



**Eastern Atlantic States**  
REGIONAL COUNCIL OF CARPENTERS

91 Fieldcrest Ave, Suite A22, Edison, NJ 08837 | Phone: 732-417-9229 | EASCARPENTERS.ORG

**New Jersey Commercial Employers**  
**Rate Code Number: NJ1**

**WAGE RATE AND FRINGE BENEFITS**

**5/1/2024 TO 4/30/2025**

| <b>WAGE RATES</b>                     |                       |     |  |
|---------------------------------------|-----------------------|-----|--|
| Journeyman Wage Rate                  | \$56.01               |     |  |
| Foreman Wage Rate                     | \$64.41               |     |  |
| General Foreman Wage Rate             | \$72.81               |     | <b>Apprentice Periods</b>  |
| Apprentice 1 <sup>st</sup> Year       | \$22.40               | 40% | 0-2,000 Hours  |
| Apprentice 2 <sup>nd</sup> Year       | \$30.81               | 55% | 2,001-4,000 Hours  |
| Apprentice 3 <sup>rd</sup> Year       | \$36.41               | 65% | 4,001-6,000 Hours  |
| Apprentice 4 <sup>th</sup> Year       | \$44.81               | 80% | 6,001-8,000 Hours  |
| Apprentice 5 <sup>th</sup> Year       | \$50.41               | 90% | (5 <sup>th</sup> year only applies to Apprentices Indentured prior to May 1, 2019)                                   |
|                                       |                       |     |  |
| <b>FRINGE BENEFITS</b>                |                       |     |  |
| Health/Welfare & HRA                  | 25% of Gross Wages    |     | Each period of an Apprenticeship requires 1,800 hours of Work and 200 hours of School and all Training Requirements. |
| Retirement – Pension & Annuity        | 32.25% of Gross Wages |     |  |
| Apprenticeship (JAC)                  | 2% of Gross Wages     |     |  |
| Industry Advancement Program          | \$0.28                |     |  |
| Carpenters Intl. Training Fund (CITF) | \$0.14                |     |  |
| Carpenters Contractors Trust (CCT)    | \$0.15                |     |  |
|                                       |                       |     |  |
| <b>TOTAL FRINGE BENEFITS</b>          | <b>\$33.76</b>        |     |  |
| <b>TOTAL JOURNEYMAN PACKAGE</b>       | <b>\$89.77</b>        |     |  |

**\* Health, Retirement and Apprenticeship Contributions are due as a Percentage of Gross Wages.**

**WORK DUES DEDUCTIONS FROM EMPLOYEES' WAGES**

- 5.00% of Gross Wages – Vacation Fund
- 4.50% of Gross Wages – Dues Check Off (UPDATED)
- 2.00% of Gross Wages – Jobs Recovery Dues
- \$0.10 per Hour to (MAP) Member Assistance Program

This is an eight (8) hour area with one and one-half (1-1/2 times) the rate for overtime Monday through Saturday. Two (2) times the regular rate for Sundays and Holidays.

Benefits are to be paid to the **Eastern Atlantic States Carpenters Fund**, 91 Fieldcrest Ave Suite A25, Edison, NJ, 08837 or by visiting <https://employers.carpenters.fund/>.