

2025	2026
JULY S M T W T F S 1 2 3 ④ 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	JANUARY S M T W T F S 1 1 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 ⑱ 20 21 22 23 24 25 26 27 28 29 30 31
AUGUST S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 30 31	FEBRUARY S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 14 15 ⑰ 17 18 19 20 21 22 23 24 25 26 27 28
SEPTEMBER S M T W T F S ① 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	MARCH S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
OCTOBER S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	APRIL S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
NOVEMBER S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 ⑳ ㉑ 29 30	MAY S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 23 24 ㉔ 26 27 28 29 30 31
DECEMBER S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 ㉔ 27 28 29 30 31	JUNE S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

○ Indicates Holidays. No work to be performed.

■ Indicates designated off days on which no work is to be performed.

CARPENTERS

46 NORTHERN CALIFORNIA

COUNTIES MASTER AGREEMENT

WAGE & FRINGE BENEFIT RATES

WORK WEEK CALENDAR

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:

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

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

JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2025

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Carpenters	\$67.01	61.13	61.13	59.78
Bridge Builder/Highway Carpenter	\$67.01	67.01	67.01	67.01
Hardwood Floorlayers	\$67.16	61.28	61.28	59.93
Shinglers.....	\$67.16	61.28	61.28	59.93
Power Saw Operators	\$67.16	61.28	61.28	59.93
Steel Scaffold & Shoring Erectors	\$67.16	61.28	61.28	59.93

FOREMAN RATE: 10% per hour above applicable Journeyman rate. GENERAL FOREMAN: 20% above the Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>7/1/2025</u>
Health & Welfare (H&W)	\$14.37
Pension (PEN)	11.55
Annuity (ANN)	3.33
**Vacation (VAC)	3.43
**Work Fee (WF)	2.65
Apprentice/Journeyman Training (TR)	1.31
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.10
Industry Promotion (IP)	0.07
Carpenters International Training Fund (CITF)	0.15
Contract Work Preservation (CWP)	0.05
Carpenter Employers Contract Administration (CECA)	0.07

CARPENTER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2025

Period	Percentage Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$40.21	\$36.68	\$36.68	\$35.87
Second 7-12 Mos.	65% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$43.56	\$39.73	\$39.73	\$38.86
Third 13-18 Mos.	70% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN ..	\$46.91	\$42.79	\$42.79	\$41.85
Fourth 19-24 Mos.	75% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN ..	\$50.26	\$45.85	\$45.85	\$44.84
Fifth 25-30 Mos.	80% All Fringes.....	\$53.61	\$48.90	\$48.90	\$47.82
Sixth 31-36 Mos.	85% All Fringes.....	\$56.96	\$51.96	\$51.96	\$50.81
Seventh 37-42 Mos.	90% All Fringes.....	\$60.31	\$55.02	\$55.02	\$53.80
Eighth 43-48 Mos.	95% All Fringes.....	\$63.66	\$58.07	\$58.07	\$56.79

** 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.