37	\$37.31	\$14.33	
3rd	60%	\$26.11	70%	\$1.04	\$0.00	\$0.00	\$1.04	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$40.50	\$15.43	
4th	65%	\$28.29	75%	\$1.13	\$0.00	\$0.00	\$1.13	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$43.71	\$16.55	
5th	75%	\$32.64	80%	\$1.31	\$0.20	\$1.00	\$2.51	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$49.56	\$19.43	
6th	80%	\$34.82	85%	\$1.39	\$0.20	\$1.00	\$2.59	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$52.77	\$20.54	
7th	85%	\$36.99	90%	\$1.48	\$0.20	\$1.00	\$2.68	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$55.96	\$21.65	
8th	90%	\$39.17	95%	\$1.57	\$0.20	\$1.00	\$2.77	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$59.18	\$22.78	

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

Holidays and Overtime

Journeyman OT Wage: \$65.28
Foreman OT Wage: \$69.03
General Foreman OT Wage: \$71.28
Journeyman Double time & Holiday Wage: \$87.04
Foreman Double time & Holiday Wage: \$92.04
General Foreman Double time & Holiday Wage: \$95.04

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

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Executive Secretary-Treasurer

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1401 Hampton Avenue
St. Louis, Missouri 63139

314.644.4800 * Fax: 314.644.4184
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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for *Millwrights* in the Missouri counties covered by this addendum and for Journeyman Carpenters and Apprentices indentured into the training program on/or after May 1, 2023 working on Tier 3 or Tier 4 projects in St. Louis City, St. Louis County and St. Charles County. These rates also apply to the counties of Jefferson, Franklin, Lincoln and Warren on projects OVER \$1,000,000.00.

Skill Level	% of Jrny	Wage	Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Empl	Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF				
Jrny	100%	\$43.52	100%	\$1.74	\$0.20	\$1.00	\$2.94	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$65.02	\$24.44	
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60	
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38	
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25	
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36	
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20	
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30	
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39	
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51	

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

Holidays and Overtime

Journeyman OT Wage: \$65.28
Foreman OT Wage: \$69.03
General Foreman OT Wage: \$71.28

Journeyman Double time & Holiday Wage: \$87.04
Foreman Double time & Holiday Wage: \$92.04
General Foreman Double time & Holiday Wage: \$95.04

Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit rate.

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & TIER 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or before April 30, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Franklin, Jefferson, Lincoln and Warren on projects over \$1,000,000.00.

Skill Level	% of Jrny	Wage	% Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
Jrny	100%	\$43.52	100%	\$1.74	\$0.20	\$1.00	\$2.94	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$65.02	\$24.44
1st	50%	\$21.76	60%	\$0.87	\$0.00	\$0.00	\$0.87	\$6.00	\$4.73	\$0.66	\$0.55	\$0.25	\$0.15	\$12.34	\$34.10	\$13.21
2nd	55%	\$23.94	65%	\$0.96	\$0.00	\$0.00	\$0.96	\$6.50	\$5.20	\$0.72	\$0.55	\$0.25	\$0.15	\$13.37	\$37.31	\$14.33
3rd	60%	\$26.11	70%	\$1.04	\$0.00	\$0.00	\$1.04	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$40.50	\$15.43
4th	65%	\$28.29	75%	\$1.13	\$0.00	\$0.00	\$1.13	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$43.71	\$16.55
5th	75%	\$32.64	80%	\$1.31	\$0.20	\$1.00	\$2.51	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$49.56	\$19.43
6th	80%	\$34.82	85%	\$1.39	\$0.20	\$1.00	\$2.59	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$52.77	\$20.54
7th	85%	\$36.99	90%	\$1.48	\$0.20	\$1.00	\$2.68	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$55.96	\$21.65
8th	90%	\$39.17	95%	\$1.57	\$0.20	\$1.00	\$2.77	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$59.18	\$22.78

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

Holidays and Overtime

Journeyman OT Wage: \$65.28
Foreman OT Wage: \$69.03
General Foreman OT Wage: \$71.28
Journeyman Double time & Holiday Wage: \$87.04
Foreman Double time & Holiday Wage: \$92.04
General Foreman Double time & Holiday Wage: \$95.04

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or before April 30, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Franklin, Jefferson, Lincoln and Warren on projects under \$1,000,000.00.

Skill Level	% of Jrny	Wage	Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl		
Jrny	100%	\$38.43	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$59.93	\$24.24
1st	50%	\$19.22	60%	\$0.77	\$0.00	\$0.00	\$0.77	\$6.00	\$4.73	\$0.66	\$0.55	\$0.25	\$0.15	\$12.34	\$31.56	\$13.11
2nd	55%	\$21.14	65%	\$0.85	\$0.00	\$0.00	\$0.85	\$6.50	\$5.20	\$0.72	\$0.55	\$0.25	\$0.15	\$13.37	\$34.51	\$14.22
3rd	60%	\$23.06	70%	\$0.92	\$0.00	\$0.00	\$0.92	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$37.45	\$15.31
4th	65%	\$24.98	75%	\$1.00	\$0.00	\$0.00	\$1.00	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$40.40	\$16.42
5th	75%	\$28.82	80%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$45.74	\$19.27
6th	80%	\$30.74	85%	\$1.23	\$0.20	\$1.00	\$2.43	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$48.69	\$20.38
7th	85%	\$32.67	90%	\$1.31	\$0.20	\$1.00	\$2.51	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$51.64	\$21.48
8th	90%	\$34.59	95%	\$1.38	\$0.20	\$1.00	\$2.58	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$54.60	\$22.59

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$40.93
General Foreman: Four dollars (\$4.00) above journey level rate - \$42.43

Holidays and Overtime

Journeyman OT Wage: \$57.65
Foreman OT Wage: \$61.40
General Foreman OT Wage: \$63.65
Journeyman Double time & Holiday wage: \$76.86
Foreman Double time & Holiday wage: \$81.86
General Foreman Double time & Holiday wage: \$84.86

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1401 Hampton Avenue
St. Louis, Missouri 63139
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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & TIER 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on or after May 1, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Franklin, Jefferson, Lincoln and Warren on projects over \$1,000,000.00.

Skill Level	% of Jrny	Wage	% Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Empl	Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF				
Jrny	100%	\$43.52	100%	\$1.74	\$0.20	\$1.00	\$2.94	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$65.02	\$24.44	
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60	
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38	
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25	
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36	
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20	
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30	
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39	
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51	

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

Holidays and Overtime

Journeyman OT Wage: \$65.28
Foreman OT Wage: \$69.03
General Foreman OT Wage: \$71.28
Journeyman Double time & Holiday Wage: \$87.04
Foreman Double time & Holiday Wage: \$92.04
General Foreman Double time & Holiday Wage: \$95.04

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on or before April 30, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Franklin, Jefferson, Lincoln and Warren on projects under \$1,000,000.00

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Empl	Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF				
Jrny	100%	\$38.43	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$59.93	\$24.24	
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60	
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38	
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25	
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36	
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20	
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30	
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39	
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51	

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$40.93
General Foreman: Four dollars (\$4.00) above journey level rate - \$42.43

Holidays and Overtime

Journeyman OT Wage: \$57.65
Foreman OT Wage: \$61.40
General Foreman OT Wage: \$63.65
Journeyman Double time & Holiday wage: \$76.86
Foreman Double time & Holiday wage: \$81.86
General Foreman Double time & Holiday wage: \$84.86

Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit rate.

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & TIER 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or before April 30, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Audrain, Iron, Madison, Pike, Reynolds, St. Francois and Washington on projects over \$1,000,000.00.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl	Total Package	Estamps Cost per Hour
Jrny	100%	\$39.95	100%	\$1.60	\$0.20	\$1.00	\$2.80	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$61.45	\$24.30
1st	55%	\$21.97	60%	\$0.88	\$0.00	\$0.00	\$0.88	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$34.78	\$13.69
2nd	57%	\$22.77	65%	\$0.91	\$0.00	\$0.00	\$0.91	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$36.33	\$14.47
3rd	60%	\$23.97	70%	\$0.96	\$0.00	\$0.00	\$0.96	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$38.36	\$15.35
4th	65%	\$25.97	75%	\$1.04	\$0.00	\$0.00	\$1.04	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$41.39	\$16.46
5th	75%	\$29.96	80%	\$1.20	\$0.20	\$1.00	\$2.40	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$46.88	\$19.32
6th	80%	\$31.96	85%	\$1.28	\$0.20	\$1.00	\$2.48	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$49.91	\$20.43
7th	85%	\$33.96	90%	\$1.36	\$0.20	\$1.00	\$2.56	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$52.93	\$21.53
8th	90%	\$35.96	95%	\$1.44	\$0.20	\$1.00	\$2.64	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$55.97	\$22.65

Foreman: Two dollars and fifty cents (\$2.50) above Journey level rate - \$42.45
General Foreman: Four dollars (\$4.00) above journey level rate - \$43.95

Holidays and Overtime

Journeyman OT Wage: \$59.93
Foreman OT Wage: \$63.68
General Foreman OT Wage: \$65.93
Journeyman Double time & Holiday Wage: \$79.90
Foreman Double time & Holiday Wage: \$84.90
General Foreman Double time & Holiday Wage: \$87.90

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or before April 30, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Audrain, Iron, Madison, Pike, Reynolds, St. Francois and Washington on projects under \$1,000,000.00.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Empl	Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF				
Jrny	100%	\$38.18	100%	\$1.53	\$0.20	\$1.00	\$2.73	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$59.68	\$24.23	
1st	55%	\$21.00	60%	\$0.84	\$0.00	\$0.00	\$0.84	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$33.81	\$13.65	
2nd	57%	\$21.76	65%	\$0.87	\$0.00	\$0.00	\$0.87	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$35.32	\$14.43	
3rd	60%	\$22.91	70%	\$0.92	\$0.00	\$0.00	\$0.92	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$37.30	\$15.31	
4th	65%	\$24.82	75%	\$0.99	\$0.00	\$0.00	\$0.99	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$40.24	\$16.41	
5th	75%	\$28.64	80%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$45.56	\$19.27	
6th	80%	\$30.54	85%	\$1.22	\$0.20	\$1.00	\$2.42	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$48.49	\$20.37	
7th	85%	\$32.45	90%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$51.42	\$21.47	
8th	90%	\$34.36	95%	\$1.37	\$0.20	\$1.00	\$2.57	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$54.37	\$22.58	

Foreman: Two dollars and fifty cents (\$2.50) above Journey level rate - \$40.68
General Foreman: Four dollars (\$4.00) above journey level rate - \$42.18

Holidays and Overtime

Journeyman OT Wage: \$57.27
Foreman OT Wage: \$61.02
General Foreman OT Wage: \$63.27
Journeyman Double time & Holiday Wage: \$76.36
Foreman Double time & Holiday Wage: \$81.36
General Foreman Double time & Holiday Wage: \$84.36

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA



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JEFFREY ISAACSON
President

1401 Hampton Avenue
St. Louis, Missouri 63139

314.644.4800 * Fax: 314.644.4184
www.carpentersunion.org

MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & TIER 4

WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or after May 1, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Audrain, Iron, Madison, Pike, Reynolds, St. Francois and Washington on projects over \$1,000,000.00.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF	Total Empl	Total Package	Estamps Cost per Hour
Jrny	100%	\$39.95	100%	\$1.60	\$0.20	\$1.00	\$2.80	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$61.45	\$24.30
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$42.45
General Foreman: Four dollars (\$4.00) above journey level rate - \$43.95

Holidays and Overtime

Journeyman OT Wage: \$59.93
Foreman OT Wage: \$63.68
General Foreman OT Wage: \$65.93
Journeyman Double time & Holiday Wage: \$79.90
Foreman Double time & Holiday Wage: \$84.90
General Foreman Double time & Holiday Wage: \$87.90

Listed below is the schedule for wages and fringe benefits for Journeyman Carpenters and Apprentices indentured into the training program on/or before April 30, 2023 working on Tier 3 or Tier 4 projects in the Missouri counties of: Audrain, Iron, Madison, Pike, Reynolds, St. Francois and Washington on projects under \$1,000,000.00.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts						Total Empl	Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	CTAF	CITF			
Jrny	100%	\$38.18	100%	\$1.53	\$0.20	\$1.00	\$2.73	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$59.68	\$24.23
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$40.68
General Foreman: Four dollars (\$2.00) above journey level rate - \$42.18

Holidays and Overtime

Journeyman OT Wage: \$57.27
Foreman OT Wage: \$61.02
General Foreman OT Wage: \$63.27
Journeyman Double time & Holiday Wage: \$76.36
Foreman Double time & Holiday Wage: \$81.36
General Foreman Double time & Holiday Wage: \$84.36

Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit rate.

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President



1401 Hampton Avenue
St. Louis, Missouri 63139
314.644.4800 * Fax: 314.644.4184
www.carpentersunion.org

MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 1: WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below are the wage and fringe benefit rates for Journeyman Carpenters and Apprentices in the Illinois Counties covered by this addendum working on Tier 1 for Zones 1, 2 & 3.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Estamps Cost per Hour	
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	SIAF	CITF	Total Empl		Total Package
Jrny	100%	\$36.00	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$57.50	\$24.14
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$37.50
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$38.50

Holidays and Overtime

Journeyman OT Wage: \$54.00
Foreman OT Wage: \$56.25
General Foreman OT Wage: \$57.75

Journeyman Double time & Holiday Wage: \$72.00
Foreman Double time & Holiday Wage: \$75.00
General Foreman Double time & Holiday Wage: \$77.00

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JEFFREY ISAACSON
President



1401 Hampton Avenue
St. Louis, Missouri 63139
314.644.4800 * Fax: 314.644.4184
www.carpentersunion.org

MISSOURI ILLINOIS INDEPENDENT AREA

TIER 2 (WOOD-FRAME APARTMENTS & MULTI-STORY CONDOMINIUMS, ONLY):
WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below are the wage and fringe benefit rates for Journeyman Carpenters and Apprentices in the Illinois Counties covered by this addendum working on Tier 2 (wood-frame apartments and multi-story condominiums, only) in Zones 1, 2 & 3.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Estamps Cost per Hour	
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	SICAP	CITF	Total Empl		Total Package
Jrny	100%	\$36.00	100%	\$1.44	\$0.20	\$1.00	\$2.64	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$57.50	\$24.14
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$37.50

General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$38.50

Holidays and Overtime

Journeyman OT Wage: \$54.00

Foreman OT Wage: \$56.25

General Foreman OT Wage: \$57.75

Journeyman Double time & Holiday Wage: \$72.00

Foreman Double time & Holiday Wage: \$75.00

General Foreman Double time & Holiday Wage: \$77.00

Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit rate.

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President



1401 Hampton Avenue
St. Louis, Missouri 63139
314.644.4800 * Fax: 314.644.4184
www.carpentersunion.org

MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 2: WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below are the wage and fringe benefit rates for Journeyman Carpenters and Apprentices, indentured into the training program on or before April 30, 2023, in the Illinois Counties covered by this addendum working on Tier 2 in Zones 1, 2 & 3.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included In Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	SICA P	CITF	Total Empl		
Jrny	100%	\$38.50	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$60.00	\$24.24
1st	55%	\$21.18	60%	\$0.85	\$0.00	\$0.00	\$0.85	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$33.99	\$13.66
2nd	57%	\$21.95	65%	\$0.88	\$0.00	\$0.00	\$0.88	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$35.51	\$14.44
3rd	60%	\$23.10	70%	\$0.92	\$0.00	\$0.00	\$0.92	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$37.49	\$15.31
4th	65%	\$25.03	75%	\$1.00	\$0.00	\$0.00	\$1.00	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$40.45	\$16.42
5th	75%	\$28.88	80%	\$1.16	\$0.20	\$1.00	\$2.36	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$45.80	\$19.28
6th	80%	\$30.80	85%	\$1.23	\$0.20	\$1.00	\$2.43	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$48.75	\$20.38
7th	85%	\$32.73	90%	\$1.31	\$0.20	\$1.00	\$2.51	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$51.70	\$21.48
8th	90%	\$34.65	95%	\$1.39	\$0.20	\$1.00	\$2.59	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$54.66	\$22.60

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$40.00
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$41.00

Holidays and Overtime

Journeyman OT Wage: \$57.75
Foreman OT Wage: \$60.00
General Foreman OT Wage: \$61.50
Journeyman Double time & Holiday Wage: \$77.00
Foreman Double time & Holiday Wage: \$80.00
General Foreman Double time & Holiday Wage: \$82.00

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1401 Hampton Avenue
St. Louis, Missouri 63139
314.644.4800 * Fax: 314.644.4184
www.carpentersunion.org

MISSOURI ILLINOIS INDEPEDENT AREA
TIER 2
EFFECTIVE MAY 1, 2023

Listed below are the wage and fringe benefit rates for Journeyman Carpenters and Apprentices, indentured into the training program on/or after May 1, 2023, in the Illinois Counties covered by this addendum working on Tier 2 in Zones 1, 2 & 3.

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	SICAP	CITP	Total Empl		
Jrny	100%	\$38.50	100%	\$1.54	\$0.20	\$1.00	\$2.74	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$60.00	\$24.24
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: One dollar and fifty cents (\$1.50) per hour above journey level rate - \$40.00
General Foreman: Two dollars and fifty cents (\$2.50) per hour above journey level rate - \$41.00

Holidays and Overtime

Journeyman OT Wage: \$57.75	Journeyman Double time & Holiday Wage: \$77.00
Foreman OT Wage: \$60.00	Foreman Double time & Holiday Wage: \$80.00
General Foreman OT Wage: \$61.50	General Foreman Double time & Holiday Wage: \$82.00

Please note the wage and fringe benefit rates for apprentices are calculated at the Tier 1 wage and fringe benefit rate.

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & 4: WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below are the wage and fringe benefit rates for Journeyman Carpenters, Journeyman Millwrights, and Apprentices, indentured into the training program on/or before April 30, 2023, in ZONES 1 & 2: in the Illinois Counties of Bond, Calhoun, Clinton, Jersey, Madison, Monroe, Randolph, St. Clair and Washington

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	SICAP	CITF	Total Empl		
Jrny	100%	\$43.52	100%	\$1.74	\$0.20	\$1.00	\$2.94	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$65.02	\$24.44
1st	50%	\$21.76	60%	\$0.87	\$0.00	\$0.00	\$0.87	\$6.00	\$4.73	\$0.66	\$0.55	\$0.25	\$0.15	\$12.34	\$34.10	\$13.21
2nd	55%	\$23.94	65%	\$0.96	\$0.00	\$0.00	\$0.96	\$6.50	\$5.20	\$0.72	\$0.55	\$0.25	\$0.15	\$13.37	\$37.31	\$14.33
3rd	60%	\$26.11	70%	\$1.04	\$0.00	\$0.00	\$1.04	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$40.50	\$15.43
4th	65%	\$28.29	75%	\$1.13	\$0.00	\$0.00	\$1.13	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$43.71	\$16.55
5th	75%	\$32.64	80%	\$1.31	\$0.20	\$1.00	\$2.51	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$49.56	\$19.43
6th	80%	\$34.82	85%	\$1.39	\$0.20	\$1.00	\$2.59	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$52.77	\$20.54
7th	85%	\$36.99	90%	\$1.48	\$0.20	\$1.00	\$2.68	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$55.96	\$21.65
8th	90%	\$39.17	95%	\$1.57	\$0.20	\$1.00	\$2.77	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$59.18	\$22.78

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02
General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

Holidays and Overtime

Journeyman OT Wage: \$65.28
Foreman OT Wage: \$69.03
General Foreman OT Wage: \$71.28

Journeyman Double time & Holiday Wage: \$87.04
Foreman Double time & Holiday Wage: \$92.04
General Foreman Double time & Holiday Wage: \$95.04

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

GARY PERINAR
Executive Secretary-Treasurer

JEFFREY ISAACSON
President



1401 Hampton Avenue
St. Louis, Missouri 63139

314.644.4800 * Fax: 314.644.4184
www.carpentersunion.org

MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & TIER 4: WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below are the wage and fringe benefit rates for Journeyman Carpenters, Journeyman Millwrights and Apprentices, Indentured into the training program on/or after May 1, 2023, in ZONES 1 & 2: In the Illinois Counties of Bond, Calhoun, Clinton, Jersey, Madison, Monroe, Randolph, St. Clair and Washington

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts								Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	SICAP	CITF	Total Empl			
Jrny	100%	\$43.52	100%	\$1.74	\$0.20	\$1.00	\$2.94	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$65.02	\$24.44	
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60	
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38	
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25	
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36	
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20	
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30	
7th	86%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39	
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51	

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$46.02

General Foreman: Four dollars (\$4.00) above journey level rate - \$47.52

Holidays and Overtime

Journeyman OT Wage: \$65.28

Foreman OT Wage: \$69.03

General Foreman OT Wage: \$71.28

Journeyman Double time & Holiday Wage: \$87.04

Foreman Double time & Holiday Wage: \$92.04

General Foreman Double time & Holiday Wage: \$95.04

Please note the apprentice wage and fringe benefit rates are calculated at the Tier 1 wage rate.

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MISSOURI ILLINOIS INDEPENDENT BUILDER AREA

TIER 3 & 4: WAGE & FRINGE BENEFIT RATES

EFFECTIVE MAY 1, 2023

Listed below are the wage and fringe benefit rates for Journeyman Carpenters, Journeyman Millwrights and Apprentices, indentured into the training program on/or before April 30, 2023, in ZONE 3: in the Illinois Counties of Alexander, Clay, Edwards, Fayette, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jefferson, Johnson, Lawrence, Marion, Massac, Perry, Pope, Pulaski, Richland, Saline, Union, Wabash, Wayne, White and Williamson

Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are Included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annuity	CJTF	SICAP	CITF	Total Empl		
Jrny	100%	\$41.33	100%	\$1.65	\$0.20	\$1.00	\$2.85	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$62.83	\$24.35
1st	50%	\$20.67	60%	\$0.83	\$0.00	\$0.00	\$0.83	\$6.00	\$4.73	\$0.66	\$0.55	\$0.25	\$0.15	\$12.34	\$33.01	\$13.17
2nd	55%	\$22.73	65%	\$0.91	\$0.00	\$0.00	\$0.91	\$6.50	\$5.20	\$0.72	\$0.55	\$0.25	\$0.15	\$13.37	\$36.10	\$14.28
3rd	60%	\$24.80	70%	\$0.99	\$0.00	\$0.00	\$0.99	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$39.19	\$15.38
4th	65%	\$26.86	75%	\$1.07	\$0.00	\$0.00	\$1.07	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$42.28	\$16.49
5th	75%	\$31.00	80%	\$1.24	\$0.20	\$1.00	\$2.44	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$47.92	\$19.36
6th	80%	\$33.06	85%	\$1.32	\$0.20	\$1.00	\$2.52	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$51.01	\$20.47
7th	85%	\$35.13	90%	\$1.41	\$0.20	\$1.00	\$2.61	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$54.10	\$21.58
8th	90%	\$37.20	95%	\$1.49	\$0.20	\$1.00	\$2.69	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$57.21	\$22.70

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$43.83

General Foreman: Four dollars (\$4.00) above journey level rate - \$45.33

Holidays and Overtime

Journeyman OT Wage: \$62.00

Foreman OT Wage: \$65.75

General Foreman OT Wage: \$68.00

Journeyman Double time & Holiday Wage: \$82.66

Foreman Double time & Holiday Wage: \$87.66

General Foreman Double time & Holiday Wage: \$90.66

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EFFECTIVE MAY 1, 2023

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Skill Level	% of Jrny	Wage	% of Jrny H&W & Annuity	These amounts are included in Wage & Deducted AFTER taxes				Employer Contribution Amounts							Total Package	Estamps Cost per Hour
				Dues	Market Recovery	Vacation	Total Payroll Deduction	Health & Welfare	Pension	Annulity	CJTF	SICAP	CITF	Total Empl		
Jrny	100%	\$41.33	100%	\$1.65	\$0.20	\$1.00	\$2.85	\$10.00	\$9.45	\$1.10	\$0.55	\$0.25	\$0.15	\$21.50	\$62.83	\$24.35
1st	55%	\$19.80	60%	\$0.79	\$0.00	\$0.00	\$0.79	\$6.00	\$5.20	\$0.66	\$0.55	\$0.25	\$0.15	\$12.81	\$32.61	\$13.60
2nd	57%	\$20.52	65%	\$0.82	\$0.00	\$0.00	\$0.82	\$6.50	\$5.39	\$0.72	\$0.55	\$0.25	\$0.15	\$13.56	\$34.08	\$14.38
3rd	60%	\$21.60	70%	\$0.86	\$0.00	\$0.00	\$0.86	\$7.00	\$5.67	\$0.77	\$0.55	\$0.25	\$0.15	\$14.39	\$35.99	\$15.25
4th	65%	\$23.40	75%	\$0.94	\$0.00	\$0.00	\$0.94	\$7.50	\$6.14	\$0.83	\$0.55	\$0.25	\$0.15	\$15.42	\$38.82	\$16.36
5th	75%	\$27.00	80%	\$1.08	\$0.20	\$1.00	\$2.28	\$8.00	\$7.09	\$0.88	\$0.55	\$0.25	\$0.15	\$16.92	\$43.92	\$19.20
6th	80%	\$28.80	85%	\$1.15	\$0.20	\$1.00	\$2.35	\$8.50	\$7.56	\$0.94	\$0.55	\$0.25	\$0.15	\$17.95	\$46.75	\$20.30
7th	85%	\$30.60	90%	\$1.22	\$0.20	\$1.00	\$2.42	\$9.00	\$8.03	\$0.99	\$0.55	\$0.25	\$0.15	\$18.97	\$49.57	\$21.39
8th	90%	\$32.40	95%	\$1.30	\$0.20	\$1.00	\$2.50	\$9.50	\$8.51	\$1.05	\$0.55	\$0.25	\$0.15	\$20.01	\$52.41	\$22.51

Foreman: Two dollars and fifty cents (\$2.50) above journey level rate - \$43.83

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