



Wage Package for the Master Labor Agreement

Effective October 01, 2026 — September 30, 2027

All wages and contributions listed below are on a per hour worked basis

JOURNEYMAN/APPRENTICE

Base Wage Rate:	\$63.00
<u>DEDUCTIONS:</u>	
Organizing Fund	[\$0.40]
Market Recovery Fund	[\$0.60]
UA Political Education Fund	[\$0.05]
Working Assessment	[4.6%]
Union Action Fund	[\$0.15]
TOTAL DEDUCTIONS	\$1.20
<u>FRINGE BENEFITS:</u>	
Pension & Retirement	\$12.55
National Pension	\$0.48
Health & Welfare	\$11.97
H&W Substance Abuse	\$0.06
AP/JY Training	\$2.20
UA National Training	\$0.10
Contract Administration Fund	\$0.55
UCIC	\$0.02
TOTAL FRINGES	\$27.93
TOTAL PACKAGE	\$90.93

HELPER/PRE-APPRENTICE

Base Wage Rate:	\$20.16
<u>DEDUCTIONS:</u>	
Organizing Fund	[\$0.40]
Market Recovery Fund	[\$0.60]
UA Political Education Fund	[\$0.05]
Working Assessment	[4.6%]
Union Action Fund	[\$0.15]
TOTAL DEDUCTIONS	\$1.20
<u>FRINGE BENEFITS:</u>	
Health & Welfare	\$5.48
H&W Substance Abuse	\$0.06
AP/JY Training	\$0.99
UA National Training	\$0.10
Contract Administration Fund	\$0.55
UCIC	\$0.02
TOTAL FRINGES	\$7.20
TOTAL PACKAGE	\$27.36

Foreman = 11% above normal JY scale

General Foreman = 22% above normal JY scale

APPRENTICE WAGE RATES

*Apprentices receive the same deductions/benefit package as Journeyman

Step Level 1 (45%) - \$28.35	Step Level 6 (70%) - \$44.10
Step Level 2 (50%) - \$31.50	Step Level 7 (75%) - \$47.25
Step Level 3 (55%) - \$34.65	Step Level 8 (80%) - \$50.40
Step Level 4 (60%) - \$37.80	Step Level 9 (85%) - \$53.55
Step Level 5 (65%) - \$40.95	Step Level 10 (90%) - \$56.70



National Service & Maintenance Agreement Wage Sheet

Effective October 1, 2026 - September 30, 2027

* All wages and contributions listed below are on a per hour worked basis*

	Service Journeyman	Serviceman 1 (80% of MLA)	Serviceman 2 (72% of MLA)	Serviceman 3 (65% of MLA)	Serviceman 4 (57% of MLA)	Serviceman 5 (50% of MLA)	Tradesman (40% of MLA)
Base Wage Rate	\$63.00	\$50.40	\$45.36	\$40.95	\$35.91	\$31.50	\$25.20
Organizing Fund (Deduct)	[\$0.40]	[\$0.40]	[\$0.40]	[\$0.40]	[\$0.40]	[\$0.40]	[\$0.40]
Market Recovery Fund (Deduct)	[\$0.60]	[\$0.60]	[\$0.60]	[\$0.60]	[\$0.60]	[\$0.60]	[\$0.60]
UA Political Education Fund (Deduct)	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]
Union Action Fund (Deduct)	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]
Working Assessment 4.6% (Gross)	[4.6%]	[4.6%]	[4.6%]	[4.6%]	[4.6%]	[4.6%]	[4.6%]
TOTAL DEDUCTIONS	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20
Pension & Retirement	\$12.55	N/A	N/A	N/A	N/A	N/A	N/A
National Pension	\$0.48	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$1.50
Health & Welfare	\$11.97	\$5.48	\$5.48	\$5.48	\$5.48	\$5.48	\$5.48
Health & Welfare Drug Testing	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06
Apprentice/Journeyman Training	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20
UA National Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55
UCIC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
TOTAL FRINGES	\$27.93	\$10.66	\$10.66	\$10.66	\$10.66	\$10.66	\$9.91
TOTAL WAGES AND FRINGES	\$90.93	\$61.06	\$56.02	\$51.61	\$46.57	\$42.16	\$35.11

Per the NSMA, there is an additional \$0.10 per hour, not listed above, that needs to be remitted on behalf of all hours worked directly to the Mechanical Service Contractors Association (MSCA). Contact Teresa Pezzi for more information at 301.990.2210.

Please note that Mechanical Contractors of Las Vegas (MCA) members do not need to pay the \$0.10 as it is paid on your behalf by MCA of Las Vegas. If you have any questions, please contact Tara Lisle at 702.597.1710.



National Service & Maintenance Agreement Wage Sheet

Effective October 1, 2025 - September 30, 2026

* All wages and contributions listed below are on a per hour worked basis*

HVAC Apprentices Only

	Step Level 10 (90%)	Step Level 9 (85%)	Step Level 8 (80%)	Step Level 7 (75%)	Step Level 6 (70%)	Step Level 5 (65%)	Step Level 4 (60%)	Step Level 3 (55%)	Step Level 2 (50%)	Step Level 1 (45%)
Base Wage Rate	\$54.00	\$51.00	\$48.00	\$45.00	\$42.00	\$39.00	\$36.00	\$33.00	\$30.00	\$27.00
Organizing Fund (Deduct)	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]
Market Recovery Fund (Deduct)	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]
UA Political Education Fund (Deduct)	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]
Union Action Fund (Deduct)	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]
Working Assessment 4.9% (Gross)	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]
TOTAL DEDUCTIONS	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20
Pension & Retirement	\$12.30	\$12.30	\$12.30	\$12.30	\$12.30	\$12.30	\$12.30	\$12.30	\$12.30	\$12.30
National Pension	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48
Health & Welfare	\$11.72	\$11.72	\$11.72	\$11.72	\$11.72	\$11.72	\$11.72	\$11.72	\$11.72	\$11.72
Health & Welfare Drug Testing	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06
Apprentice/Journeyman Training	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20	\$2.20
UA National Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55
UCIC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
TOTAL FRINGES	\$27.43	\$27.43	\$27.43	\$27.43	\$27.43	\$27.43	\$27.43	\$27.43	\$27.43	\$27.43
TOTAL WAGES AND FRINGES	\$81.43	\$78.43	\$75.43	\$72.43	\$69.43	\$66.43	\$63.43	\$60.43	\$57.43	\$54.43

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