

North Atlantic States Regional Council of Carpenters

Millwright local 1163



Albany, Fulton, Montgomery,
Rensselaer, Schenectady,
Schoharie, Saratoga, Chenango,
Delaware, Otsego



Commercial Wage Rates

Effective 7/1/2025

	J Journeyman	65% Level 1	75% Level 2	80% Level 3	90% Level 4
Wage	\$40.54	\$26.35	\$30.41	\$32.43	\$36.49
Pension	\$12.87	\$0.00	\$9.01	\$10.30	\$11.58
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$3.39	\$0.00	\$2.37	\$2.71	\$3.05
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
EMRC Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
EMRC L & M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$68.75	\$38.30	\$53.74	\$57.39	\$63.07
Dues Assessment*	\$1.64	\$0.95	\$1.30	\$1.38	\$1.51
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 1.50
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

Please make a payment through ISSI iRemit-Employer Online Benefit Remittance System
For questions, please contact: collectionsny@carpentersfund.org

North Atlantic States Regional Council Of Carpenters



Millwright Local 1163

Sullivan, Ulster

Commerical Wage Rates

Effective 7/1/2025



	Journeyman	65% Level 1	75% Level 2	80% Level 3	90% Level 4
Wage	\$43.98	\$28.59	\$32.99	\$35.18	\$39.58
Pension	\$13.60	\$0.00	\$9.52	\$10.88	\$12.24
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$6.00	\$0.00	\$4.20	\$4.80	\$5.40
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$75.53	\$40.54	\$58.66	\$62.81	\$69.17
Dues Assessment*	\$1.79	\$1.00	\$1.41	\$1.50	\$1.65
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 6.50
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 1.50
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

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North Atlantic States Regional Council Of Carpenters

Millwrights Local 1163



Erie, Genesee, Niagara



Commercial Wage Rates

Effective: 7/1/2025

	<u>Journeyman</u>	<u>65% Level 1</u>	<u>75% Level 2</u>	<u>80% Level 3</u>	<u>90% Level 4</u>
Wage	\$42.23	\$27.45	\$31.67	\$33.78	\$38.01
Pension	\$13.10	\$0.00	\$9.17	\$10.48	\$11.79
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$7.24	\$0.00	\$5.07	\$5.79	\$6.52
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$74.52	\$39.40	\$57.86	\$62.00	\$68.27
Dues Assessment*	\$1.77	\$0.98	\$1.39	\$1.49	\$1.63
Vacation Fund*	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

*Deduct From Net After Taxes

NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12

Please add the following to the Wage

Foreman	\$ 7.45
Genesee & Niagara General Foreman	\$ 14.90
Erie County General Foremen	\$ 7.95
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 1.50
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163



Power Generation Rate

Effective: 7/1/2025



	J Journeyman	65% Level 1	75% Level 2	80% Level 3	90% Level 4
Wage	\$47.00	\$30.55	\$35.25	\$37.60	\$42.30
Pension**	\$11.79	\$0.00	\$8.25	\$9.43	\$10.61
Health**	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA**	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity**	\$4.71	\$0.00	\$3.30	\$3.77	\$4.24
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L & M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$75.45	\$42.50	\$58.75	\$62.75	\$69.10
Dues Assessment*	\$1.79	\$1.05	\$1.41	\$1.50	\$1.64
Vacation fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct from net after taxes

** Fringes paid on hours paid

NEMA Industry Fund only due if Contractor is member of Northeast Millwright Association (NEMA).
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Power Generation Rate all 50 counties: Any Gas/Steam Turbine and or related component work, including new installations or maintenance and any/all work performed within the property limits of a Nuclear Facility, Shall Follow this wage and Fringe Package with Fringes on hours paid basis.

Please add the following to the wage

Foreman	\$	4.00
General Foreman	\$	5.00
Certified welder	\$	1.75
Haz-site/Respirator	\$	1.50
Underground work 500' & below	\$	1.00
Machinist	\$	2.00

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163



Cortland, Chemung, Livingston,
Monroe, Ontario, Orleans, Schuyler,
Steuben, Tompkins, Wayne, Wyoming



Commercial Wage Rates

Effective: 7/1/2025

	J Journeyman	65% Level 1	75% Level 2	80% Level 3	90% Level 4
Wage	\$37.89	\$24.63	\$28.42	\$30.31	\$34.10
Pension	\$11.00	\$0.00	\$7.70	\$8.80	\$9.90
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$4.34	\$0.00	\$3.04	\$3.47	\$3.91
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$65.18	\$36.58	\$51.11	\$54.53	\$59.86
Dues Assessment*	\$1.56	\$0.91	\$1.24	\$1.32	\$1.44
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if the Contractor is a member of Northeast Millwright Association NEMA
Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 1.50
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163



Clinton, Essex, Franklin, Hamilton,
Jefferson, Lewis, Oneida, Onondaga,
Oswego, ST. Lawrence, Warren,
Washington



Commercial Wage Rates

Effective 7/1/2025

	J Journeyman	65% Level 1	75% Level 2	80% Level 3	90% Level 4
Wage	\$38.41	\$24.97	\$28.81	\$30.73	\$34.57
Pension	\$11.85	\$0.00	\$8.30	\$9.48	\$10.67
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$3.70	\$0.00	\$2.59	\$2.96	\$3.33
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$65.91	\$36.92	\$51.65	\$55.12	\$60.52
Dues Assessment*	\$1.57	\$0.92	\$1.25	\$1.33	\$1.45
Vacation Fund*	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 1.50
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163



Columbia, Greene

Commercial Wage Rates



Effective: 7/1/2025

	Journeyman	65% Level 1	75% Level 2	80% Level 3	90% Level 4
Wage	\$43.09	\$28.01	\$32.32	\$34.47	\$38.78
Pension	\$13.40	\$0.00	\$9.38	\$10.72	\$12.06
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$6.00	\$0.00	\$4.20	\$4.80	\$5.40
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$74.44	\$39.96	\$57.85	\$61.94	\$68.19
Dues Assessment*	\$1.76	\$0.99	\$1.39	\$1.48	\$1.62
Vacation fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 6.50
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 1.50
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment = 2.25% of total Package Plus \$0.09)

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163



Allegany, Broome, Cattaraugus,
Cayuga, Chautauqua, Herkimer,
Madison, Seneca, Tioga, Yates



Commercial Wage Rates Effective 7/1/2025

	J Journeyman	65% Level 1	75% Level 2	80% Level 3	90% Level 4
Wage	\$38.00	\$24.70	\$28.50	\$30.40	\$34.20
Pension	\$11.40	\$0.00	\$7.98	\$9.12	\$10.26
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$3.19	\$0.00	\$2.23	\$2.55	\$2.87
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$64.54	\$36.65	\$50.66	\$54.02	\$59.28
Dues Assessment*	\$1.54	\$0.91	\$1.23	\$1.31	\$1.42
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

NEMA Industry Fund only due if contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 1.50
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163

Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, Oneida, Onondaga, Oswego,
ST. Lawrence, Warren, Washington

Heavy Highway Rates

Effective 7/1/2025

	Journeyman	Level 1	Level 2	Level 3	Level 4
Wage	\$41.91	\$28.47	\$32.31	\$34.23	\$38.07
Pension	\$11.85	\$0.00	\$8.30	\$9.48	\$10.67
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$3.70	\$0.00	\$2.59	\$2.96	\$3.33
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$69.41	\$40.42	\$55.15	\$58.62	\$64.02
Dues Assessment*	\$1.65	\$1.00	\$1.33	\$1.41	\$1.53
Vacation Fund*	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 2.00
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

Effective May 1, 2019, this shall apply to all heavy and highway construction which terms are defined as being all work performed (excepting heavy and highway work as herein defined which has been awarded as a subcontract of a building contract which work is the subject of a building construction collective bargaining agreement containing a subcontracting clause), including but not limited to: water supply, drainage, sanitation, reclamation, irrigation and flood control projects, hydroelectric developments, Wind Turbine Farms, Waterways, railroads, highways, streets, bridges, and similar structures, abutments, transmission lines, duct lines, pipelines, sewers, water mains, cut and cover work as it pertains to previous scope items

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North Atlantic States Regional Council Of Carpenters

Millwrights Local 1163

Erie, Genesee, Niagara

Heavy Highway Rates

Effective: 7/1/2025

	<u>Journeyman</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Wage	\$45.73	\$30.95	\$35.17	\$37.28	\$41.51
Pension	\$13.10	\$0.00	\$9.17	\$10.48	\$11.79
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$7.24	\$0.00	\$5.07	\$5.79	\$6.52
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$78.02	\$42.90	\$61.36	\$65.50	\$71.77
Dues Assessment*	\$1.85	\$1.06	\$1.47	\$1.56	\$1.70
Vacation Fund*	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

*Deduct From Net After Taxes

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NEMA Industry Fund is \$0.12

Please add the following to the Wage

Foreman	\$ 7.80
Genesee & Niagara General Foreman	\$ 15.60
Erie County General Foremen	\$ 8.30
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 2.00
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

Effective May 1, 2019, this shall apply to all heavy and highway construction which terms are defined as being all work performed (excepting heavy and highway work as herein defined which has been awarded as a subcontract of a building contract which work is the subject of a building construction collective bargaining agreement containing a subcontracting clause), including but not limited to: water supply, drainage, sanitation, reclamation, irrigation and flood control projects, hydroelectric developments, Wind Turbine Farms, Waterways, railroads, highways, streets, bridges, and similar structures, abutments, transmission lines, duct lines, pipelines, sewers, water mains, cut and cover work as it pertains to previous scope items

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163

Cortland, Chemung, Livingston, Monroe, Ontario, Orleans, Schuyler, Steuben, Tompkins, Wayne, Wyoming

Heavy Highway Rates

Effective: 7/1/2025

	Journeyman	Level 1	Level 2	Level 3	Level 4
Wage	\$41.39	\$28.13	\$31.92	\$33.81	\$37.60
Pension	\$11.00	\$0.00	\$7.70	\$8.80	\$9.90
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$4.34	\$0.00	\$3.04	\$3.47	\$3.91
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$68.68	\$40.08	\$54.61	\$58.03	\$63.36
Dues Assessment*	\$1.64	\$0.99	\$1.32	\$1.40	\$1.52
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if the Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 2.00
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

Effective May 1, 2019, this shall apply to all heavy and highway construction which terms are defined as being all work performed (excepting heavy and highway work as herein defined which has been awarded as a subcontract of a building contract which work is the subject of a building construction collective bargaining agreement containing a subcontracting clause), including but not limited to: water supply, drainage, sanitation, reclamation, irrigation and flood control projects, hydroelectric developments, Wind Turbine Farms, Waterways, railroads, highways, streets, bridges, and similar structures, abutments, transmission lines, duct lines, pipelines, sewers, water mains, cut and cover work as it pertains to previous scope items

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163

Columbia, Greene Heavy Highway Rates

Effective: 7/1/2025

	<u>Journeyman</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Wage	\$46.59	\$31.51	\$35.82	\$37.97	\$42.28
Pension	\$13.40	\$0.00	\$9.38	\$10.72	\$12.06
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$6.00	\$0.00	\$4.20	\$4.80	\$5.40
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$77.94	\$43.46	\$61.35	\$65.44	\$71.69
Dues Assessment*	\$1.84	\$1.07	\$1.47	\$1.56	\$1.70
Vacation fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 6.50
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 2.00
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment = 2.25% of total Package Plus \$0.09)

Effective May 1, 2019, this shall apply to all heavy and highway construction which terms are defined as being all work performed (excepting heavy and highway work as herein defined which has been awarded as a subcontract of a building contract which work is the subject of a building construction collective bargaining agreement containing a subcontracting clause), including but not limited to: water supply, drainage, sanitation, reclamation, irrigation and flood control projects, hydroelectric developments, Wind Turbine Farms, Waterways, railroads, highways, streets, bridges, and similar structures, abutments, transmission lines, duct lines, pipelines, sewers, water mains, cut and cover work as it pertains to previous scope items

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North Atlantic States Regional Council of Carpenters

Millwright Local 1163

Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Herkimer, Madison, Seneca, Tioga, Yates Heavy Highway Rates Effective 7/1/2025

	Journeyman	Level 1	Level 2	Level 3	Level 4
Wage	\$41.50	\$28.20	\$32.00	\$33.90	\$37.70
Pension	\$11.40	\$0.00	\$7.98	\$9.12	\$10.26
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$3.19	\$0.00	\$2.23	\$2.55	\$2.87
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$68.04	\$40.15	\$54.16	\$57.52	\$62.78
Dues Assessment*	\$1.62	\$0.99	\$1.31	\$1.38	\$1.50
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 2.00
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

Effective May 1, 2019, this shall apply to all heavy and highway construction which terms are defined as being all work performed (excepting heavy and highway work as herein defined which has been awarded as a subcontract of a building contract which work is the subject of a building construction collective bargaining agreement containing a subcontracting clause), including but not limited to: water supply, drainage, sanitation, reclamation, irrigation and flood control projects, hydroelectric developments, Wind Turbine Farms, Waterways, railroads, highways, streets, bridges, and similar structures, abutments, transmission lines, duct lines, pipelines, sewers, water mains, cut and cover work as it pertains to previous scope items

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North Atlantic States Regional Council of Carpenters

Millwright local 1163

**Albany, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie,
Saratoga, Chenango, Delaware, Otsego**

Heavy Highway Rate

Effective 7/1/2025

	<u>J Journeyman</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Wage	\$44.04	\$29.85	\$33.91	\$35.93	\$39.99
Pension	\$12.87	\$0.00	\$9.01	\$10.30	\$11.58
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$3.39	\$0.00	\$2.37	\$2.71	\$3.05
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
EMRC Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
EMRC L & M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$72.25	\$41.80	\$57.24	\$60.89	\$66.57
Dues Assessment*	\$1.72	\$1.03	\$1.38	\$1.46	\$1.59
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 5.00
Certified welder	\$ 1.75
Haz-site/Respirator	\$ 2.00
Underground work 500' & below	\$ 1.00
Machinist	\$ 2.00

(Dues Assessment= 2.25% of total Package Plus \$0.09)

Effective May 1, 2019, this shall apply to all heavy and highway construction which terms are defined as being all work performed (excepting heavy and highway work as herein defined which has been awarded as a subcontract of a building contract which work is the subject of a building construction collective bargaining agreement containing a subcontracting clause), including but not limited to: water supply, drainage, sanitation, reclamation, irrigation and flood control projects, hydroelectric developments, Wind Turbine Farms, Waterways, railroads, highways, streets, bridges, and similar structures, abutments, transmission lines, duct lines, pipelines, sewers, water mains, cut and cover work as it pertains to previous scope items.

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North Atlantic States Regional Council Of Carpenters

Millwright Local 1163

Sullivan, Ulster

Heavy Highway Rates

Effective 7/1/2024

	<u>Journeyman</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Wage	\$47.48	\$32.09	\$36.49	\$38.68	\$43.08
Pension	\$13.60	\$0.00	\$9.52	\$10.88	\$12.24
Health	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Health HRA	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Annuity	\$6.00	\$0.00	\$4.20	\$4.80	\$5.40
MW-IT	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
CITF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Training	\$1.55	\$1.55	\$1.55	\$1.55	\$1.55
L&M	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Total Package	\$79.03	\$44.04	\$62.16	\$66.31	\$72.67
Dues Assessment*	\$1.87	\$1.08	\$1.49	\$1.58	\$1.73
Vacation Fund *	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60

* Deduct From Net After Taxes

**NEMA Industry Fund only due if Contractor is a member of Northeast Millwright Association (NEMA).
NEMA Industry Fund is \$0.12**

Please add the following to the wage

Foreman	\$ 4.00
General Foreman	\$ 6.50
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(Dues Assessment= 2.25% of total Package Plus \$0.09)

Effective May 1, 2019, this shall apply to all heavy and highway construction which terms are defined as being all work performed (excepting heavy and highway work as herein defined which has been awarded as a subcontract of a building contract which work is the subject of a building construction collective bargaining agreement containing a subcontracting clause), including but not limited to: water supply, drainage, sanitation, reclamation, irrigation and flood control projects, hydroelectric developments, Wind Turbine Farms, Waterways, railroads, highways, streets, bridges, and similar structures, abutments, transmission lines, duct lines, pipelines, sewers, water mains, cut and cover work as it pertains to previous scope items

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