

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

**MAINTENANCE**

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

<b>Full Package Benefits:</b>	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
	<b>TOTAL BENEFITS</b>	<b>\$29.40</b>

**CSAC Trust Fund Remittances:**

Chris Hidalgo, 213.739.9488  
[chidalgo@carpenterssw.org](mailto: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 Arizona excluding Bullhead City, Kingman, Lake Havasu City and Parker.

**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.**

<b>Zone 1: Free Zone</b> (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	<b>TOTAL PACKAGE</b>
General Foreman (10% above the highest paid Foreman)			42.47	7.50	1.84	51.81	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$71.87</b>
Foreman (10% above the highest-paid craft supervised)			38.61	7.50	1.84	47.95	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$68.01</b>
Journeyman			35.10	7.50	1.84	44.44	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$64.50</b>
10th Period Apprentice	97.5%	650 Hours	34.22	7.50	1.84	43.56	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$63.62</b>
9th Period Apprentice	95%	650 Hours	33.35	7.50	1.84	42.69	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$62.75</b>
8th Period Apprentice	90%	650 Hours	31.59	7.50	1.84	40.93	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$60.99</b>
7th Period Apprentice	87.5%	650 Hours	30.71	7.50	1.84	40.05	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$60.11</b>
6th Period Apprentice	85%	650 Hours	29.84	7.50	1.84	39.18	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$59.24</b>
5th Period Apprentice	82.5%	650 Hours	28.96	7.50	1.84	38.30	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$58.36</b>
4th Period Apprentice	80%	650 Hours	28.08	7.50	1.84	37.42	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$57.48</b>
3rd Period Apprentice	75%	650 Hours	26.33	7.50	1.84	35.67	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$55.73</b>
2nd Period Apprentice	72.5%	650 Hours	25.45	7.50	1.84	34.79	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$54.85</b>
1st Period Apprentice	70%	650 Hours	24.57	7.50	1.84	33.91	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$53.97</b>
Pre-Apprentice*	55%	500 Hours	19.31	-	-	19.31	-	-	-	0.59	0.13	-	-	-	<b>\$20.03</b>

<b>Zone 2: +\$4.00/hour</b> (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	<b>TOTAL PACKAGE</b>
General Foreman (10% above the highest paid Foreman)			47.31	7.50	1.84	56.65	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$76.71</b>
Foreman (10% above the highest-paid craft supervised)			43.01	7.50	1.84	52.35	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$72.41</b>
Journeyman			39.10	7.50	1.84	48.44	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$68.50</b>
10th Period Apprentice	97.5%	650 Hours	38.22	7.50	1.84	47.56	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$67.62</b>
9th Period Apprentice	95%	650 Hours	37.35	7.50	1.84	46.69	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$66.75</b>
8th Period Apprentice	90%	650 Hours	35.59	7.50	1.84	44.93	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$64.99</b>
7th Period Apprentice	87.5%	650 Hours	34.71	7.50	1.84	44.05	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$64.11</b>
6th Period Apprentice	85%	650 Hours	33.84	7.50	1.84	43.18	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$63.24</b>
5th Period Apprentice	82.5%	650 Hours	32.96	7.50	1.84	42.30	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$62.36</b>
4th Period Apprentice	80%	650 Hours	32.08	7.50	1.84	41.42	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$61.48</b>
3rd Period Apprentice	75%	650 Hours	30.33	7.50	1.84	39.67	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$59.73</b>
2nd Period Apprentice	72.5%	650 Hours	29.45	7.50	1.84	38.79	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$58.85</b>
1st Period Apprentice	70%	650 Hours	28.57	7.50	1.84	37.91	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$57.97</b>
Pre-Apprentice*	55%	500 Hours	23.31	-	-	23.31	-	-	-	0.59	0.13	-	-	-	<b>\$24.03</b>

<b>Zone 3: +\$6.00/hour</b> (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	<b>TOTAL PACKAGE</b>
General Foreman (10% above the highest paid Foreman)			49.73	7.50	1.84	59.07	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$79.13</b>
Foreman (10% above the highest-paid craft supervised)			45.21	7.50	1.84	54.55	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$74.61</b>
Journeyman			41.10	7.50	1.84	50.44	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$70.50</b>
10th Period Apprentice	97.5%	650 Hours	40.22	7.50	1.84	49.56	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$69.62</b>
9th Period Apprentice	95%	650 Hours	39.35	7.50	1.84	48.69	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$68.75</b>
8th Period Apprentice	90%	650 Hours	37.59	7.50	1.84	46.93	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$66.99</b>
7th Period Apprentice	87.5%	650 Hours	36.71	7.50	1.84	46.05	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$66.11</b>
6th Period Apprentice	85%	650 Hours	35.84	7.50	1.84	45.18	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$65.24</b>
5th Period Apprentice	82.5%	650 Hours	34.96	7.50	1.84	44.30	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$64.36</b>
4th Period Apprentice	80%	650 Hours	34.08	7.50	1.84	43.42	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$63.48</b>
3rd Period Apprentice	75%	650 Hours	32.33	7.50	1.84	41.67	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$61.73</b>
2nd Period Apprentice	72.5%	650 Hours	31.45	7.50	1.84	40.79	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$60.85</b>
1st Period Apprentice	70%	650 Hours	30.57	7.50	1.84	39.91	5.91	4.67	8.25	0.59	0.13	0.11	0.15	0.25	<b>\$59.97</b>
Pre-Apprentice*	55%	500 Hours	25.31	-	-	25.31	-	-	-	0.59	0.13	-	-	-	<b>\$26.03</b>

**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 highest-paid employee (regardless of craft) supervised.  
 General Foreman Pay: Ten percent (10%) per hour above the highest-paid Foreman under his/her supervision.

**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. Phoenix, Arizona  
 2. Tucson, Arizona

**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:**

**AZMEA1-M** Arizona Millwright MEA Millwright (Zone 1)-Maint  
**AZMEA2-M** Arizona Millwright MEA Millwright (Zone 2)-Maint  
**AZMEA3-M** Arizona Millwright MEA Millwright (Zone 3)-Maint

**Increases:**

September 1, 2024  
 September 1, 2025  
 September 1, 2026

Determined by the New Const allocation  
 Determined by the New Const allocation  
 Determined by the New Const allocation

Agreement runs through June 30, 2027