

KEVIN McLAUGHLIN
Executive Secretary-Treasurer

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September 2025

**TO: ALL EMPLOYERS EMPLOYING CARPENTER MEMBERS UNDER THE
JURISDICTION OF
THE MID-AMERICA CARPENTERS REGIONAL COUNCIL – 28 ILLINOIS COUNTIES
RESIDENTIAL**

Dear Employer:

This letter is to inform you of the wage and fringe benefit rate changes per the Collective Bargaining Agreements negotiated by the Mid-America Carpenters Regional Council and the Residential Construction Employers Council (RCEC) in full force and effect from October 1, 2024, through September 30, 2029. The following schedules summarize the changes for Wages and Benefits effective October 1, 2025, through September 30, 2026. All contribution amounts not listed below remain unchanged.

COOK, LAKE, AND DUPAGE COUNTIES 10/1/2025-9/30/2026

\$3.39 Allocation	
Wages	Increase \$1.75 per hour from \$47.61 to \$49.36
Health and Welfare	Increase \$0.75 per hour from \$12.89 to \$13.64
Pension	Increase \$0.12 per hour from \$15.38 to \$15.50
UBC International Funds	Increase \$0.01 per hour from \$0.14 to \$0.15
Supplemental Retirement	Increase \$0.56 per hour from \$6.88 to \$7.44
Vacation Fund	Increase \$0.10 per hour from \$0.49 to \$0.59
Apprenticeship Training	Increase \$0.10 per hour from \$0.79 to \$0.89

KANE, KENDALL, and McHENRY COUNTIES 10/1/2025-9/30/2026

\$3.39 Allocation	
Wages	Increase \$1.75 per hour from \$47.61 to \$49.36
Health and Welfare	Increase \$0.75 per hour from \$12.89 to \$13.64
Pension	Increase \$0.43 per hour from \$15.07 to \$15.50
UBC International Funds	Increase \$0.01 per hour from \$0.14 to \$0.15
Supplemental Retirement	Increase \$0.25 per hour from \$7.19 to \$7.44
Vacation Fund	Increase \$0.10 per hour from \$0.49 to \$0.59
Apprenticeship Training	Increase \$0.10 per hour from \$0.79 to \$0.89

WILL COUNTY 10/1/2025-9/30/2026

\$3.39 Allocation	
Wages	Increase \$1.75 per hour from \$47.61 to \$49.36
Health and Welfare	Increase \$0.75 per hour from \$12.89 to \$13.64
UBC International Funds	Increase \$0.01 per hour from \$0.14 to \$0.15
Supplemental Retirement	Increase \$0.68 per hour from \$4.38 to \$5.06
Vacation Fund	Increase \$0.10 per hour from \$0.49 to \$0.59
Apprenticeship Training	Increase \$0.10 per hour from \$0.79 to \$0.89

— over —

GRUNDY COUNTY 10/1/2025-9/30/2026

\$3.39 Allocation	
Wages	Increase \$1.75 per hour from \$47.61 to \$49.36
Health and Welfare	Increase \$0.75 per hour from \$12.89 to \$13.64
Pension	Increase \$0.43 per hour from \$15.07 to \$15.50
UBC International Funds	Increase \$0.01 per hour from \$0.14 to \$0.15
Supplemental Retirement	Increase \$0.25 per hour from \$7.19 to \$7.44
Vacation Fund	Increase \$0.10 per hour from \$0.49 to \$0.59
Apprenticeship Training	Increase \$0.10 per hour from \$0.79 to \$0.89

- The new agreement defines residential work as work performed on a personal dwelling which is not more than six (6) stories in height not inclusive of commercial stories. Mixed use structures shall have the residential portions covered under the Residential Agreement and the commercial portions constructed under the applicable Commercial Agreement. (Please refer to the contract language). The new agreement incorporates the Vacation Savings Plan as part of the economic package and continues to allow each employer to designate one (1) individual exemption from the 160 Hour Rule requirements under Sections 12.11, 13.9, and 14.9 under the terms of the Side Letter Agreement.

APPRENTICES

The Apprentice wage rate throughout all listed counties shall be as follows:

- 1st year 40% of Journeyman's wages
- 2nd year 50% of Journeyman's wages
- 3rd year 65% of Journeyman's wages
- 4th year 80% of Journeyman's wages

It is important that all Employers make the rates reported in this document payable on October 1, 2025. Thank you for your cooperation.

Sincerely,

Kevin McLaughlin
Executive Secretary Treasurer

Joel Pogose
President

**2025-2026 Central Region
Wage/Fringe Benefit Rates -
Residential**

This information is for reference only.
The local area collective bargaining
agreement shall prevail in case of any
discrepancies

**MID-AMERICA CARPENTERS
REGIONAL COUNCIL**
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COUNTY		Cook, Lake, DuPage (RCEC)	Kane, Kendall, McHenry (RCEC)	Will (RCEC)	Grundy (RCEC)	Kankakee, Iroquois
EFFECTIVE PERIOD		10/1/2025 9/30/2026	10/1/2025 9/30/2026	10/1/2025 9/30/2026	10/1/2025 9/30/2026	6/1/2025 5/31/2026
Journeyman Wages		\$49.36	\$49.36	\$49.36	\$49.36	\$46.96
C O N T R I B U T I O N S	Health and Welfare	\$13.64	\$13.64	\$13.64	\$13.64	\$13.64
	Pension	\$15.50	\$15.50	\$17.88	\$15.50	\$19.03
	Supplemental Retirement	\$7.44	\$7.44	\$5.06	\$7.44	\$10.35
	Apprentice	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
	Labor/Management Promotion Fund	\$0.46	\$0.46	\$0.46	\$0.46	\$0.27
	International Appr, Safety, Labor Mgt Fund	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
	Industry Advancement	\$0.09	\$0.09	\$0.09	\$0.09	\$0.10
	Vacation Fund	\$0.59	\$0.59	\$0.59	\$0.59	\$1.33
	Other					
Total Fringes		\$38.76	\$38.76	\$38.76	\$38.76	\$45.76
Total Wages & Fringes		\$88.12	\$88.12	\$88.12	\$88.12	\$92.72
F o r e m a n	Directs up to 4 carpenters	\$51.36	\$51.36	\$51.36	\$51.36	\$48.06
	Directs 5 to 8 carpenters	\$51.86	\$51.86	\$54.30 *	\$51.86	
	Directs 9 or more carpenters	\$51.86*	\$51.86*		\$51.86*	
	General Foreman or Directs 16 or more carpenters			\$59.23*		
D u e s	Working Dues	4% MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC
A P P R E N T I C E	1st Year 40%	\$19.74	\$19.74	\$19.74	\$19.74	\$18.78
	2nd Year 50%	\$24.68	\$24.68	\$24.68	\$24.68	\$23.49
	3rd Year 65%	\$32.08	\$32.08	\$32.08	\$32.08	\$30.52
	4th Year 80%	\$39.49	\$39.49	\$39.49	\$39.49	\$37.57

* Non-working foreman

Mid-America Carpenters Regional Council
Quad Cities Campus (Northwest Illinois and Eastern Iowa)

2025-2026 Quad City Campus Wage & Fringe Benefit Rates RESIDENTIAL This information is for reference only. The local area collective bargaining agreement shall prevail in case of any discrepancies.		RATE A: Henderson, Henry, Mercer, Rock Island, IL; All of Louisa north of the Iowa River, Muscatine, and Scott, IA Zone S (L4)	RATE B: Henderson, Henry, Mercer, Rock Island, IL; All of Louisa north of the Iowa River, Muscatine, and Scott, IA Zone S (L4)	Boone, N 1/2 of Ogle, Winnebago, IL Zone 1 (L792)	DeKalb and portions of Ogle, portions of Lee, IL Zone 2 (L790)	Bureau, La Salle, Marshall, Putnam, Stark, IL Zone 3 (L174 IVCA)	RATE A: Carroll, Lee, Stephenson, Whiteside, S 1/2 of Ogle, IL Zone 4 (L790)	RATE B: Carroll, Lee, Stephenson, Whiteside, S 1/2 of Ogle, IL Zone 4 (L790)	FLOOR COVERING Boone, N 1/2 of Ogle, Winnebago, IL Zone 1 (L792)	FLOOR COVERING DeKalb and portions of Lee, IL Zone 2 (L790)	FLOOR COVERING RATE A: Carroll, Lee, Stephenson, Whiteside, S 1/2 of Ogle, IL Zone 4 (L790)	FLOOR COVERING RATE B: Carroll, Lee, Stephenson, Whiteside, S 1/2 of Ogle, IL Zone 4 (L790)
COUNTY												
EFFECTIVE PERIOD		7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26	7/1/25 6/30/26
Journeyman Wages		31.27	22.65	37.19	38.40	30.00	31.32	24.61	37.17	38.38	31.30	24.59
C O N T R I B U T I O N S	Health & Welfare	10.21	9.60	13.27	12.25	12.18	12.25	10.11	13.27	12.25	12.25	10.11
	Pension	12.64	5.50	4.75	8.00	15.39	8.00	3.00	4.75	8.00	8.00	3.00
	Annuity	0.50	0.50	7.75	5.15	5.20	5.15	2.00	7.75	5.15	5.15	2.00
	Apprenticeship	0.73	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68	0.68
	Industry Advancement	0.00	0.00	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00
	Labor-Management	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.02	0.02	0.02	0.02
	Market Recovery	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	UBC National Funds	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
Total Fringes		24.23	16.43	26.60	26.23	33.91	26.23	15.94	26.62	26.25	26.25	15.96
Total Wages & Fringes		55.50	39.08	63.79	64.63	63.91	57.55	40.55	63.79	64.63	57.55	40.55
p r e m i u m	Foreman	34.71	25.14	41.28	42.62	33.30	34.77	27.32	41.26	42.60	34.74	27.29
	General Foreman	36.27	26.27	43.14	44.54	34.80	36.33	28.55	43.12	44.52	36.31	28.52
	Creosote											
	Welding											
	Haz/Mat											
	Height											
	Depth											
	Piledriver											
D u e s	Working Dues	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC	4% to MACRC
	Bldg Tr/Mkt Recovery											
	Labor Management											
	Savac(credit union)											
A P P r e s e n t s	1st Year, 1st 6 Mo.	18.76	15.00	18.60	19.20	15.00	15.66	15.00	18.59	19.19	15.65	15.00
	1st Year, 2nd 6 Mo.	18.76	15.00	22.31	23.04	18.00	18.79	15.00	22.30	23.03	18.78	15.00
	2nd Year, 1st 6 Mo	21.89	15.86	26.03	26.88	21.00	21.92	17.23	26.02	26.87	21.91	17.21
	2nd Year, 2nd 6 Mo	21.89	15.86	26.03	26.88	21.00	21.92	17.23	26.02	26.87	21.91	17.21
	3rd Year, 1st 6 Mo	25.02	18.12	29.75	30.72	24.00	25.06	19.69	29.74	30.70	25.04	19.67
	3rd Year, 2nd 6 Mo	25.02	18.12	29.75	30.72	24.00	25.06	19.69	29.74	30.70	25.04	19.67
	4th Year, 1st 6 Mo	28.14	20.39	33.47	34.56	27.00	28.19	22.15	33.45	34.54	28.17	22.13
	4th Year, 2nd 6 Mo	28.14	20.39	33.47	34.56	27.00	28.19	22.15	33.45	34.54	28.17	22.13