NORTHERN CALIFORNIA
MILLWRIGHTS
LOCAL UNION #102
3128 CONSTITUTION DRIVE
LIVERMORE, CA 94551

Office Phone
(925) 294-5350
Toll Free 1-877-562-5102
FAX (925) 294-5360
Dispatch Email: Local102dispatch@nccrc.org

Carpenters
46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD
265 Hegenberger Road, Suite 220
Oakland, CA 94621-1480
(510) 430-9706

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

NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL
265 Hegenberger Road, Suite 200
Oakland, CA 94621-1480
(510) 568-4788

UNION MEETING: 1st MONDAY 7:00 P.M.
HELD AT LOCAL 102
3128 CONSTITUTION DRIVE
LIVERMORE, CA 94551
SERVING ALL OF NORTHERN CALIFORNIA

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT 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.

** 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.

MILLWRIGHT WAGE RATES EFFECTIVE 7/1/2023

Area 1
Area 2
Area 3
Area 4
Journeymen
$60.49
$57.01
$57.01
$55.66
Foreman Rate: $3.50 per hour above applicable Journeymen rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective: 7/1/2023

Health & Welfare (H&W) ...................................................... $12.49
Pension (PEN) ..................................................................... 11.25
Annuity (ANN) .................................................................... 4.38
** Vacation (VAC) .............................................................. 3.08
** Work Fee (WF) ............................................................. 2.59
Apprentice/Journeyman Training (TR) ............................. 1.19
Vacation/Holiday/Sick Leave Admin. (VHSLA) ............... 0.10
Millwright Industry Promotion (IP) ................................. 0.15
Carpenters International Training Fund (CITF) .......... 0.13
Contract Work Preservation (CWP) ................................. 0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2023

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage</th>
<th>Fringes</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 0-6 Mos.</td>
<td>60% H&amp;W; WF, TR, VHSLA, P, CIT, CWP</td>
<td>$36.29</td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65% H&amp;W; WF, TR, VHSLA, P, CIT, CWP, VAC</td>
<td>$39.32</td>
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<tr>
<td>Third 13-18 Mos.</td>
<td>70% H&amp;W; WF, TR, VHSLA, P, CIT, CWP, VAC, ANN</td>
<td>$42.34</td>
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<tr>
<td>Fourth 19-24 Mos.</td>
<td>75% H&amp;W; WF, TR, VHSLA, P, CIT, CWP, VAC, ANN</td>
<td>$45.37</td>
</tr>
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<td>Fifth 25-30 Mos.</td>
<td>80% All Fringes</td>
<td>$48.39</td>
</tr>
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<td>Sixth 31-36 Mos.</td>
<td>85% All Fringes</td>
<td>$51.42</td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90% All Fringes</td>
<td>$54.44</td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95% All Fringes</td>
<td>$57.47</td>
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MILLWRIGHT WAGE RATES EFFECTIVE 7/1/2023

Area 1 $60.49
Area 2 $57.01
Area 3 $57.01
Area 4 $55.66

FOREMAN RATE: $5.50 per hour above applicable Journeyman rate.
GENERAL FOREMAN: $3.50 above the Millwrights foreman rate.

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7/1/2023

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<td>$34.21</td>
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<tr>
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<td>70% H&amp;W, WF, TR, VHSLA, P, CIT, CWP</td>
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<td>75% H&amp;W, WF, TR, VHSLA, P, CIT, CWP</td>
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<tr>
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<tr>
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<td>All Fringes</td>
<td>$44.53</td>
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<td></td>
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<td>$47.31</td>
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<td></td>
<td>All Fringes</td>
<td>$50.09</td>
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<tr>
<td></td>
<td>All Fringes</td>
<td>$52.88</td>
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