

**2019**

**2020**

**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**

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12	13	14	15	16	17	18
19	20	21	22	23	24	25
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**AUGUST**

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18	19	20	21	22	23	24
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**FEBRUARY**

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**SEPTEMBER**

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29	30					

**MARCH**

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**OCTOBER**

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**APRIL**

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**NOVEMBER**

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**MAY**

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30	31					

**DECEMBER**

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**JUNE**

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28	29	30				

**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

**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 Meetings

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 9 BAY AREA COUNTIES

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

**WAGE SCHEDULE "A"**

<b>JOB CLASSIFICATION</b>	Effective 07/01/19
Journeyman	\$33.45
Foreman	\$36.80
Layout	\$35.12
Maintenance	\$33.45
Truck Driver	\$32.95
*Production Worker	\$23.42

<b>FRINGE BENEFITS</b>	Effective 07/01/19
Health & Welfare (H&W)	\$10.30
Pension (PEN)	\$ 6.33
Pension - Production Worker (PEN PW)	\$ 3.05
Annuity (ANN)	\$ 1.40
Annuity - Production Worker (ANN PW)	\$ 0.25
**Vacation (VAC)	\$ 2.96
**Work Fee (WF)	\$ 1.42
Vacation/Holiday/Sick Leave Admin. (VHSLA)	\$ 0.10
Apprenticeship/Employee Benefit Fund (APPR/EBF)	\$ 0.65
N.C.M.C.I.C.A.F.	\$ 0.04

\*Fringes for Production Worker: 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).

<sup>1</sup> – 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.

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS**

Effective Date	07/01/19					
Apprentice Training Period	Work Hours	School Hours	Shop Rates	Rate of %	Outside Rate <sup>1</sup>	
First Period 0 to 6 months			\$20.07	60%	\$25.76	
Second Period 7 to 12 months	600	72	\$21.74	65%	\$27.90	
Third Period 13 to 18 months	1200	144	\$23.42	70%	\$30.05	
Fourth Period 19 to 24 months	1800	216	\$25.09	75%	\$32.20	
Fifth Period 25 to 30 months	2400	288	\$26.76	80%	\$34.34	
Sixth Period 31 to 36 months	3000	360	\$28.43	85%	\$36.49	
Seventh Period 37 to 42 months	3600	432	\$30.11	90%	\$38.64	
Eighth Period 43 to 48 months	4200	504	\$31.78	95%	\$40.78	
Journeyman	4800	576	\$33.45	100%	\$42.93	

First six (6) month period through fourth six (6) month period: H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.

Fifth six (6) month period through eighth six (6) month period: All Fringes

Effective Date of Fringe Benefit Increases:	07/01/19	
H&W	\$10.30	per hour
WORK FEE	\$ 1.42	per hour
APPR/EBF	\$ 0.65	per hour
PENSION	\$ 6.33	per hour
VACATION	\$ 2.96	per hour
VACATION/HOLIDAY/SICK LEAVE ADMIN. (VHSLA)	\$ 0.10	per hour
ANNUITY	\$ 1.40	per hour
N.C.M.C.I.C.A.F.	\$ 0.04	per hour