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Volume 52
Number 1

Mechanical Contractors Association of Detroit
36200 Schoolcraft Rd. • Livonia, MI 48150

April 28, 2025

Journeyman Plumber

A 4-year agreement has been finalized with Local 98, allocating \$3.00 annually for BTJ work over the duration of the agreement (\$3, \$3, \$3, \$3).

As the new rates take effect during the first full payroll period after ratification, they will initially be allocated to Wages for simplicity and expediency. Local 98 retains the right to allocate the new funds within each classification as of June 2, 2025.

In the BTJ work classification, \$4.00 is being reallocated from the Legacy DB to wages.

The MCA Detroit Board has approved an additional \$0.08 increase for the Piping Education Council, marking the first increase since 2015.



Gary Glaser
Business Manager, Local 98
Date 4/23/2025



Christopher J. Freeman
CEO, MCA Detroit
Date 4/25/2025

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

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	BTJ Work
STRAIGHT TIME Hourly Rate of Pay	\$7.00
Legacy Defined Benefit	(\$4.00)
Piping Education Council	\$0.08
Total change from last year's package:	\$3.08

	SRC Work
STRAIGHT TIME Hourly Rate of Pay	\$2.00
Piping Education Council	\$0.08
Total change from last year's package:	\$2.08

Journeyman	BTJ Work	
STRAIGHT TIME Hourly Rate of Pay	\$43.69	(change)
Vac. & Hol. (taxable)	\$4.00	
General Dues (taxable)	\$0.40	
Working Dues (taxable)	\$2.08	
Insurance	\$8.25	
HRA	\$1.25	
Pension Defined Benefit (Cash Balance=\$6.00)	\$18.90	(change)
Pension Defined Contribution	\$1.50	
S. U. B. Fund	\$0.69	
Individual S. U. B. Account	\$0.10	
Piping Education Council	\$0.60	(change)
Training Fund	\$1.44	
International Training Fund	\$0.10	
Industry Apprenticeship Reimbursement Fund	\$0.90	
Total Wage Package - STRAIGHT TIME	\$83.90	(change)

	SRC Work	
STRAIGHT TIME Hourly Rate of Pay	\$27.50	(change)
Vac. & Hol. (taxable)	\$1.00	
General Dues (taxable)	\$0.35	
Working Dues (taxable)	\$1.41	
Insurance	\$7.06	
HRA	\$1.00	
Pension Defined Benefit (Cash Balance=\$4.50)	\$15.20	
Pension Defined Contribution	\$0.75	
S. U. B. Fund	\$0.15	
Individual S. U. B. Account	\$0.00	
Piping Education Council	\$0.60	(change)
Training Fund	\$0.91	
International Training Fund	\$0.05	
Industry Apprenticeship Reimbursement Fund	\$0.90	
Total Wage Package - STRAIGHT TIME	\$56.88	(change)



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April 28, 2025

Journeyman - BTJ Work Rates

Rate when working on Building Trades Journeyman (BTJ) Work.
When performing SRC Work, use SRC Work rates.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$43.69
Vac. & Hol. (taxable)	\$4.00
General Dues (taxable)	\$0.40
Working Dues (taxable)	\$2.08
Taxable Wage - STRAIGHT TIME	\$50.17

Fringes:

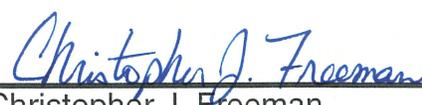
Insurance	\$8.25
HRA	\$1.25
Pension Defined Benefit (Cash Balance=\$6.00)	\$18.90
Pension Defined Contribution	\$1.50
S. U. B. Fund	\$0.69
Individual S. U. B. Account	\$0.10
Piping Education Council	\$0.60
Training Fund	\$1.44
International Training Fund	\$0.10
Industry Apprenticeship Reimbursement Fund	\$0.90
*Total Fringes (to be included with fringe payment)	\$36.21 *

*Includes General Dues and Working Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$83.90



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Journeyman - SRC Work Rates

Rate for Service, Residential and Light Commercial (SRC) Work
When performing BTJ Work, use BTJ Work rates.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$27.50
Vac. & Hol. (taxable)	\$1.00
General Dues (taxable)	\$0.35
Working Dues (taxable)	\$1.41
Taxable Wage - STRAIGHT TIME	\$30.26

Fringes:

Insurance	\$7.06
HRA	\$1.00
Pension Defined Benefit Pension Defined Benefit	\$15.20
Pension Defined Contribution	\$0.75
S. U. B. Fund	\$0.15
Piping Education Council	\$0.60
Training Fund	\$0.91
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90

***Total Fringes (to be included with fringe payment) \$28.38 ***

*Includes General Dues and Working Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$56.88



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April 28, 2025

1st Period Apprentice

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

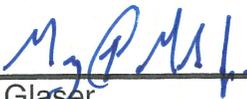
STRAIGHT TIME Hourly Rate of Pay	\$20.50
Vac. & Hol. (taxable)	\$0.50
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$21.85

Fringes:

Insurance	\$4.50
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$4.83
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$12.76 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$33.76



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2nd Period Apprenticeship

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Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

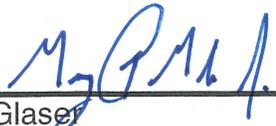
STRAIGHT TIME Hourly Rate of Pay	\$21.25
Vac. & Hol. (taxable)	\$0.50
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$22.60

Fringes:

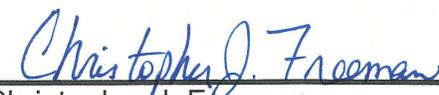
Insurance	\$4.50
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$4.83
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$12.76 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$34.51



Gary Glaser
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3rd Period Apprentice

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$22.00
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$23.85

Fringes:

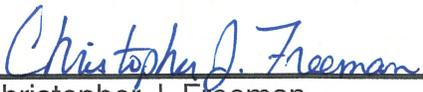
Insurance	\$4.75
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$14.68 *

*Includes *Working Dues* and *General Dues* from the *Taxable* section.

Total Wage Package - STRAIGHT TIME \$37.68



Gary Glaser
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Date 4/25/2025



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4th Period Apprentices

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$23.12
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$24.97

Fringes:

Insurance	\$4.75
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$14.68 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$38.80



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5th Period Apprentice

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$24.25
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$26.10

Fringes:

Insurance	\$4.80
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$14.73 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$39.98

Gary Glaser
Business Manager, Local 98
Date 4/25/2025

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Date 4/25/2025



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6th Period Apprentice

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$25.37
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$27.22

Fringes:

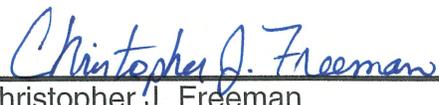
Insurance	\$4.80
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$14.73 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$41.10



Gary Glaser
Business Manager, Local 98
Date 4/25/2025



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7th Period Apprentices

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$26.50
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$28.35

Fringes:

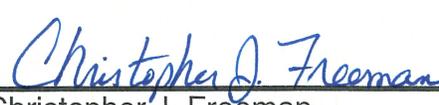
Insurance	\$4.85
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$14.78 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$42.28



Gary Glaser
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Date 4/25/2025



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8th Period Apprenticeship

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$28.10
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$29.95

Fringes:

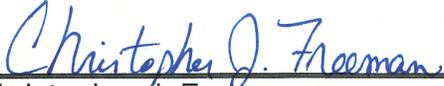
Insurance	\$4.85
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.10
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$14.78 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$43.88



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Business Manager, Local 98
Date 4/25/2025



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9th Period Apprentices

(Same as 10th Period)

Apprentices will receive pay while attending school during the day. Employers can request reimbursement for the days their apprentices are in school. For more information on Apprenticeship Reimbursement Rates and to access Reimbursement Request Forms, visit the MCA Detroit website.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

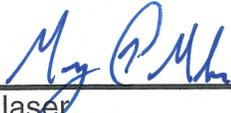
STRAIGHT TIME Hourly Rate of Pay	\$29.70
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$31.55

Fringes:

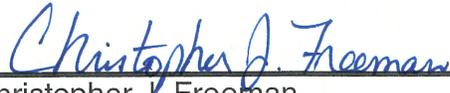
Insurance	\$5.10
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.50
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$15.43 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$46.13



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10th Period Apprentice

(Same as 9th Period)

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Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$29.70
Vac. & Hol. (taxable)	\$1.00
Working Dues (taxable)	\$0.70
General Dues (taxable)	\$0.15
Taxable Wage - STRAIGHT TIME	\$31.55

Fringes:

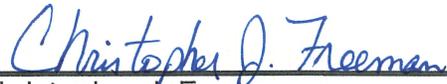
Insurance	\$5.10
HRA	\$1.00
Pension Defined Benefit (Cash Balance=\$3.00)	\$6.50
Pension Defined Contribution	\$0.50
S. U. B. Fund	\$0.50
Piping Education Council	\$0.58
Training Fund	\$0.35
International Training Fund	\$0.05
*Total Fringes (to be included with fringe payment)	\$15.43 *

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$46.13



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Applicant

The JATC shall have the exclusive authority to exchange Apprentices, to move Apprentices or to replace an Applicant or Summer Worker with an Apprentice in an effort to assist the Apprentice in meeting the training requirements of the Apprenticeship Program.

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Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$19.25
Working Dues (taxable)	\$1.00
Taxable Wage - STRAIGHT TIME	\$20.25

Fringes:

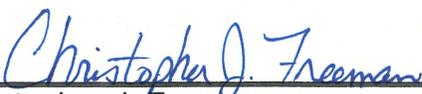
Insurance	\$8.00
Piping Education Council	\$0.58
Training Fund	\$0.50
Industry Apprenticeship Reimbursement Fund	\$0.90
*Total Fringes (to be included with fringe payment)	\$10.98 *

*Includes Working Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$30.23



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Metal Trades Helper

Non-Licensed Workers
Classification depends on years of experience.

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Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$14.52
Working Dues (taxable)	\$0.90
General Dues (taxable)	\$0.10
Taxable Wage - STRAIGHT TIME	\$15.52

Fringes:

Insurance	\$6.57
Pension Defined Contribution	\$1.75
Piping Education Council	\$0.43
Training Fund	\$0.10
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90

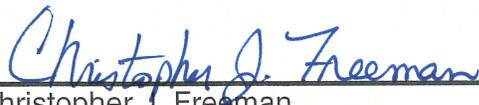
***Total Fringes (to be included with fringe payment) \$10.80 ***

*Includes Working Dues and General Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$25.32



Gary Glaser
Business Manager, Local 98
Date 4/25/2025



Christopher J. Freeman
CEO, MCA Detroit
Date 4/25/2025



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www.mcadetroit.org

Volume 52
Number 1

Mechanical Contractors Association of Detroit
36200 Schoolcraft Rd. • Livonia, MI 48150

April 28, 2025

Metal Trades Division Plumber

Non-Licensed Workers
Classifications depend on years of experience.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:	<u>2nd Period</u>	<u>3rd Period</u>	<u>MTRP</u>
STRAIGHT TIME Hourly Rate of Pay	\$15.85	\$18.85	\$21.85
Vac. & Hol. (taxable)	\$1.25	\$1.25	\$1.25
Working Dues (taxable)	\$0.90	\$0.90	\$0.90
General Dues (taxable)	\$0.10	\$0.10	\$0.10
Taxable Wage - STRAIGHT TIME	\$18.10	\$21.10	\$24.10

Fringes:

Insurance	\$6.57
** Pension Defined Contribution	\$1.75 **
Piping Education Council	\$0.43
Training Fund	\$0.61
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90
*Total Fringes (to be included with fringe payment)	\$11.31 *

*Includes Working Dues and General Dues from the Taxable section.

**During the initial probationary period of 90 days DC not paid. After probationary period ends, contributions to DC begin.

	<u>2nd Period</u>	<u>3rd Period</u>	<u>MTRP</u>
Total Wage Package - STRAIGHT TIME	\$28.41	\$31.41	\$34.41

Note: Metal trades upgrading frozen until training program and upgrading standards are in place.

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Summer Worker

The JATC shall have the exclusive authority to exchange Apprentices, to move Apprentices or to replace an Applicant or Summer Worker with an Apprentice in an effort to assist the Apprentice in meeting the training requirements of the Apprenticeship Program.

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$20.50
Working Dues (taxable)	\$1.00
Taxable Wage - STRAIGHT TIME	\$21.50

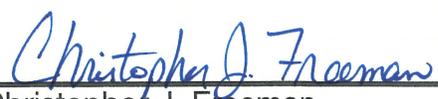
Fringes:

Piping Education Council	\$0.43
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90
*Total Fringes (to be included with fringe payment)	\$2.38 *

*Includes Working Dues from the Taxable section.

Total Wage Package - STRAIGHT TIME \$22.88


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Working Principal

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

Working Dues (taxable)	\$0.65
Taxable Wage - STRAIGHT TIME	\$0.65

Fringes:

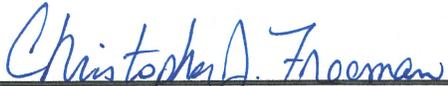
Insurance	optional
Pension Defined Benefit (Cash Balance=\$6.00)	\$18.90
Pension Defined Contribution	optional
Piping Education Council	\$0.60
Training Fund	\$1.44
International Training Fund	\$0.05
Industry Apprenticeship Reimbursement Fund	\$0.90
*Total Fringes (to be included with fringe payment)	\$22.54 *

*Includes Working Dues from the Taxable section.

Working Principals have the option of participating in the Insurance and Defined Contribution Funds. Contact the Third Party Administrator for the rates and regulations.



 Gary Glaser
 Business Manager, Local 98
 Date 4/25/2025



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 Date 4/25/2025



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Residential Working Principal

Effective first shift Monday morning - April 28, 2025 through June 1, 2025

Taxable:

General Dues (taxable)	\$0.40
Working Dues (taxable)	\$2.08
Taxable Wage - STRAIGHT TIME	\$2.48

Fringes:

Insurance	optional
Pension Defined Contribution	optional
Piping Education Council	\$0.60
Training Fund	\$1.44
International Training Fund	\$0.10
Industry Apprenticeship Reimbursement Fund	\$0.90
*Total Fringes (to be included with fringe payment)	\$5.52 *

*Includes General Dues and Working Dues from the Taxable section.

Residential Working Principals have the option of participating in the Insurance and Defined Contribution Funds. Contact the Third Party Administrator for the rates and regulations.



 Gary Glaser
 Business Manager, Local 98
 Date 4/25/2025



 Christopher J. Freeman
 CEO, MCA Detroit
 Date 4/25/2025