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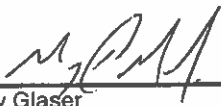
Volume 53
Number 1

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

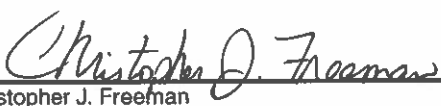
5/22/2026
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Journeyman Plumber

Due to the strong market and increased hours in the foreseeable future, the MCA Detroit Board agreed with Local 98 that now is an opportune time to focus on growing the Union and improving the training at the Training Center. To that end, Management has agreed to move the \$0.50 Rainy Day contribution from the Legacy Fund to the Training Fund and to match the Union's \$0.25 contribution to the Training Fund with an equivalent increase of \$0.25 to the IARF for the purpose of providing additional resources to the Training Center for the Employer's manpower and training needs.



Gary Glaser
Business Manager, Local 98
Date 5/22/2026



Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026

Effective first shift Monday morning - June 1, 2026

LABOR	BTJ Work		SRC Work	
	STRAIGHT TIME Hourly Rate of Pay		STRAIGHT TIME Hourly Rate of Pay	
	Pension Defined Benefit (Cash Balance = \$6.50)	\$ 0.50	Insurance	\$ 1.00
	Training Fund	\$ 0.25	Training Fund	\$ 0.25
	Building Fund (taxable)	\$ 0.25	Building Fund (taxable)	\$ 0.25
	Industry Apprenticeship Reimbursement Fund	\$ 0.35	Industry Apprenticeship Reimbursement Fund	\$ 0.35
	Total change from Volume 52, Number 2:	\$ 3.35	Total change from Volume 52, Number 2:	\$ 2.85
UPDATE	BTJ Work		SRC Work	
	STRAIGHT TIME Hourly Rate of Pay		STRAIGHT TIME Hourly Rate of Pay	
	Vacation & Holiday (taxable)	\$ 4.00	Vac. & Hol. (taxable)	\$ 1.00
	General Dues (taxable)	\$ 0.40	General Dues (taxable)	\$ 0.35
	Working Dues (taxable)	\$ 2.20	Working Dues (taxable)	\$ 1.53
	Building Fund (taxable)	\$ 0.25 (change)	Building Fund (taxable)	\$ 0.25 (change)
	Insurance	\$ 8.40	Insurance	\$ 8.21 (change)
	HRA	\$ 1.25	HRA	\$ 1.00
	Pension Defined Benefit (Cash Balance = \$6.50)	\$ 18.90 (change)	Pension Defined Benefit (Cash Balance=\$4.50)	\$ 15.20
	Pension Defined Contribution	\$ 1.50	Pension Defined Contribution	\$ 0.75
	S. U. B. Fund	\$ 0.69	S. U. B. Fund	\$ 0.15
	Secondary S. U. B. Account	\$ 0.10	Individual S. U. B. Account	\$ -
	Piping Education Council	\$ 0.60	Piping Education Council	\$ 0.60
	Training Fund	\$ 2.27 (change)	Training Fund	\$ 1.24 (change)
	International Training Fund	\$ 0.10	International Training Fund	\$ 0.05
	Industry Apprenticeship Reimbursement Fund	\$ 1.25 (change)	Industry Apprenticeship Reimbursement Fund	\$ 1.25 (change)
	Total Wage Package - STRAIGHT TIME	\$ 87.25	Total Wage Package - STRAIGHT TIME	\$ 59.73



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5/22/2026
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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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 45.34
Vacation & Holiday (taxable)	\$ 4.00
General Dues (taxable)	\$ 0.40
Working Dues (taxable)	\$ 2.20
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 52.19

Fringes:

Insurance	\$ 8.40
HRA	\$ 1.25
Pension Defined Benefit (Cash Balance = \$6.50)	\$ 18.90
Pension Defined Contribution	\$ 1.50
S. U. B. Fund	\$ 0.69
Secondary S. U. B. Account	\$ 0.10
Piping Education Council	\$ 0.60
Training Fund	\$ 2.27
International Training Fund	\$ 0.10
Industry Apprenticeship Reimbursement Fund	\$ 1.25
Total Fringes	\$ 35.06

Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 37.91

Total Wage Package - STRAIGHT TIME \$ 87.25

Gary Glaser
Business Manager, Local 98
Date 5/22/2026

Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026



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5/22/2026
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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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 28.15
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.35
Working Dues (taxable)	\$ 1.53
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 31.28


Fringes:


Insurance	\$ 8.21
HRA	\$ 1.00
Pension Defined Benefit (Cash Balance = \$4.50)	\$ 15.20
Pension Defined Contribution	\$ 0.75
S. U. B. Fund	\$ 0.15
Piping Education Council	\$ 0.60
Training Fund	\$ 1.24
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 1.25
Total Fringes	\$ 28.45

Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys:	\$ 30.58
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Total Wage Package - STRAIGHT TIME	\$ 59.73
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 Gary Glaser
 Business Manager, Local 98
 Date 5/22/2026


 Christopher J. Freeman
 CEO, MCA Detroit
 Date 5/22/2026



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1st 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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 20.15
Vacation & Holiday (taxable)	\$ 0.50
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 21.87

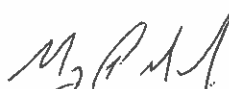
Fringes:

Insurance	\$ 4.65
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 12.64


Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 13.86

Total Wage Package - STRAIGHT TIME \$34.51



Gary Glaser
Business Manager, Local 98
Date 5/22/2026



Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026



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2nd Period Apprentice

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Effective first shift Monday morning - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 20.90
Vacation & Holiday (taxable)	\$ 0.50
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 22.62

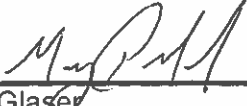
Fringes:


Insurance	\$ 4.65
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 12.64

Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 13.86

Total Wage Package - STRAIGHT TIME \$ 35.26


Gary Glaser
Business Manager, Local 98
Date 5/22/2026


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Date 5/22/2026



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3rd Period Apprentice

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Effective first shift Monday morning - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 21.65
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 23.87


Fringes:

Insurance	\$ 4.90
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 14.56

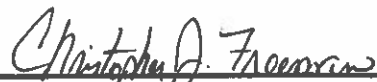
Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: **\$ 15.78**

Total Wage Package - STRAIGHT TIME \$ 38.43



Gary Glaser
Business Manager, Local 98
Date 5/22/2026



Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026



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4th 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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 22.77
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 24.99


Fringes:

Insurance	\$ 4.90
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 14.56


Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: **\$ 15.78**

Total Wage Package - STRAIGHT TIME \$ 39.55



Gary Glaser
Business Manager, Local 98
Date 5/22/2026



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Date 5/22/2026



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5th Period Apprenticeship

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Effective first shift Monday morning - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 23.90
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 26.12

Fringes:

Insurance	\$ 4.95
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 14.61

Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: **\$ 15.83**

Total Wage Package - STRAIGHT TIME \$ 40.73

Gary Glaser
Business Manager, Local 98
Date 5/22/2026

Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026



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6th Period Apprenticeship

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Effective first shift Monday morning - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 25.02
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 27.24


Fringes:

Insurance	\$ 4.95
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 14.61

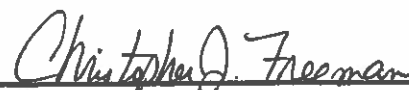
Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 15.83

Total Wage Package - STRAIGHT TIME \$ 41.85



Gary Glaser
Business Manager, Local 98
Date 5/22/2026



Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026

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7th 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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 26.15
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 28.37

Fringes:

Insurance	\$ 5.00
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 14.66

Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 15.88

Total Wage Package - STRAIGHT TIME \$ 43.03

Gary Glaser
Business Manager, Local 98
Date 5/22/2026

Christopher J. Freeman
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Date 5/22/2026



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8th 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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 27.75
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 29.97

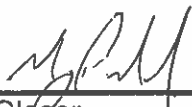
Fringes:

Insurance	\$ 5.00
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 14.66

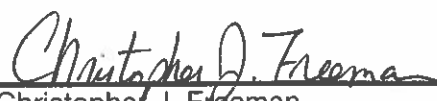
Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys:	\$ 15.88
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Total Wage Package - STRAIGHT TIME	\$ 44.63
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Gary Glaser
Business Manager, Local 98
Date 5/22/2026



Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026



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9th Period Apprenticeship

(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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 29.35
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 31.57


Fringes:

Insurance	\$ 5.25
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 15.31


Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 16.53

Total Wage Package - STRAIGHT TIME \$ 46.88



Gary Glaser
Business Manager/ Local 98
Date 5/22/2026



Christopher J. Freeman
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Date 5/22/2026



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10th Period Apprenticeship

(Same as 9th 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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 29.35
Vacation & Holiday (taxable)	\$ 1.00
General Dues (taxable)	\$ 0.15
Working Dues (taxable)	\$ 0.82
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 31.57

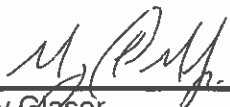
Fringes:

Insurance	\$ 5.25
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	\$ 0.68
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 0.25
Total Fringes	\$ 15.31


Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 16.53

Total Wage Package - STRAIGHT TIME \$ 46.88



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Number 1

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

5/22/2026
3:58 PM

Metal Trades Division Plumber

Non-Licensed Workers
Classifications depend on years of experience.

Effective first shift Monday morning - June 1, 2026

Taxable:	<u>Helper</u>	<u>2nd Period</u>	<u>3rd Period</u>	<u>MTRP</u>
STRAIGHT TIME Hourly Rate of Pay	\$ 14.52	\$ 15.50	\$ 18.50	\$ 21.50
Vacation & Holiday (taxable)	\$ 0.75	\$ 1.25	\$ 1.25	\$ 1.25
General Dues (taxable)	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
Working Dues (taxable)	\$ 0.90	\$ 1.02	\$ 1.02	\$ 1.02
Building Fund (taxable)	\$ 0.25	\$ 0.25	\$ 0.25	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 16.52	\$ 18.12	\$ 21.12	\$ 24.12

Fringes:				
Insurance	\$ 6.97	\$ 6.97	\$ 6.97	\$ 6.97
** Pension Defined Contribution	\$ 1.75	\$ 1.75	\$ 1.75	\$ 1.75 **
Piping Education Council	\$ 0.43	\$ 0.43	\$ 0.43	\$ 0.43
Training Fund	\$ 0.45	\$ 0.94	\$ 0.94	\$ 0.94
International Training Fund	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 1.15	\$ 1.15	\$ 1.15	\$ 1.15
Total Fringes	\$ 10.80	\$ 11.29	\$ 11.29	\$ 11.29


Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys:	\$ 12.05	\$ 12.66	\$ 12.66	\$ 12.66
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**During the initial probationary period of 90 days DC not paid. After probationary period ends, contributions to DC begin.

	<u>Helper</u>	<u>2nd Period</u>	<u>3rd Period</u>	<u>MTRP</u>
Total Wage Package - STRAIGHT TIME	\$ 27.32	\$ 29.41	\$ 32.41	\$ 35.41

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



Gary Glaser
Business Manager/Local 98
Date 5/22/2026



Christopher J. Freeman
CEO, MCA Detroit
Date 5/22/2026



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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 - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$20.00
Vacation & Holiday (taxable)	\$ 0.75
Working Dues (taxable)	\$ 1.30
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$22.30

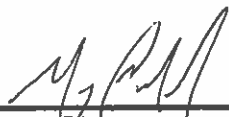
Fringes:

Training Fund	\$ 0.45
Piping Education Council	\$ 0.60
International Training Fund	\$ 0.05
Industry Apprenticeship Reimbursement Fund	\$ 1.15
Total Fringes	\$ 2.25

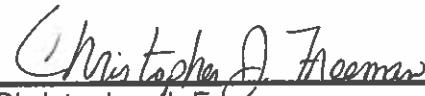
Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 3.80

Total Wage Package - STRAIGHT TIME \$24.55



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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.

Effective first shift Monday morning - June 1, 2026

Taxable:

STRAIGHT TIME Hourly Rate of Pay	\$ 19.00
Vacation & Holiday (taxable)	\$ 0.75
Working Dues (taxable)	\$ 1.02
Building Fund (taxable)	\$ 0.12
Taxable Wage - STRAIGHT TIME	\$ 20.89

Fringes:

Insurance	\$ 8.15
Piping Education Council	\$ 0.58
Training Fund	\$ 0.71
Industry Apprenticeship Reimbursement Fund	\$ 1.15
Total Fringes	\$ 10.59

Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 11.73

Total Wage Package - STRAIGHT TIME \$31.48

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Working Principal

Effective first shift Monday morning - June 1, 2026

Taxable:

General Dues (taxable)	\$ 0.40
Working Dues (taxable)	\$ 2.20
Building Fund (taxable)	\$ 0.25
Taxable Wage - STRAIGHT TIME	\$ 2.85

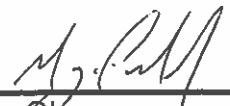
Fringes:

Insurance	optional
Pension Defined Benefit (Cash Balance = \$6.50)	\$18.90
Pension Defined Contribution	optional
Piping Education Council	\$ 0.60
Training Fund	\$ 1.77
International Training Fund	\$ 0.10
Industry Apprenticeship Reimbursement Fund	\$ 1.25
Total Fringes	\$22.62

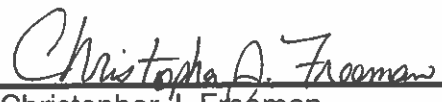
Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: **\$25.47**

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 5/22/2026



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 Date 5/22/2026



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Residential Working Principal

Effective first shift Monday morning - June 1, 2026

Taxable:

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

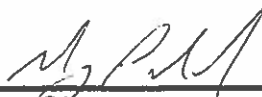
Fringes:

Insurance	optional
Pension Defined Contribution	optional
Piping Education Council	\$ 0.60
Training Fund	\$ 1.77
International Training Fund	\$ 0.10
Industry Apprenticeship Reimbursement Fund	\$ 1.25
Total Fringes	\$ 3.72

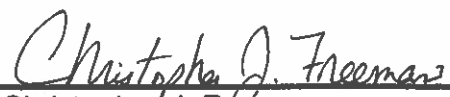
Total Fringes amount above only reflects the items in the Fringes category (w/o taxable Dues amounts). Total amount to be sent to BeneSys is now listed below.

*ATTN Payroll Team - Total Fringe Payment (including Dues) to BeneSys: \$ 6.20

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 5/22/2026



 Christopher J. Freeman
 CEO, MCA Detroit
 Date 5/22/2026