## CARPENTERS
### 46 NORTHERN CALIFORNIA COUNTIES MASTER AGREEMENT
#### WAGE & FRINGE BENEFIT RATES

**WORK WEEK CALENDAR**

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage Fringes</th>
<th>Area 1</th>
<th>Area 2</th>
<th>Area 3</th>
<th>Area 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 0-6 Mos.</td>
<td>60% H&amp;W, WF, TR, VHSLA, IP, CITF, CWP, CECA</td>
<td>$36.23</td>
<td>$32.71</td>
<td>$32.71</td>
<td>$31.90</td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65% H&amp;W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC</td>
<td>$39.25</td>
<td>$35.43</td>
<td>$35.43</td>
<td>$34.55</td>
</tr>
<tr>
<td>Third 13-18 Mos.</td>
<td>70% H&amp;W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN</td>
<td>$42.27</td>
<td>$38.16</td>
<td>$38.16</td>
<td>$37.21</td>
</tr>
<tr>
<td>Fourth 19-24 Mos.</td>
<td>75% H&amp;W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN</td>
<td>$45.29</td>
<td>$40.88</td>
<td>$40.88</td>
<td>$39.87</td>
</tr>
<tr>
<td>Fifth 25-30 Mos.</td>
<td>80% All Fringes</td>
<td>$48.31</td>
<td>$43.61</td>
<td>$43.61</td>
<td>$42.53</td>
</tr>
<tr>
<td>Sixth 31-36 Mos.</td>
<td>85% All Fringes</td>
<td>$51.33</td>
<td>$46.33</td>
<td>$46.33</td>
<td>$45.19</td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90% All Fringes</td>
<td>$54.35</td>
<td>$49.06</td>
<td>$49.06</td>
<td>$47.84</td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95% All Fringes</td>
<td>$57.37</td>
<td>$51.78</td>
<td>$51.78</td>
<td>$50.50</td>
</tr>
</tbody>
</table>

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### CARPENTERS REGIONAL COUNCIL

**Counties of:**

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### 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 7/1/2023**

**Effective:**
- Health & Welfare (H&W) ................................................. $12.49
- Pension (PEN) .............................................................. 11.25
- Annuity (ANN) .............................................................. 2.88
- **Vacation (VAC) .......................................................... 3.18**
- **Work Fee (WF) .......................................................... 2.40**
- **Apprentice/Journeyman Training (TR) .......................... 1.19**
- Vacation/Holiday/Sick Leave Admin. (VHSLA) ............... 0.10
- Industry Promotion (IP) ................................................. 0.07
- Carpenters International Training Fund (CITF) .......... 0.13
- Carpenters Contract Work Protection Fund (CWPF) .... 0.05
- Carpenters Employers Contract Administration (CECA) . 0.07

**Carpenter Apprentice Wage Rates and Schedule of Benefits EFFECTIVE 7/1/2023**

**Fringe Benefits — Entire 46 Counties Area**

**Effective:**

- Steel Scaffold & Shoring Erectors ....................... $60.54 60.54 60.54 60.54
- Power Saw Operators ....................................... $60.54 60.54 60.54 60.54
- Shinglers ........................................................... $60.54 54.66 54.66 54.66
- Hardwood Floorlayers ....................................... $60.54 54.66 54.66 54.66
- Carpenter ......................................................... $60.39 54.51 54.51 53.16
- Third 13-18 Mos. | 70% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN | $42.27 $38.16 $38.16 $37.21
- First 0-6 Mos. | 60% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC | $36.23 $32.71 $32.71 $31.90
- **Work Fee (WF) .......................................................... 2.40**
- **Apprentice/Journeyman Training (TR) .......................... 1.19**
- **Vacation/Holiday/Sick Leave Admin. (VHSLA) ............... 0.10**
- **Industry Promotion (IP) ............................................. 0.07**
- **Carpenters International Training Fund (CITF) .......... 0.13**
- **Carpenters Contract Work Protection Fund (CWPF) .... 0.05**
- **Carpenters Employers Contract Administration (CECA) . 0.07**

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**Notes:**
- **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.**
- **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.**
- **Normal deductions, the full vacation and work fee contributions are deducted, reported and paid to the appropriate trust fund.**
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) 568-4788

Hours: Mon. - Fri.: 8:00 a.m. - 5:00 p.m.

NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL
265 Hegenberger Road, Suite 200
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Counts of:

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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.

**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.**

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

**FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA**

**Effective: 7/1/2023**

**Fringe Benefits — entire 46 counties area**

**Effective: 7/1/2023**

**Health & Welfare (H&W)** .................................................. $12.49
**Pension (PEN)** ................................................................. 11.25
**Annuity (ANN)** ............................................................... 2.88
**Vacation/Vacation Fee (WF)** ........................................... 3.18
**Vacation (VAC)** ............................................................. 2.40
**Carpenter/Foreman Training (TR)** .................................. 1.19
**Vacation/Holiday/Sick Leave Admin. (VHSLA)** ............... 0.10
**Industry Promotion (IP)** ................................................ 0.07
**Carpenters International Training Fund (CIFT)** ............ 0.13
**Contract Work Preservation (CWP)** ............................... 0.05
**Carpenter Employers Contract Administration (CECA)** .... 0.07

**CARPENTER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS**

**Effective: 7/1/2023**

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<tr>
<td>First 4 mos.</td>
<td>60%</td>
<td>$60.39</td>
<td>54.51</td>
<td>54.51</td>
<td>53.16</td>
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<tr>
<td>Second 7-12 mos.</td>
<td>65%</td>
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<td>70%</td>
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**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.**