

**CARPENTERS 46
NORTHERN CALIFORNIA
COUNTIES CONFERENCE
BOARD**

Memo

TO: ALL LOCAL UNIONS

FROM: JAY BRADSHAW
EXECUTIVE DIRECTOR

DATE: June 4, 2020

SUBJ: **HARDWOOD FLOORLAYERS, SHINGLERS, ACOUSTICAL CEILING
INSTALLERS, AND INSULATORS**

Brothers & Sisters:

Enclosed please find the "Less than Four Year Apprentice Rates" for Hardwood Floorlayers, Insulators and Shinglers, effective July 1, 2020.

Also enclosed are the apprentice rates for Acoustical Ceiling Installers and Steel Scaffold & Shoring Erectors.

Please make sure that these rates are used when dispatching apprentices under these categories.

If you have any questions, please do not hesitate to contact me.

JB:jcm
Enclosure

cc: Bill Feyling, Carpenter Funds Administrative Office
Jarrod Mizusawa, Carpenter Funds Administrative Office
Anita Rackley, Carpenter Funds Administrative Office
District Managers

HARDWOOD FLOORLAYERS
LESS THAN FOUR YEAR APPRENTICE RATES

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/2020

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$31.68	\$28.15	\$28.15	\$27.34
Second (7-12) mo.	65%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$34.32	\$30.50	\$30.50	\$29.62
Third (13-18) mo.	70%	1200	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$36.96	\$32.84	\$32.84	\$31.90
Fourth (19-24) mo.	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$39.60	\$35.19	\$35.19	\$34.18
Fifth (25-30) mo.	80%	2400	All Fringes	\$42.24	\$37.54	\$37.54	\$36.46
Sixth (31-36) mo.	90%	3000	All Fringes	\$47.52	\$42.23	\$42.23	\$41.01
Journeyman	100%	3600	All Fringes	\$52.80	\$46.92	\$46.92	\$45.57

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective:

7/1/2020

Health & Welfare (H&W)	11.70
Pension (PEN)	10.65
Annuity (ANN)	2.25
*Vacation (VAC)	2.95
*Work Fee (WF)	2.14
Apprentice/Journeyman Training (TR)	1.03
Vacation/Holiday/Sick Leave Admin. (VHSLA)	.10
Industry Promotion (IP)	.07
Carpenters International Training Fund (CITF)	.10
Contract Work Preservation (CWP)	.05
Carpenter Employers Contract Administration (CECA)	.07

*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 contribution are deducted, reported and paid to the appropriate Trust Fund.

INSULATORS
LESS THAN FOUR YEARS APPRENTICE RATES

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/2020

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$31.59	\$28.06	\$28.06	\$27.25
Second (7-12) mo.	65%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$34.22	\$30.40	\$30.40	\$29.52
Third (13-18) mo.	70%	1200	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$36.86	\$32.74	\$32.74	\$31.79
Fourth (19-24) mo.	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$39.49	\$35.08	\$35.08	\$34.07
Fifth (25-30) mo.	80%	2400	All Fringes	\$42.12	\$37.42	\$37.42	\$36.34
Sixth (31-36) mo.	90%	3000	All Fringes	\$47.39	\$42.09	\$42.09	\$40.88
Journeyman	100%	3600	All Fringes	\$52.65	\$46.77	\$46.77	\$45.42

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA
7/1/2020

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Health & Welfare (H&W)	11.70
Pension (PEN)	10.65
Annuity (ANN)	2.25
*Vacation (VAC)	2.95
*Work Fee (WF)	2.14
Apprentice/Journeyman Training (TR)	1.03
Vacation/Holiday/Sick Leave Admin. (VHSLA)	.10
Industry Promotion (IP)	.07
Carpenters International Training Fund (CITF)	.10
Contract Work Preservation (CWP)	.05
Carpenter Employers Contract Administration (CECA)	.07

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SHINGLERS
LESS THAN FOUR YEAR APPRENTICE RATES

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/2020

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$31.68	\$28.15	\$28.15	\$27.34
Second (7-12) mo.	70%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$36.96	\$32.84	\$32.84	\$31.90
Third (13-18) mo.	80%	1200	All Fringes	\$42.24	\$37.54	\$37.54	\$36.46
Fourth (19-24) mo.	90%	1800	All Fringes	\$47.52	\$42.23	\$42.23	\$41.01
Journeyman	100%	2400	All Fringes	\$52.80	\$46.92	\$46.92	\$45.57

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

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Annuity (ANN)	2.25
*Vacation (VAC)	2.95
*Work Fee (WF)	2.14
Apprentice/Journeyman Training (TR)	1.03
Vacation/Holiday/Sick Leave Admin. (VHSLA)	.10
Industry Promotion (IP)	.07
Carpenters International Training Fund (CITF)	.10
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ACOUSTICAL CEILING INSTALLERS

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

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First (0-6) mo.	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$31.59	\$28.06	\$28.06	\$27.25
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Fourth (19-24) mo.	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$39.49	\$35.08	\$35.08	\$34.07
Fifth (25-30) mo.	80%	2400	All Fringes	\$42.12	\$37.42	\$37.42	\$36.34
Sixth (31-36) mo.	85%	3000	All Fringes	\$44.75	\$39.75	\$39.75	\$38.61
Seventh (37-42) mo.	90%	3600	All Fringes	\$47.39	\$42.09	\$42.09	\$40.88
Eight (43-48) mo.	95%	4200	All Fringes	\$50.02	\$44.43	\$44.43	\$43.15
Journeyman	100%	4800	All Fringes	\$52.65	\$46.77	\$46.77	\$45.42

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STEEL SCAFFOLD & SHORING ERECTORS

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

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Fourth (19-24) mo.	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$39.60	\$35.19	\$35.19	\$34.18
Fifth (25-30) mo.	80%	2400	All Fringes	\$42.24	\$37.54	\$37.54	\$36.46
Sixth (31-36) mo.	85%	3000	All Fringes	\$44.88	\$39.88	\$39.88	\$38.73
Seventh (37-42) mo.	90%	3600	All Fringes	\$47.52	\$42.23	\$42.23	\$41.01
Eighth (43-48) mo.	95%	4200	All Fringes	\$50.16	\$44.57	\$44.57	\$43.29
Journeyman	100%	4800	All Fringes	\$52.80	\$46.92	\$46.92	\$45.57

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