### Wage & Fringe Benefit Rates

#### Work Week Calendar

<table>
<thead>
<tr>
<th>Month</th>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
<th>Day 4</th>
<th>Day 5</th>
<th>Day 6</th>
<th>Day 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>JULY</td>
<td>S</td>
<td>M</td>
<td>T</td>
<td>W</td>
<td>T</td>
<td>F</td>
<td>S</td>
</tr>
<tr>
<td>AUGUST</td>
<td>S</td>
<td>M</td>
<td>T</td>
<td>W</td>
<td>T</td>
<td>F</td>
<td>S</td>
</tr>
<tr>
<td>SEPTEMBER</td>
<td>S</td>
<td>M</td>
<td>T</td>
<td>W</td>
<td>T</td>
<td>F</td>
<td>S</td>
</tr>
<tr>
<td>OCTOBER</td>
<td>S</td>
<td>M</td>
<td>T</td>
<td>W</td>
<td>T</td>
<td>F</td>
<td>S</td>
</tr>
<tr>
<td>NOVEMBER</td>
<td>S</td>
<td>M</td>
<td>T</td>
<td>W</td>
<td>T</td>
<td>F</td>
<td>S</td>
</tr>
<tr>
<td>DECEMBER</td>
<td>S</td>
<td>M</td>
<td>T</td>
<td>W</td>
<td>T</td>
<td>F</td>
<td>S</td>
</tr>
</tbody>
</table>

#### Industrial Carpenters

Local Union 2236

115 Broadway
Oakland, CA 94607

(510) 446-2236

- **San Mateo, San Mateo, Alameda, Contra Costa, Marin, Monterey, San Benito, San Francisco, San Mateo, Santa Clara, and Santa Cruz**

#### Wage Rates Effective 07/01/2023

- **Journeyman** $27.45
- **Journeyman Outside Rate** $30.80
- **Foreman** $33.36
- **Layout** $35.93
- **Maintenance** $38.72
- **Truck Driver** $41.22

### Fringe Benefits Effective 07/01/2023

- Health & Welfare (H&W) $11.34
- Pension (PEN) $7.38
- Pension – Production Worker (PEN PW) $4.10
- Annuity (ANN) $1.65
- Annuity – Production Worker (ANN PW) $0.50
- **Vacation (VAC)** $3.14
- **Work Fee (WF)** $1.63
- Vacation/Holiday/Sick Leave Admin. (VHSLA) $0.10

#### Apprentice Wage Rates and Schedule of Benefits

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage</th>
<th>Fringes</th>
<th>Work Hours</th>
<th>School Hours</th>
<th>Shop Rates</th>
<th>Outside Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 0-6 Mos.</td>
<td>60%</td>
<td>H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>23.53</td>
<td>25.49</td>
<td>30.80</td>
<td></td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65%</td>
<td>H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>25.49</td>
<td>33.36</td>
<td>35.93</td>
<td></td>
</tr>
<tr>
<td>Third 13-18 Mos.</td>
<td>70%</td>
<td>H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>27.45</td>
<td>33.36</td>
<td>38.72</td>
<td></td>
</tr>
<tr>
<td>Fourth 19-24 Mos.</td>
<td>75%</td>
<td>H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>29.42</td>
<td>35.93</td>
<td>41.22</td>
<td></td>
</tr>
<tr>
<td>Fifth 25-30 Mos.</td>
<td>80%</td>
<td>All Fringes</td>
<td>31.38</td>
<td>41.22</td>
<td>46.20</td>
<td></td>
</tr>
<tr>
<td>Sixth 31-36 Mos.</td>
<td>85%</td>
<td>All Fringes</td>
<td>33.34</td>
<td>43.63</td>
<td>48.76</td>
<td></td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90%</td>
<td>All Fringes</td>
<td>35.30</td>
<td>46.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95%</td>
<td>All Fringes</td>
<td>37.26</td>
<td>48.76</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

† - Outside Rates apply for the first three (3) days or twenty-four (24) hours, whichever occurs first. - See Section 18 of Appendix E

**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.**
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

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 9 NORTHERN CALIFORNIA COUNTIES

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

WAGE RATES EFFECTIVE 07/01/2023

Journeyman .................................................. $39.22
Journeyman Outside Rate .................................. $51.33
Foreman ........................................................ $43.14
Layout ......................................................... $41.18
Maintenance ................................................. $39.22
Truck Driver .................................................. $38.72
*Production Worker ..................................... $27.45

FRINGE BENEFITS EFFECTIVE 07/01/2023

Health & Welfare (H&W) ................................ $11.34
Pension (PEN) .............................................. $7.38
Pension – Production Worker (PEN PW) ........ $4.10
Annuity (ANN) ............................................. $1.65
Annuity – Production Worker (ANN PW) ...... $0.50
**Vacation (VAC) .......................................... $3.14
**Work Fee (WF) .......................................... $1.63
Vacation/Holiday/Sick Leave Admin. (VHSLA) $0.10
Apprenticeship/Employee Benefit Fund (APPR/EBF) $0.86
N.C.M.C.I.C.A.F. ........................................ $0.04

*Fringes for Production Workers: H&W, PEN PW, VAC, WF, ANN PW, VHSLA, 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 7/1/2023

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage Fringes</th>
<th>Work Hours</th>
<th>School Hours</th>
<th>Shop Rates</th>
<th>Outside Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 0-6 Mos.</td>
<td>60% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>-</td>
<td>-</td>
<td>$23.53</td>
<td>$30.80</td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>600</td>
<td>72</td>
<td>$25.49</td>
<td>$33.36</td>
</tr>
<tr>
<td>Third 13-18 Mos.</td>
<td>70% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>1200</td>
<td>144</td>
<td>$27.45</td>
<td>$35.93</td>
</tr>
<tr>
<td>Fourth 19-24 Mos.</td>
<td>75% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>1800</td>
<td>216</td>
<td>$29.42</td>
<td>$38.50</td>
</tr>
<tr>
<td>Fifth 25-30 Mos.</td>
<td>80% All Fringes</td>
<td>2400</td>
<td>288</td>
<td>$31.28</td>
<td>$41.06</td>
</tr>
<tr>
<td>Sixth 31-36 Mos.</td>
<td>85% All Fringes</td>
<td>3000</td>
<td>360</td>
<td>$33.34</td>
<td>$43.63</td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90% All Fringes</td>
<td>3600</td>
<td>423</td>
<td>$35.30</td>
<td>$46.20</td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95% All Fringes</td>
<td>4200</td>
<td>504</td>
<td>$37.26</td>
<td>$48.76</td>
</tr>
</tbody>
</table>

† – Outside Rates apply for the first three (3) days or twenty-four (24) hours, whichever occurs first. - See Section 18 of Appendix E

** 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 SCHEDULE OF BENEFITS
EFFECTIVE 7/12/2023

湾区的 9 个县：阿拉米达县、康特拉科斯塔县、马林县、蒙特雷县、圣贝尼托县、旧金山湾、圣马特奥县、圣克拉拉县和圣克鲁斯县

工资率有效日期：07/01/2023

学徒工 .......................... $39.22
学徒工外勤率 .......................... $51.33
主管 .................................. $43.14
排版 .................................. $41.18
维护 .................................. $39.22
卡车司机 .......................... $38.72
*生产工人 .......................... $27.45

附加福利有效日期：07/01/2023

医疗与福利（H&W） .................. $11.34
养老金（PEN） .................. $7.38
养老金－生产工人（PEN PW） .................. $4.10
年金（ANN） .................. $1.65
年金－生产工人（ANN PW） .................. $0.50
**年休假（VAC） .................. $3.14
**工作费（WF） .................. $1.63
年假/假期/病假管理（VHSLA） .................. $0.10
学徒制/雇员福利基金（APPR/EBF） .................. $0.86
N.C.M.C.I.C.A.F. .................. $0.04

*生产工人工资：H&W, PEN PW, VAC, WF, ANN PW, VHSLA, N.C.M.C.I.C.A.F.

雇员入职比率：每个个别雇主可雇佣一名（1）生产工人，另外生产工人可在不超出一名（1）生产工人与五（5）木匠（学徒工和学徒）的情况下被雇佣。

学徒工工资率和福利计划
有效日期：7/1/2023

<table>
<thead>
<tr>
<th>时期</th>
<th>百分比 福利</th>
<th>工作小时 数</th>
<th>学校小时 数</th>
<th>店铺价格 数</th>
<th>外部价格 数</th>
</tr>
</thead>
<tbody>
<tr>
<td>第一 0-6 个月</td>
<td>60% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>-</td>
<td>-</td>
<td>$23.53</td>
<td>$30.80</td>
</tr>
<tr>
<td>第二 7-12 个月</td>
<td>65% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>600</td>
<td>72</td>
<td>$25.49</td>
<td>$33.36</td>
</tr>
<tr>
<td>第三 13-18 个月</td>
<td>70% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>1200</td>
<td>144</td>
<td>$27.45</td>
<td>$35.93</td>
</tr>
<tr>
<td>第四 19-24 个月</td>
<td>75% H&amp;W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.</td>
<td>1800</td>
<td>216</td>
<td>$29.42</td>
<td>$38.50</td>
</tr>
<tr>
<td>第五 25-30 个月</td>
<td>80% 所有福利</td>
<td>2400</td>
<td>288</td>
<td>$31.28</td>
<td>$41.06</td>
</tr>
<tr>
<td>第六 31-36 个月</td>
<td>85% 所有福利</td>
<td>3000</td>
<td>360</td>
<td>$33.34</td>
<td>$43.63</td>
</tr>
<tr>
<td>第七 37-42 个月</td>
<td>90% 所有福利</td>
<td>3600</td>
<td>423</td>
<td>$35.30</td>
<td>$46.20</td>
</tr>
<tr>
<td>第八 43-48 个月</td>
<td>95% 所有福利</td>
<td>4200</td>
<td>504</td>
<td>$37.26</td>
<td>$48.76</td>
</tr>
</tbody>
</table>

†– 外部价格适用于前三（3）天或二十四（24）小时， whichever occurs first. - See Section 18 of Appendix E

** 工资和工作费金额被加入到小时率以确定毛工资。毛工资金额受正常工资扣款影响。正常扣款后，全薪休假和工作费贡献被扣除，报告并支付至适当的信托基金。