

**CARPENTERS 46  
NORTHERN CALIFORNIA  
COUNTIES CONFERENCE  
BOARD**

# Memo

TO: ALL LOCAL UNIONS

FROM: FRED WRIGHT  
DEPUTY DIRECTOR

DATE: June 16, 2011

SUBJ: ACOUSTICAL CEILING INSTALLERS, INSULATORS,  
HARWOOD FLOOR LAYERS, AND SHINGLERS

Brothers & Sisters:

Enclosed please find the "Less than Four Year Apprentices Rates" for Acoustical Ceiling Installers, Insulators, Hardwood Floor Layers and Shinglers, effective July 1, 2011, for both Extended and Non-Extended Employers.

Please make sure that these rates are used when dispatching apprentices under these categories.

If you have any questions, please do not hesitate to contact me.

FRW:tc  
opeiu#3 afl-cio  
Enclosure

cc: Gene Price, Carpenter Funds Administrative Office  
Maria Gonzalez, Carpenter Funds Administrative Office  
Russ Fairles, Carpenter Funds Administrative Office  
District Managers

**HARDWOOD FLOOR LAYERS  
LESS THAN FOUR YEAR APPRENTICE RATES**

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS FOR EXTENDED EMPLOYERS**

Effective 7/1/11

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$22.59	\$19.06	\$19.06	\$18.25
Second (7-12) mo.	65%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC	\$24.47	\$20.65	\$20.65	\$19.77
Third (13-18) mo.	70%	1200	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$26.36	\$22.24	\$22.24	\$21.29
Fourth (19-24) mo.	75%	1800	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$28.24	\$23.83	\$23.83	\$22.82
Fifth (25-30) mo.	80%	2400	All Fringes	\$30.12	\$25.42	\$25.42	\$24.34
Sixth (31-36) mo.	90%	3000	All Fringes	\$33.89	\$28.59	\$28.59	\$27.38
Journeyman	100%	3600	All Fringes	\$37.65	\$31.77	\$31.77	\$30.42

**FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA**

Effective:	7/1/11
Health & Welfare (H & W)	9.55
Pension (Pen)	8.40
Annuity (Ann)	2.15
*Vacation (Vac)	2.40
*Work Fee (WF) includes two cents to UBC H&S/N.A.	1.56
Apprentice/Journeyman Training (TR)	.63
Industry Promotion (I.P.)	.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A)	.15
Contract Work Preservation (CWP)	.00
Carpenter Employers Contract Administration (CECA)	.07

\*Vacation and Work Fee amounts are added to the hourly rate to establish the gross pay. The gross amount is subject to normal payroll deductions. After normal deductions, the full vacation and work fee contribution are deducted, reported and paid to the appropriate Trust Fund.

**SHINGLERS**  
**LESS THAN FOUR YEAR APPRENTICE RATES**

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS FOR EXTENDED EMPLOYERS**

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**ACOUSTICAL CEILING INSTALLERS**  
**LESS THAN FOUR YEAR APPRENTICE RATES**

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS FOR EXTENDED EMPLOYERS**

Effective 7/1/11

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$22.50	\$18.97	\$18.97	\$18.16
Second (7-12) mo.	65%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC	\$24.38	\$20.55	\$20.55	\$19.68
Third (13-18) mo.	70%	1200	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$26.25	\$22.13	\$22.13	\$21.19
Fourth (19-24) mo.	75%	1800	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$28.13	\$23.72	\$23.72	\$22.70
Fifth (25-30) mo.	80%	2400	All Fringes	\$30.00	\$25.30	\$25.30	\$24.22
Sixth (31-36) mo.	90%	3000	All Fringes	\$33.75	\$28.46	\$28.46	\$27.24
Journeyman	100%	3600	All Fringes	\$37.50	\$31.62	\$31.62	\$30.27

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Apprentice/Journeyman Training (TR)	.63
Industry Promotion (I.P.)	.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A)	.15
Contract Work Preservation (CWP)	.00
Carpenter Employers Contract Administration (CECA)	.07

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**INSULATORS**  
**LESS THAN FOUR YEAR APPRENTICE RATES**

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS FOR EXTENDED EMPLOYERS**  
**Effective 7/1/11**

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$22.50	\$18.97	\$18.97	\$18.16
Second (7-12) mo.	65%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC	\$24.38	\$20.55	\$20.55	\$19.68
Third (13-18) mo.	70%	1200	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$26.25	\$22.13	\$22.13	\$21.19
Fourth (19-24) mo.	75%	1800	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$28.13	\$23.72	\$23.72	\$22.70
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*Work Fee (WF) includes two cents to UBC H&S/N.A.	156
Apprentice/Journeyman Training (TR)	.63
Industry Promotion (I.P.)	.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A)	.15
Contract Work Preservation (CWP)	.00
Carpenter Employers Contract Administration (CECA)	.07

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**HARDWOOD FLOOR LAYERS**  
**LESS THAN FOUR YEAR APPRENTICE RATES**

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS FOR NON-EXTENDED EMPLOYERS**

Effective 7/1/11

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$22.59	\$19.06	\$19.06	\$18.25
Second (7-12) mo.	65%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC	\$24.47	\$20.65	\$20.65	\$19.77
Third (13-18) mo.	70%	1200	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$26.36	\$22.24	\$22.24	\$21.29
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Journeyman	100%	3600	All Fringes	\$37.65	\$31.77	\$31.77	\$30.42

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Pension (Pen)	9.10
Annuity (Ann)	2.15
*Vacation (Vac)	2.40
*Work Fee (WF) includes two cents to UBC H&S/N.A.	1.60
Apprentice/Journeyman Training (TR)	.72
Industry Promotion (I.P.)	.07
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Contract Work Preservation (CWP)	.05
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