

# North Atlantic States Regional Council of Carpenters

*Albany, Fulton, Greene, Montgomery, Rensselaer,  
Saratoga, Schenectady, Schoharie, Warren & Washington Counties*  
**COMMERCIAL RATES**

**EFFECTIVE 7/1/2025 - 6/30/2026**

<b>JM CARPENTER - Taxable Wage</b>	<b>\$36.38</b>	<b>FRINGE BENEFITS</b>	
Vacation Fund	\$1.30	Health & Welfare	\$8.50
Work Assessment	\$1.86	Pension	\$11.75
UBC Work Assessment	\$0.09	Annuity	\$2.00
Carpenter Foreman + \$1.25/hr	\$37.63	Apprentice Training	\$0.75
Carpenter Gen. Foreman +\$2.50/hr	\$38.88	Administration & Safety Programs	\$0.36
		CITF	\$0.15
Diver-Wet (8 hr guarantee)	\$61.38	Labor Management	\$0.15
Diver-Dry	\$37.38	HRA	\$1.50
Diver-Tender	\$37.38	<b>TOTAL BENEFITS</b>	<b>\$25.16</b>

DOT/ABS/AWS Certified Welder  
\$3.00 over the applicable rate

**TOTAL WAGES & FRINGE BENEFITS PER HOUR =** **\$61.54**  
Second Shift add 10% to the wage, Third Shift add 15% to the wage

\*Future Increases: 1/1/26 \$2.00, 7/1/26 \$5.00, 7/1/27 \$4.00, 7/1/28 \$3.00; allocations TBD

## APPRENTICE CARPENTER RATES

	<b>65%</b> 1st Lvl	<b>70%</b> 2nd Lvl	<b>75%</b> 3rd Lvl	<b>80%</b> 4th Lvl
Wages	\$23.65	\$25.47	\$27.29	\$29.10
Health & Welfare	\$8.50	\$8.50	\$8.50	\$8.50
HRA	\$1.50	\$1.50	\$1.50	\$1.50
Pension	\$1.65	\$1.65	\$3.25	\$3.25
Annuity	\$0.00	\$0.00	\$1.00	\$1.00
Apprentice Training	\$0.75	\$0.75	\$0.75	\$0.75
Administration & Safety Programs	\$0.23	\$0.25	\$0.27	\$0.29
CITF	\$0.15	\$0.15	\$0.15	\$0.15
Labor Management	\$0.07	\$0.07	\$0.07	\$0.07
<b>Total Benefits</b>	<b>\$12.85</b>	<b>\$12.87</b>	<b>\$15.49</b>	<b>\$15.51</b>

**TOTAL WAGES & FRINGE BENEFITS PER HOUR =**  
**\$36.50    \$38.34    \$42.78    \$44.61**

Vacation Fund	\$0.80	\$0.80	\$1.30	\$1.30
Work Assessment	\$1.00	\$1.00	\$1.00	\$1.00
UBC Work Assessment	\$0.09	\$0.09	\$0.09	\$0.09

# North Atlantic States Regional Council of Carpenters

*Clinton, Essex, Franklin & Hamilton Counties*

## COMMERCIAL RATES

EFFECTIVE 7/1/2025 - 6/30/2026

<b>JM CARPENTER - Taxable Wage</b>	<b>\$32.17</b>	<b>FRINGE BENEFITS</b>	
Vacation Fund	\$1.30	Health & Welfare	\$8.50
Work Assessment	\$1.64	Pension	\$11.75
UBC Work Assessment	\$0.09	Annuity	\$1.01
		Apprentice Training	\$0.75
Carpenter Foreman + \$1.25/hr	\$33.42	Administration & Safety Programs	\$0.32
Carpenter Gen. Foreman +\$2.50/hr	\$34.67	CITF	\$0.15
		HRA	\$1.50
Diver-Wet (8 hr guarantee)	\$57.17	Labor Management	\$0.15
Diver-Dry	\$33.17	<b>TOTAL BENEFITS</b>	<b>\$24.13</b>
Diver-Tender	\$33.17		

DOT/ABS Certified Welder  
\$3.00 over the applicable rate

**TOTAL WAGES & FRINGE BENEFITS PER HOUR =** **\$56.30**  
**Second Shift add 10% to the wage, Third Shift add 15% to the wage**

\*Future Increases: 1/1/26 \$ .50, 7/1/26 \$5.00, 7/1/27 \$3.61, 7/1/28 \$3.60; allocations TBD

## APPRENTICE CARPENTER RATES

	65%	70%	75%	80%
	1st Lvl	2nd Lvl	3rd Lvl	4th Lvl
Wages	\$20.91	\$22.52	\$24.13	\$25.74
Health & Welfare/HRA	\$10.00	\$10.00	\$10.00	\$10.00
Pension	\$1.65	\$1.65	\$3.25	\$3.25
Annuity	\$0.00	\$0.00	\$1.00	\$1.00
Apprentice Training	\$0.75	\$0.75	\$0.75	\$0.75
Administration & Safety Programs	\$0.20	\$0.22	\$0.24	\$0.25
CITF	\$0.15	\$0.15	\$0.15	\$0.15
Labor Management	\$0.07	\$0.07	\$0.07	\$0.07
<b>Total Benefits</b>	<b>\$12.82</b>	<b>\$12.84</b>	<b>\$15.46</b>	<b>\$15.47</b>
<b>TOTAL WAGES &amp; FRINGE BENEFITS PER HOUR =</b>	<b>\$33.73</b>	<b>\$35.36</b>	<b>\$39.59</b>	<b>\$41.21</b>
Vacation Fund	\$0.80	\$0.80	\$1.30	\$1.30
Working Assessment	\$1.00	\$1.00	\$1.00	\$1.00
UBC Work Assessment	\$0.09	\$0.09	\$0.09	\$0.09

# North Atlantic States Regional Council of Carpenters

*Clinton, Essex, Franklin & Hamilton Counties*

## HEAVY & HIGHWAY RATES

EFFECTIVE 7/1/2025 - 6/30/2026

<b>JM CARPENTER - Taxable Wage</b>	<b>\$42.02</b>	<b>FRINGE BENEFITS</b>	
Vacation Fund	\$1.50	Health & Welfare	\$8.50
Work Assessment	\$2.15	Pension	\$11.75
UBC Work Assessment	\$0.09	Annuity	\$3.00
		Apprentice Training	\$0.75
Carpenter Foreman	\$47.02	CITF	\$0.15
		HRA	\$1.50
Diver-Wet (8 hr guarantee)	\$67.02	Labor Management	\$0.15
Diver-Dry	\$43.02	I.A.F.	\$0.25
		<b>TOTAL BENEFITS</b>	<b>\$26.05</b>
DOT/ABS/AWS Certified Welder			
\$5.00 over the applicable rate			

**TOTAL WAGES & FRINGE BENEFITS PER HOUR = \$68.07**

\* Future increases: 7/1/26 \$2.00, 7/1/27 \$3.43; Allocations TBD

## APPRENTICE CARPENTER RATES

	65% 1st. Yr.	70% 2nd. Yr.	75% 3rd Yr.	80% 4th Yr.
Wages	\$27.31	\$29.41	\$31.52	\$33.62
Health & Welfare	\$8.50	\$8.50	\$8.50	\$8.50
HRA	\$1.50	\$1.50	\$1.50	\$1.50
Pension	\$7.64	\$8.23	\$8.81	\$9.40
Annuity	\$0.00	\$0.00	\$1.50	\$1.50
Apprentice Training	\$0.75	\$0.75	\$0.75	\$0.75
CITF	\$0.15	\$0.15	\$0.15	\$0.15
I.A.F.	\$0.25	\$0.25	\$0.25	\$0.25
Labor Management	\$0.07	\$0.07	\$0.07	\$0.07
<b>Total Benefits</b>	<b>\$18.86</b>	<b>\$19.45</b>	<b>\$21.53</b>	<b>\$22.12</b>

**TOTAL WAGES & FRINGE BENEFITS PER HOUR =**  
**\$46.17    \$48.86    \$53.05    \$55.74**

Vacation Fund	\$0.80	\$0.80	\$1.30	\$1.30
Work Assessment	\$1.00	\$1.00	\$1.00	\$1.00
UBC Work Assessment	\$0.09	\$0.09	\$0.09	\$0.09



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*Albany, Fulton, Greene, Montgomery, Rensselaer  
Saratoga, Schenectady, Schoharie, Warren & Washington Counties*

## HEAVY & HIGHWAY RATES

**EFFECTIVE 7/1/2025- 6/30/2026**

<b>JM CARPENTER - Taxable Wage</b>	<b>\$46.27</b>	<b>FRINGE BENEFITS</b>	
<b>Vacation Fund</b>	<b>\$1.50</b>	Health & Welfare	<b>\$8.50</b>
<b>Work Assessment</b>	<b>\$2.36</b>	Pension	<b>\$11.75</b>
<b>UBC Work Assessment</b>	<b>\$0.09</b>	Annuity	<b>\$3.00</b>
<b>Carpenter Foreman</b>	<b>\$51.27</b>	Apprentice Training	<b>\$0.75</b>
<b>Diver-Wet (8 hr guarantee)</b>	<b>\$71.27</b>	CITF	<b>\$0.15</b>
<b>Diver-Dry</b>	<b>\$47.27</b>	HRA	<b>\$1.50</b>
		Labor Management	<b>\$0.15</b>
		I.A.F	<b>\$0.25</b>
<b>DOT/ABS/AWS Certified Welder</b>		<b>TOTAL BENEFITS</b>	<b>\$26.05</b>
<b>\$5.00 over the applicable rate</b>			

**TOTAL WAGES & FRINGE BENEFITS PER HOUR = \$72.32**

\* Future increases: 7/1/26 \$3.00, 7/1/27 \$3.00; Allocations TBD

## APPRENTICE CARPENTER RATES

	<b>65%</b>	<b>70%</b>	<b>75%</b>	<b>80%</b>
	<b>1st. Yr.</b>	<b>2nd. Yr.</b>	<b>3rd Yr.</b>	<b>4th Yr.</b>
<b>Wages</b>	<b>\$30.08</b>	<b>\$32.39</b>	<b>\$34.70</b>	<b>\$37.02</b>
<b>Health &amp; Welfare</b>	<b>\$8.50</b>	<b>\$8.50</b>	<b>\$8.50</b>	<b>\$8.50</b>
<b>HRA</b>	<b>\$1.50</b>	<b>\$1.50</b>	<b>\$1.50</b>	<b>\$1.50</b>
<b>Pension</b>	<b>\$7.64</b>	<b>\$8.23</b>	<b>\$8.81</b>	<b>\$9.40</b>
<b>Annuity</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1.50</b>	<b>\$1.50</b>
<b>Apprentice Training</b>	<b>\$0.75</b>	<b>\$0.75</b>	<b>\$0.75</b>	<b>\$0.75</b>
<b>CITF</b>	<b>\$0.15</b>	<b>\$0.15</b>	<b>\$0.15</b>	<b>\$0.15</b>
<b>I.A.F.</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>
<b>Labor Management</b>	<b>\$0.07</b>	<b>\$0.07</b>	<b>\$0.07</b>	<b>\$0.07</b>
<b>Total Benefits</b>	<b>\$18.86</b>	<b>\$19.45</b>	<b>\$21.53</b>	<b>\$22.12</b>

**TOTAL WAGES & FRINGE BENEFITS PER HOUR =**

<b>\$48.93</b>	<b>\$51.84</b>	<b>\$56.24</b>	<b>\$59.14</b>
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<b>Vacation Fund</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$1.30</b>	<b>\$1.30</b>
<b>Work Assessment</b>	<b>\$1.00</b>	<b>\$1.00</b>	<b>\$1.00</b>	<b>\$1.00</b>
<b>UBC Work Assessment</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>