CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD



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

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	n (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. Second (7-12) mo.	60% 65%	0 600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$31.59 \$28.06 \$34.22 \$30.40		
Third (13-18) mo.	70%	1200	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$36.86 \$32.74		
Fourth (19-24) mo. Fifth (25-30) mo.	75% 80%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$39.49 \$35.08		
Sixth (31-36) mo.	90%	2400 3000	All Fringes All Fringes	\$42.12 \$37.42		
Journeyman	100%	3600	All Fringes	\$47.39 \$42.09 \$52.65 \$46.77		
			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) *Work Fee (WF)			2.95			
Apprentice/Journeyman T	Training (TR)	2.14 1.03			
Vacation/Holiday/Sick Lea) .10				
Industry Promotion (IP)			.07			
Carpenters International 1			.10			
Contract Work Preservation			.05			
Carpenter Employers Cor	ntract Ad	ministration	.07 (CECA)			

*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.

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	ea 4
First (0-6) mo. Second (7-12) mo. Third (13-18) mo. Fourth (19-24) mo. Journeyman	60% 70% 80% 90% 100%	0 600 1200 1800 2400	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN All Fringes All Fringes All Fringes	\$31.68 \$28.15 \$28.15 \$27.34 \$36.96 \$32.84 \$32.84 \$31.90 \$42.24 \$37.54 \$37.54 \$36.46 \$47.52 \$42.23 \$42.23 \$41.01 \$52.80 \$46.92 \$46.92 \$45.57	1.90 5.46 1.01
Effective:			FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA 7/1/2020		
Health & Welfare (H&W Pension (PEN) Annuity (ANN) *Vacation (VAC) *Work Fee (WF) Apprentice/Journeyman Vacation/Holiday/Sick Lo Industry Promotion (IP) Carpenters International Contract Work Preserva Carpenter Employers Co	Training eave Adr Training tion (CW	nin. (VHSL/ Fund (CIT P)	-) -) .10 .05	1	

*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.

ACOUSTICAL CEILING INSTALLERS

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. Second (7-12) mo. Third (13-18) mo. Fourth (19-24) mo. Fifth (25-30) mo. Sixth (31-36) mo. Seventh (37-42) mo. Eight (43-48) mo. Journeyman	60% 65% 70% 75% 80% 85% 90% 95% 100%	0 600 1200 1800 2400 3000 3600 4200 4800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN All Fringes All Fringes All Fringes All Fringes All Fringes	\$31.59 \$28.06 \$28.06 \$27.25 \$34.22 \$30.40 \$30.40 \$29.52 \$36.86 \$32.74 \$32.74 \$31.79 \$39.49 \$35.08 \$35.08 \$34.07 \$42.12 \$37.42 \$37.42 \$36.34 \$44.75 \$39.75 \$39.75 \$38.61 \$47.39 \$42.09 \$42.09 \$40.88 \$50.02 \$44.43 \$44.43 \$43.15 \$52.65 \$46.77 \$46.77 \$45.42

FRINGE BENEFITS - ENTIRE 46 COUNTIES AREA

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

Effective:

*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.

STEEL SCAFFOLD & SHORING ERECTORS

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. Second (7-12) mo. Third (13-18) mo. Fourth (19-24) mo. Fifth (25-30) mo. Sixth (31-36) mo. Seventh (37-42) mo. Eighth (43-48) mo. Journeyman	60% 65% 70% 75% 80% 85% 90% 95% 100%	0 600 1200 1800 2400 3000 3600 4200 4800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN All Fringes All Fringes All Fringes All Fringes	\$31.68 \$28.15 \$28.15 \$27.34 \$34.32 \$30.50 \$30.50 \$29.62 \$36.96 \$32.84 \$32.84 \$31.90 \$39.60 \$35.19 \$35.19 \$34.18 \$42.24 \$37.54 \$37.54 \$36.46 \$44.88 \$39.88 \$39.88 \$38.73 \$47.52 \$42.23 \$42.23 \$41.01 \$50.16 \$44.57 \$44.57 \$43.29 \$52.80 \$46.92 \$46.92 \$45.57

Effective:	FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA 7/1/2020
Health & Welfare (H&W) Pension (PEN) Annuity (ANN) *Vacation (VAC) *Work Fee (WF) Apprentice/Journeyman Training (TR) Vacation/Holiday/Sick Leave Admin. (VHSL Industry Promotion (IP) Carpenters International Training Fund (CIT Contract Work Preservation (CWP) Carpenter Employers Contract Administration	.07 F) .10 .05

*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.