

**2011****2012****JULY**

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**JANUARY**

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**DECEMBER**

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**JUNE**

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**CARPENTERS**

46 NORTHERN CALIFORNIA  
COUNTIES MASTER AGREEMENT

**WAGE & FRINGE BENEFIT RATES  
WORK WEEK CALENDAR**

CARPENTERS

46 NORTHERN CALIFORNIA COUNTIES  
CONFERENCE BOARD

265 Hegenberger Road, Suite 220  
Oakland, CA 94621-1480

(510) 430-9706

Hours: Mon. - Fri.: 7:30 a.m. - 5:00 p.m.

**NORTHERN CALIFORNIA  
CARPENTERS REGIONAL COUNCIL**

265 Hegenberger Road, Suite 200  
Oakland, CA 94621-1480

(510) 568-4788

Counties Of:

Alameda, Alpine, Amador, Butte,  
Calaveras, Colusa, Contra Costa,  
Del Norte, El Dorado, Fresno, Glenn,  
Humboldt, Kings, Lake, Lassen, Madera,  
Marin, Mariposa, Mendocino, Merced,  
Modoc, Monterey, Napa, Nevada,  
Placer, Plumas, Sacramento, San Benito,  
San Francisco, San Joaquin, San Mateo,  
Santa Clara, Santa Cruz, Shasta, Sierra,  
Siskiyou, Solano, Sonoma, Stanislaus,  
Sutter, Tehama, Trinity, Tulare, Tuolumne,  
Yolo & Yuba



Indicates Holidays. No Work to be performed.



Indicates designated off days on which no work is to be performed. Does not apply to Bridge Builder/Highway Carpenter Classification in areas 2,3 and 4.

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE CARPENTER AGREEMENT PROVIDES FOUR WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

**Area 1:** Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

**Area 2:** Counties of: Monterey, San Benito and Santa Cruz

**Area 3:** Counties of: Sacramento, Yolo, San Joaquin, Western Placer\* and Western El Dorado\*

**Area 4:** Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

\* Western Placer County includes territory West of and including Highway 49. Western El Dorado County includes territory West of and including Highway 49 and territory inside the city limits of Placerville.

### JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2011

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Carpenters .....	\$37.50	31.62	31.62	30.27
Bridge Builder/Highway Carpenter .....	\$37.50	37.50	37.50	37.50
Hardwood Floorlayers .....	\$37.65	31.77	31.77	30.42
Shinglers.....	\$37.65	31.77	31.77	30.42
Power Saw Operators .....	\$37.65	31.77	31.77	30.42
Steel Scaffold & Shoring Erectors .....	\$37.65	31.77	31.77	30.42

FOREMAN RATE: 10% per hour above applicable Journeyman rate. GENERAL FOREMAN: 20% above the Foreman rate.

### FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

<b>Effective:</b>	<u>7/1/2011</u>
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) .....	0.63
Industry Promotion (I.P.).....	0.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A.).....	0.15
Contract Work Preservation (CWP) .....	0.00
Carpenter Employers Contract Administration (CECA) .....	0.07

### CARPENTER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2011

<b>Period</b>	<b>Percentage Fringes</b>	<b>Area 1</b>	<b>Area 2</b>	<b>Area 3</b>	<b>Area 4</b>
First 0-6 Mos.	60% H&W, WF, TR, IP, H&S/NA, CWP, CECA .....	\$22.50	\$18.97	\$18.97	\$18.16
Second 7-12 Mos.	65% H&W, WF, TR, IP, H&S/NA, CWP, CECA, VAC.....	\$24.38	\$20.55	\$20.55	\$19.68
Third 13-18 Mos.	70% H&W, WF, TR, IP, H&S/NA, CWP, CECA, VAC, ANN .....	\$26.25	\$22.13	\$22.13	\$21.19
Fourth 19-24 Mos.	75% H&W, WF, TR, IP, H&S/NA, CWP, CECA, VAC, ANN .....	\$28.13	\$23.72	\$23.72	\$22.70
Fifth 25-30 Mos.	80% All Fringes.....	\$30.00	\$25.30	\$25.30	\$24.22
Sixth 31-36 Mos.	85% All Fringes.....	\$31.88	\$26.88	\$26.88	\$25.73
Seventh 37-42 Mos.	90% All Fringes.....	\$33.75	\$28.46	\$28.46	\$27.24
Eighth 43-48 Mos.	95% All Fringes.....	\$35.63	\$30.04	\$30.04	\$28.76

\*\* 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

**2007****2008****JULY**

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**OCTOBER**

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**NOVEMBER**

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**DECEMBER**

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**JANUARY**

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**FEBRUARY**

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**MARCH**

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**MAY**

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○ Indicates Holidays. No Work to be performed.

■ Indicates designated off days on which no work is to be performed.  
Does not apply to Bridge Builder Classification in areas 2,3 and 4.

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46 NORTHERN CALIFORNIA  
COUNTIES MASTER AGREEMENT

**WAGE & FRINGE BENEFIT RATES  
WORK WEEK CALENDAR**

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Modoc, Monterey, Napa, Nevada,  
Placer, Plumas, Sacramento, San Benito,  
San Francisco, San Joaquin, San Mateo,  
Santa Clara, Santa Cruz, Shasta, Sierra,  
Siskiyou, Solano, Sonoma, Stanislaus,  
Sutter, Tehama, Trinity, Tulare, Tuolumne,  
Yolo & Yuba

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE CARPENTER AGREEMENT PROVIDES FOUR WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

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**Area 2:** Counties of: Monterey, San Benito and Santa Cruz

**Area 3:** Counties of: Sacramento, Yolo, San Joaquin, Western Placer\*\* and Western El Dorado\*\*

**Area 4:** Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado\*\*, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer\*\*, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

\*\* Western Placer County includes territory West of and including Highway 49. Western El Dorado County includes territory West of and including Highway 49 and territory inside the city limits of Placerville.

**JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2007**

	Area 1	Area 2 <sup>†</sup>	Area 3 <sup>†</sup>	Area 4 <sup>†</sup>
Carpenters .....	\$33.25	27.37	26.02	26.02
Bridge Builders .....	\$33.25	33.25	33.25	33.25
Hardwood Floorlayers .....	\$33.40	27.52	26.17	26.17
Shinglers .....	\$33.40	27.52	26.17	26.17
Power Saw Operators .....	\$33.40	27.52	26.17	26.17
Steel Scaffold & Shoring Erectors .....	\$33.40	27.52	26.17	26.17

† NOTE: On projects valued at \$50 million or more, bid or negotiated on or after July 1, 2004, and prior to July 1, 2007, wage rates for the duration of the project shall be \$3.50 per hour above the applicable Area 2, 3 or 4 wage rates. See Carpenters Master Agreement for details.

FOREMAN RATE: 10% per hour above applicable Journeyman rate. GENERAL FOREMAN: 20% above the Foreman rate.

**FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA**

Effective:	7/1/2007
Health & Welfare (H&W) .....	\$8.55
Pension (Pen) .....	4.55
Annuity(Ann) .....	1.75
***Vacation (Vac) .....	1.75
***Work Fee (WF) Includes two cents to UBC H&S/N.A. ....	1.29
Apprentice/Journeyman Training (TR) .....	0.43
Industry Promotion (I.P.) .....	0.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A.) .....	0.04
Contract Work Preservation (CWP) .....	0.05
Carpenter Employers Contract Administration (CECA) .....	0.07

**CARPENTER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS  
EFFECTIVE 7/1/2007**

Period	Percentage	Fringes	Area 1	Area 2*	Area 3*	Area 4*
First 0-6 Mos.	60%	H&W,WF,TR,I.P.,H&S/N.A., CWP, CECA .....	\$19.95	16.42	15.61	15.61
Second 7-12 Mos.	65%	H&W,WF,TR,I.P.,H&S/N.A., CWP, CECA, VAC .....	\$21.61	17.79	16.91	16.91
Third 13-18 Mos.	70%	H&W,WF,TR,I.P.,H&S/N.A., CWP, CECA, VAC, ANN .....	\$23.28	19.16	18.21	18.21
Fourth 19-24 Mos.	75%	H&W,WF,TR,I.P.,H&S/N.A., CWP, CECA, VAC, ANN .....	\$24.94	20.53	19.52	19.52
Fifth 25-30 Mos.	80%	All Fringes .....	\$26.60	21.90	20.82	20.82
Sixth 31-36 Mos.	85%	All Fringes .....	\$28.26	23.26	22.12	22.12
Seventh 37-42 Mos.	90%	All Fringes .....	\$29.93	24.63	23.42	23.42
Eighth 43-48 Mos.	95%	All Fringes .....	\$31.59	26.00	24.72	24.72

\* NOTE: Apprentice wage rates shall be calculated as a percentage of the journeyman rate applicable to the project for projects valued at \$25/\$50 million.

\*\*\* 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. (EXT)