## Wage & Fringe Benefits Rates

### 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

### Counties of:


### Wages

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage</th>
<th>Fringes</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 6 Mos.</td>
<td>80%</td>
<td>Health &amp; Welfare (H&amp;W), Work Fee (WF), Training (TR), Apprenticeship, VFSA, CITF, CWP, VHSLA, CWP, Annuity - Master &amp; Lead (ANN)</td>
</tr>
<tr>
<td>7 - 24 Mos.</td>
<td>70%</td>
<td>Health &amp; Welfare (H&amp;W), Work Fee (WF), Training (TR), Apprenticeship, VFSA, CITF, CWP, VHSLA, CWP, Annuity - Master &amp; Lead (ANN)</td>
</tr>
</tbody>
</table>

### Fringe Benefits

- Health & Welfare (H&W)
- Work Fee (WF)
- Training (TR)
- Apprenticeship
- VFSA
- CITF
- CWP
- VHSLA
- Annuity - Master & Lead (ANN)

### Holiday Schedule

- **First 0 - 6 Mos.**:
  - 80% for Health & Welfare
  - 70% for Work Fee
- **Second 7 - 24 Mos.**:
  - 85% for Health & Welfare
  - 75% for Work Fee
- **Third 13 - 18 Mos.**:
  - All Fringes
- **Fourth 19 - 24 Mos.**:
  - 95% for All Fringes

### Addendum

- **Addendum**: For Window Covering Installers, see Section 8.03.00 of the Modular Systems Addendum.

### Fines

- **7/1/2023**

### 9 Counties

- Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano & Sonoma

### 3 Counties

- Monterey, San Benito & Santa Cruz

### 34 Counties


### Off-Duty Pay

- 80% for First 6 Months

### Employee Ratio

The company-wide ratio of employees shall be based on increments of eight (8) employees. For every eight (8) employees, the employer shall employ: One (1) Master Installer, Two (2) Lead Installers and Five (5) Installers.

An individual employer who is entitled to employ apprentices may employ not more than one (1) apprentice for the first three (3) installers (Master, Lead or Installer) regularly employed by him/her and not more than one (1) additional apprentice for each five (5) additional installers employed by him/her. The first apprentice may not be employed until at least three (3) installers are regularly employed by the individual employer. Any individual employer employing five (5) installers, he/she shall employ at least one (1) apprentice. For each additional five (5) installers then in his/her employ, he/she shall employ at least one (1) additional apprentice.

For Window Covering Installer ratios, see Section 8.03.00 of the Modular Systems Addendum.
## CARPENTERS
### 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD
265 Hegenberger Road, Suite 220
Oakland, CA 94621-1480
(510) 430-9706

### WAGE & FRINGE BENEFIT RATES

**First 0 - 6 Mos.**
- 80% H&W, WF, TR, VHSLA, CITF, CWP
  - 80% H&W, WF, TR, VHSLA, CITF, CWP
  - 80% H&W, WF, TR, VHSLA, CITF, CWP

**Second 7-12 Mos.**
- 85% H&W, WF, TR, VHSLA, CITF, CWP
  - 85% H&W, WF, TR, VHSLA, CITF, CWP
  - 85% H&W, WF, TR, VHSLA, CITF, CWP

**Third 13-18 Mos.**
- 90% All Fringes
  - 90% All Fringes
  - 90% All Fringes

**Fourth 19-24 Mos.**
- 95% All Fringes
  - 95% All Fringes
  - 95% All Fringes

*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.

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

### Counties of:

### CARPENTERS REGIONAL COUNCIL

### Adding addenda and benefits:
**9 COUNTIES AREA:**
- Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano & Sonoma

### 3 COUNTIES AREA:
- Monterey, San Benito & Santa Cruz

### 34 COUNTIES AREA:
- Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo & Yuba

### MODULAR INSTALLERS

### WAGE RATES EFFECTIVE JULY 1, 2023

<table>
<thead>
<tr>
<th>Position</th>
<th>9 Counties</th>
<th>3 Counties</th>
<th>34 Counties</th>
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<tr>
<td>Master Installer</td>
<td>$41.44</td>
<td>$37.72</td>
<td>$36.39</td>
</tr>
<tr>
<td>Lead Installer</td>
<td>$37.22</td>
<td>$34.09</td>
<td>$32.97</td>
</tr>
<tr>
<td>Installer</td>
<td>$33.77</td>
<td>$31.12</td>
<td>$30.17</td>
</tr>
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### FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

7/1/2023

### Wage & Health (H&W)
- $11.34

### Pension (PEN)
- 4.61

### Annuity – Master & Lead (ANN)
- 3.63

### Annuity – Installer & Apprentice (ANN)
- 3.13

### *Vacation (VAC)
- 3.15

### *Work Fee (WF)
- 1.55

### Training (TR)
- 0.41

### Vacation/Holiday/Sick Leave Admin. (VHSLA)
- 0.10

### Carpenters International Training Fund (CITF)
- 0.13

### Modular Installers Association (MIA)
- 0.21

### Contract Work Preservation (CWP)
- 0.01

### *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.

### ANNUITY RATES

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### APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE JULY 1, 2023

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For Window Covering Installer ratios, see Section 8.03.00 of the Modular Systems Addendum.