PILE DRIVERS, DIVERS, BRIDGE, WHARF AND DOCK BUILDERS
LOCAL NO. 34

JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2023

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage</th>
<th>Fringes</th>
<th>Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 0-6 Mos.</td>
<td>60%</td>
<td>H&amp;W, WF, IP, CIFT, TR, VHSLA, PDECA, CWP, MWPD</td>
<td>$35.78</td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65%</td>
<td>H&amp;W, WF, IP, CIFT, TR, VHSLA, PDECA, CWP, MWPD</td>
<td>$38.77</td>
</tr>
<tr>
<td>Third 13-18 Mos.</td>
<td>70%</td>
<td>H&amp;W, WF, IP, CIFT, TR, VHSLA, PDECA, CWP, MWPD, ANN</td>
<td>$41.75</td>
</tr>
<tr>
<td>Fourth 19-24 Mos.</td>
<td>75%</td>
<td>H&amp;W, WF, IP, CIFT, TR, VHSLA, PDECA, CWP, MWPD, AN</td>
<td>$44.73</td>
</tr>
<tr>
<td>Fifth 25-30 Mos.</td>
<td>80%</td>
<td>All Fringes</td>
<td>$47.71</td>
</tr>
<tr>
<td>Sixth 31-36 Mos.</td>
<td>85%</td>
<td>All Fringes</td>
<td>$50.69</td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90%</td>
<td>All Fringes</td>
<td>$53.68</td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95%</td>
<td>All Fringes</td>
<td>$56.66</td>
</tr>
</tbody>
</table>

* 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.

Western Payroll
1835 O Street
Oakland, CA 94612-1418
(510) 450-3000

To all signatory employers performing work in the 46 northern California counties.

Indicates Holidays. No work to be performed.
PILE DRIVERS, DIVERS, BRIDGE, WHARF AND DOCK BUILDERS
LOCAL NO. 34

55 Hegenberger Place
Oakland, CA 94621-1418
(510) 635-4227

COUNTIES OF:
Alameda, Alpine, Amador, Butte,
Calaveras, Colusa, Contra Costa,
Del Norte, El Dorado, Fresno, Glenn,
Humboldt, Kings, Lake, Lassen, Madera,
Marin, Mariposa, Mendocino, Merced,
Modoc, Monterey, Napa, Nevada,
Placer, Plumas, Sacramento, San Benito,
San Francisco, San Joaquin, San Mateo,
Santa Clara, Santa Cruz, Shasta, Sierra,
Siskiyou, Solano, Sonoma, Stanislaus,
Sutter, Tehama, Trinity, Tulare,
Tuolumne, Yolo, & Yuba

PILE DRIVERS
LOCAL UNION NO. 34

PILE DRIVERS, DIVERS, BRIDGE,
WHARF AND DOCK BUILDERS
LOCAL NO. 34

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

JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2023

Journeyman .......................................................... $59.64
Foreman ............................................................... $65.60
General Foreman ................................................. $78.72
FOREMAN RATE: 10% per hour above applicable Journeyman rate
GENERAL FOREMAN: 20% per hour above the foreman rate

FRINGE BENEFITS

EFFECTIVE: 7/1/2023

Health & Welfare (H&W) ........................................... $12.49
Annuity (ANN) .......................................................... 4.83
* Vacation (VAC) ...................................................... 4.38
* Work Fee (WF) ....................................................... 2.40
Apprentice/Journeyman Training (TR) ......................... 1.24
Vacation/Holiday/Sick Leave Admin. (VHSLA) ................. 0.10
Industry Promotion (IP) ........................................... 0.04
Pile Drivers Employers Contract Admin (PDECA) ............. 0.10
Carpenters International Training Fund (CITF) ................. 0.13
Contract Work Preservation (CWP) ............................. 0.05
Millwright Pile Driver Fund (MWPD) .......................... 0.05

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

Period ............................................. Percentage Fringes Wages
First 0-6 Mos. .......................... 60% H&W, WF, IP, CITF, TR, VHSLA, PDECA, CWP, MWPD .................. $35.78
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Fourth 19-24 Mos. .................. 75% H&W, WF, IP, CITF, TR, VAC, VHSLA, PDECA, CWP, MWPD, ANN ....... $44.73
Fifth 25-30 Mos. ..................... 80% All Fringes ................................................. $47.71
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Eighth 43-48 Mos. ................. 95% All Fringes ................................................. $56.66

* 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.

Indicates Holidays. No work to be performed.