

**2025**

**2026**

**JULY**

**JANUARY**

S	M	T	W	T	F	S
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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		

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18	19	20	21	22	23	24
25	26	27	28	29	30	31

**AUGUST**

**FEBRUARY**

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31						

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15	16	17	18	19	20	21
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**SEPTEMBER**

**MARCH**

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**OCTOBER**

**APRIL**

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**NOVEMBER**

**MAY**

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**DECEMBER**

**JUNE**

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S	M	T	W	T	F	S
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**MILLMEN AND  
CABINET MAKERS  
NINE NORTHERN CALIFORNIA COUNTIES**

**MASTER AGREEMENT**

**WAGE & FRINGE BENEFIT RATES  
WORK WEEK CALENDAR**

**INDUSTRIAL CARPENTERS  
LOCAL UNION 2236**

115 Broadway  
Oakland, CA 94607  
(510) 446-2236

Union Meeting 2<sup>nd</sup> Tuesday  
6:00 P.M

**COUNTIES OF:**

ALAMEDA, CONTRA COSTA,  
MARIN, MONTEREY, SAN BENITO,  
SAN FRANCISCO, SAN MATEO,  
SANTA CLARA, and SANTA CRUZ



**LOOK FOR THE UNION LABEL**

○ Holidays

□ Membership Meeting

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 9 NORTHERN CALIFORNIA COUNTIES

**9 COUNTIES AREA:** ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

**WAGE RATES EFFECTIVE 07/01/2025**

Journeyman . . . . .	\$ 43.72
Journeyman Outside Rate. . . . .	\$ 56.96
Foreman . . . . .	\$ 48.09
Layout . . . . .	\$ 45.91
Maintenance . . . . .	\$ 43.72
Truck Driver . . . . .	\$ 43.22
*Production Worker . . . . .	\$ 30.60

**FRINGE BENEFITS EFFECTIVE 07/01/2025**

Health & Welfare (H&W) . . . . .	\$ 13.22
Pension (PEN) . . . . .	\$ 7.68
Pension – Production Worker (PEN PW) . . . . .	\$ 4.40
Annuity (ANN) . . . . .	\$ 2.02
Annuity – Production Worker (ANN PW) . . . . .	\$ 0.87
**Vacation (VAC) . . . . .	\$ 3.34
**Work Fee (WF) . . . . .	\$ 1.82
Vacation/Holiday/Sick Leave Admin. (VHSLA) . . . . .	\$ 0.10
Apprenticeship/Employee Benefit Fund (APPR/EBF) . . . . .	\$ 0.99
N.C.M.C.I.C.A.F . . . . .	\$ 0.04

**\*Fringes for Production Workers:** H&W, PEN-PW, VAC, WF, ANN-PW, VHSLA, N.C.M.C.I.C.A.F.

**Production Worker Hiring Ratio:** Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer’s shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).

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

Period	Percentage	Fringes	Work Hours	School Hours	Shop Rates	Outside Rate†
First 0-6 Mos.	60%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F. . . . .	-	-	\$26.23	\$34.18
Second 7-12 Mos.	65%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F. . . . .	600	72	\$28.42	\$37.03
Third 13-18 Mos.	70%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F. . . . .	1200	144	\$30.60	\$39.87
Fourth 19-24 Mos.	75%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F. . . . .	1800	216	\$32.79	\$42.72
Fifth 25-30 Mos.	80%	All Fringes . . . . .	2400	288	\$34.98	\$45.57
Sixth 31-36 Mos.	85%	All Fringes . . . . .	3000	360	\$37.16	\$48.42
Seventh 37-42 Mos.	90%	All Fringes . . . . .	3600	432	\$39.35	\$51.26
Eighth 43-48 Mos.	95%	All Fringes . . . . .	4200	504	\$41.53	\$54.11

† – Outside Rates apply for the first three (3) days or twenty-four (24) hours, whichever occurs first. - See Section 18 of Appendix E

\*\* 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.