

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING
Executive Director

TO: MILL CABINET SIGNATORY EMPLOYERS

May 10, 2010

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year of July 1, 2010 through June 30, 2011. Please note that the membership voted to reallocate the \$.80 an hour wage increase as follows: \$.65 to wages and \$.15 to pension, in addition to the \$.10 already allocated to pension. The breakdown is listed below.

Wage Rates – Effective July 1, 2010

Journeyman: Increase \$.65 per hour for a total of \$26.70

See Wage Rate Card for all other job classifications.

Fringe Benefits – Effective July 1, 2010

Health and Welfare: Increase fifty cents (\$.50) per hour for a total of eight dollars and eighty-five cents (\$8.85) per hour

Pension: Increase twenty-five cents (\$.25) per for a total of four dollars (\$4.00) per hour

Annuity: Increase ten cents (\$.10) per hour for a total of one dollar and twenty cents (\$1.20) per hour

Vacation: Increase fifteen cents (\$.15) per hour for a total of two dollars and thirty cents (\$2.30) per hour

Work Fee: Increase five cents (\$.05) per hour for a total of one dollar and eleven cents (\$1.11) per hour

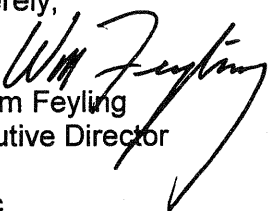
Apprenticeship/Employee Benefit Fund (APPR/EBF): No increase. Remains at ten cents (\$.10) per hour

N.C.M.C.I.C.A.F.: No increase. Remains at four cents (\$.04) per hour

The July, 2010 Trust Fund Reporting Form, which will be mailed to you in August, 2010, will reflect these fringe benefit increases.

Please note the holidays listed on the Wage and Fringe Benefit Rate Card for the work year of July, 2010 through June, 2011.

Sincerely,


William Feyling
Executive Director

WF:tc
opeiu#3 afl-cio
Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairless, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
Phyllis Clima, Northern California Carpenters Regional Council
Cal Watterson, District Manager
Curtis Kelly, District Manager
Mike Knab, District Manager
All Local Unions
John Scianna, ACM

2010							2011						
JULY							JANUARY						
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Indicates Holidays.

**MILLMEN AND
CABINET MAKERS
NINE NORTHERN CALIFORNIA COUNTIES
MASTER AGREEMENT**

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

**INDUSTRIAL CARPENTERS
LOCAL UNION 2236**
115 Broadway
Oakland, CA 94607
(510) 446-2236

**MILL CABINET
LOCAL UNION 262**
2102 Almaden Road, #109
San Jose, CA 95125
(408) 264-3262

COUNTIES OF:
ALAMEDA, CONTRA COSTA,
MARIN, MONTEREY, SAN BENITO,
SAN FRANCISCO, SAN MATEO,
SANTA CLARA, and SANTA CRUZ



LOOK FOR THE UNION LABEL

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 9 BAY AREA COUNTIES

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

WAGE SCHEDULE "A"

JOB CLASSIFICATION	Effective 7-1-10
Journeyman	\$26.70
Foreman	29.37
Layout	28.04
Maintenance	26.70
Truck Driver	26.20
*Production Worker	18.69

FRINGE BENEFITS	Effective 7-1-10
Health & Welfare (H&W)	\$8.85
Pension (PEN)	4.00
Annuity (ANN)	1.20
†Vacation/Holiday (VAC)	2.30
†Work Fee (WF)	1.11
Apprenticeship/Employee Benefit Fund (APPR/EBF)	0.10
N.C.M.C.I.C.A.F.	0.04

*Fringes for Production Worker: H&W, VAC, WF, ANNUITY
N.C.M.C.I.C.A.F.

PRODUCTION WORKER HIRING RATIO

Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer's shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Effective Date	07/01/10					
Apprentice Training Period	Work Hours	School Hours	Shop Rates	Rate of %	Outside Rate	
First Period 0 to 6 months			\$16.02	60%	\$19.13	
Second Period 7 to 12 months	600	72	\$17.36	65%	\$20.72	
Third Period 13 to 18 months	1200	144	\$18.69	70%	\$22.32	
Fourth Period 19 to 24 months	1800	216	\$20.03	75%	\$23.91	
Fifth Period 25 to 30 months	2400	288	\$21.36	80%	\$25.50	
Sixth Period 31 to 36 months	3000	360	\$22.70	85%	\$27.10	
Seventh Period 37 to 42 months	3600	432	\$24.03	90%	\$28.69	
Eighth Period 43 to 48 months	4200	504	\$25.37	95%	\$30.29	
Journeyman	4800	576	\$26.70	100%	\$31.88	

First six (6) month period through fourth six (6) month period: H&W, WF, APPR/EBF, VAC, N.C.M.C.I.C.A.F.

Fifth six (6) month period through eighth six (6) month period: All Fringes

Effective Date of Fringe Benefit Increases:	07/01/10	
H&W	8.85	per hour
WORK FEE	1.11	per hour
APPR/EBF	0.10	per hour
PENSION	4.00	per hour
VACATION	2.30	per hour
ANNUITY	1.20	per hour
N.C.M.C.I.C.A.F.	0.04	per hour

† 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.

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

May 29, 2009

TO: MILL CABINET SIGNATORY EMPLOYERS

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year of July 1, 2009 through June 30, 2010.

Wage Rates – Effective July 1, 2009

Journeyman: Increase \$.75 per hour for a total of \$26.05

See Wage Rate Card for all other job classifications.

Fringe Benefits – Effective July 1, 2009

Health and Welfare: Increase fifty cents (\$.50) per hour for a total of eight dollars and thirty-five cents (\$8.35) per hour

Pension: Increase fifteen cents (\$.15) per for a total of three dollars and seventy-five cents (\$3.75) per hour

Annuity: Increase ten cents (\$.10) per hour for a total of one dollar and ten cents (\$1.10) per hour

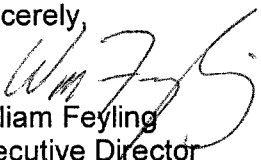
Vacation: Increase ten cents (\$.10) per hour for a total of two dollars and fifteen cents (\$2.15) per hour

Work Fee: Increase four cents (\$.04) per hour for a total of one dollar and six cents (\$1.06) per hour

The July, 2009 Trust Fund Reporting Form, which will be mailed to you in August, 2009, will reflect these fringe benefit increases.

Please note the holidays listed on the Wage and Fringe Benefit Rate Card for the work year of July, 2009 through June, 2010.

Sincerely,


William Feyling
Executive Director

WF:tc

opeiu#3 afl-cio

cc: Gene Price, Russ Fairless & Maria Gonzalez, Carpenter Trust Funds
District Managers
All Local Unions

2009							2010											
JULY							JANUARY											
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Indicates Holidays.

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

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LOOK FOR THE UNION LABEL

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 9 BAY AREA COUNTIES

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

WAGE SCHEDULE "A"

JOB CLASSIFICATION	Effective 7-1-09
Journeyman	\$26.05
Foreman	28.66
Layout	27.36
Maintenance	26.05
Truck Driver	25.55
*Production Worker	18.24

FRINGE BENEFITS	Effective 7-1-09
Health & Welfare (H&W)	\$8.35
Pension (PEN)	3.75
Annuity (ANN)	1.10
†Vacation/Holiday (VAC)	2.15
†Work Fee (WF)	1.06
Apprenticeship/Employee Benefit Fund (APPR/EBF)	0.10
N.C.M.C.I.C.A.F.	0.04

*Fringes for Production Worker: H&W, VAC, WF, ANNUITY
NCMCICAF

PRODUCTION WORKER HIRING RATIO

Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer's shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).

† 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.

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Effective Date	07/01/09					
Apprentice Training Period	Work Hours	School Hours	Shop Rates	Rate of %	Outside Rate	
First Period 0 to 6 months			\$15.63	60%	\$18.62	
Second Period 7 to 12 months	600	72	\$16.94	65%	\$20.17	
Third Period 13 to 18 months	1200	144	\$18.24	70%	\$21.73	
Fourth Period 19 to 24 months	1800	216	\$19.54	75%	\$23.28	
Fifth Period 25 to 30 months	2400	288	\$20.84	80%	\$24.83	
Sixth Period 31 to 36 months	3000	360	\$22.15	85%	\$26.38	
Seventh Period 37 to 42 months	3600	432	\$23.45	90%	\$27.93	
Eighth Period 43 to 48 months	4200	504	\$24.75	95%	\$29.48	
Journeyman	4800	576	\$26.05	100%	\$31.03	

First six (6) month period through fourth six (6) month period: H&W, WF, APPR/EBF, VAC, N.C.M.C.I.C.A.F.

Fifth six (6) month period through eighth six (6) month period: All Fringes

Effective Date of Fringe Benefit Increases:	07/01/09	
H&W	8.35	per hour
WORK FEE	1.06	per hour
APPR/EBF	0.10	per hour
PENSION	3.75	per hour
VACATION	2.15	per hour
ANNUITY	1.10	per hour
N.C.M.C.I.C.A.F.	0.04	per hour

2008							2009										
JULY							JANUARY										
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Indicates Holidays.

**MILLMEN AND
CABINET MAKERS
NINE NORTHERN CALIFORNIA COUNTIES
MASTER AGREEMENT**

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

**INDUSTRIAL CARPENTERS
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LOOK FOR THE UNION LABEL

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 9 BAY AREA COUNTIES

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

WAGE SCHEDULE "A"

JOB CLASSIFICATION	Effective 7-1-08
Journeyman	\$25.30
Foreman	27.83
Layout	26.57
Maintenance	25.30
Truck Driver	24.80
*Production Worker	17.71

FRINGE BENEFITS	Effective 7-1-08
Health & Welfare (H&W)	\$7.85
Pension (PEN)	3.60
Annuity (ANN)	1.00
†Vacation/Holiday (VAC)	2.05
†Work Fee (WF)	1.02
Apprenticeship/Employee Benefit Fund (APPR/EBF)	0.10
NCMCICAF	0.04

*Fringes for Production Worker: H&W, VAC, WF, ANNUITY
NCMCICAF

PRODUCTION WORKER HIRING RATIO

Each individual employer is entitled to hire one (1) Production Worker. Thereafter the following ratio will prevail: One (1) additional Production Worker for every five (5) employees employed, of which at least one (1) must be an Apprentice.

† 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.

Effective Date 07/01/08

Apprentice Training Period	Work Hours	School Hours	Shop Rates	Rate of %	Outside Rate
First Period 0 to 6 months			\$15.18	60%	\$17.72
Second Period 7 to 12 months	600	72	\$16.45	65%	\$19.20
Third Period 13 to 18 months	1200	144	\$17.71	70%	\$20.68
Fourth Period 19 to 24 months	1800	216	\$18.98	75%	\$22.16
Fifth Period 25 to 30 months	2400	288	\$20.24	80%	\$23.63
Sixth Period 31 to 36 months	3000	360	\$21.51	85%	\$25.11
Seventh Period 37 to 42 months	3600	432	\$22.77	90%	\$26.59
Eighth Period 43 to 48 months	4200	504	\$24.04	95%	\$28.06
Journeyman	4800	576	\$25.30	100%	\$29.54

First six (6) month period through fourth six (6) month period: H&W, WF, APPR/EBF, VAC, NCMCICAF

Fifth six (6) month period through eighth six (6) month period: All Fringes

Effective Date of Fringe Benefit Increases: 07/01/08

H&W	7.85	per hour
WORK FEE	1.02	per hour
APPR/EBF	0.10	per hour
PENSION	3.60	per hour
VACATION	2.05	per hour
ANNUITY	1.00	per hour
NCMCICAF	0.04	per hour

2007 **2008**

JULY

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JANUARY

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AUGUST

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25	26	27	28	29	30	31

FEBRUARY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

SEPTEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MARCH

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

OCTOBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

NOVEMBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY

S	M	T	W	T	F	S
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

DECEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

○ Indicates Union Meetings 2nd Tuesday, 7:00 p.m.
 □ Indicates Holidays.



**MILL & CABINET
 2007-2008
 MASTER AGREEMENT**

**ASSOCIATED CABINET MFRS.
 and
 CARPENTERS LOCAL UNION NO. 2236**

115 BROADWAY
 Oakland, CA 94607
 (510) 446-2236

DANIEL HUFF
 SENIOR FIELD REPRESENTATIVE

RUBEN LOPEZ
 FIELD REPRESENTATIVE

FRANCISCO NIETO
 FIELD REPRESENTATIVE



LOOK FOR THE UNION LABEL

7 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA

WAGE SCHEDULE "A"

JOB CLASSIFICATION	Effective 7-1-07
Journeyman	\$24.05
Foreman	25.05
Layout	24.80
Maintenance	24.05
Truck Driver	23.55
*Production Worker I	16.80
**Production Worker II	14.80

FRINGE BENEFITS	Effective 7-1-07
Health & Welfare (H&W)	\$7.605
Pension (PEN)	3.55
Annuity (ANN)	1.00
†Vacation/Holiday (VAC)	2.00
†Work Fee (WF)	1.07
Apprenticeship/Employee Benefit Fund (APPR/EBF)	0.10
NCMCICAF	0.02

*Fringes for Production Worker I: H&W, VAC, WF, ANN

**Fringes for Production Worker II: H&W, VAC, WF

PRODUCTION WORKER HIRING RATIO

Each individual employer is entitled to hire one (1) production worker. Thereafter the following ratio will prevail: One (1) additional production worker for every five (5) employees employed, of which at least one (1) must be an apprentice.

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Effective Date	07/01/07				
Apprentice Training Period	Work Hours	School Hours	Shop Rates	Rate of %	Outside Rate
First Period 0 to 6 months			\$11.42	47½%	\$13.42
Second Period 7 to 12 months	600	72	\$11.42	47½%	\$13.42
Third Period 13 to 18 months	1200	144	\$13.23	55%	\$15.54
Fourth Period 19 to 24 months	1800	216	\$15.03	62½%	\$17.66
Fifth Period 25 to 30 months	2400	288	\$16.84	70%	\$19.78
Sixth Period 31 to 36 months *	3000	360	\$18.64	77½%	\$21.90
Seventh Period 37 to 42 months	3600	432	\$20.44	85%	\$24.02
Eighth Period 43 to 48 months	4200	504	\$22.25	92½%	\$26.14
Journeyman	4800	576	\$24.05	100%	\$28.26

First six (6) month period through fourth six (6) month period: H&W, WF, APPR/EBF, VAC, NCMCICAF

Fifth six (6) month period through eighth six (6) month period: All Fringes

Effective Date of Fringe Benefit Increases:	07/01/07
H&W	7.605 per hour
PEN	3.55 per hour
ANN	1.00 per hour
†VAC	2.00 per hour
†WF	1.07 per hour
APPR/EBF	0.10 per hour
NCMCICAF	0.02 per hour

† 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.