

2017**2018****JULY****JANUARY**

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OCTOBER**APRIL**

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NOVEMBER**MAY**

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DECEMBER**JUNE**

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**OFFICE MODULAR SYSTEMS
ADDENDUM**46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT**WAGE & FRINGE
BENEFIT RATES****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

○ Indicates Holidays. No Work to be performed.

MODULAR INSTALLERS

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA

3 COUNTIES AREA: MONTEREY, SAN BENITO & SANTA CRUZ

34 COUNTIES AREA: ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN JOAQUIN, SHASTA, SIERRA, SISKIYOU, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO & YUBA

WAGE RATES EFFECTIVE JULY 1, 2017

	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
Master Installer	\$33.28	\$29.56	\$28.23
Lead Installer	\$29.06	\$25.93	\$24.81
Installer	\$25.61	\$22.96	\$22.01

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

7/1/2017

Health & Welfare (H&W)	\$10.30
Pension (PEN)	3.38
Annuity – Master & Lead (ANN)	3.44
Annuity – Installer & Apprentice (ANN)	2.94
*Vacation (VAC)	2.45
*Work Fee (WF)	1.25
Training (TR)	0.10
Modular Installers Association (MIA)	0.22

*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 JULY 1, 2017

Period	Percentage	Fringes	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
First 0 - 6 Mos.	80%	H&W, WF, TR	\$20.49	\$18.37	\$17.61
Second 7-12 Mos.	85%	H&W, WF, TR, VAC	\$21.77	\$19.52	\$18.71
Third 13-18 Mos.	90%	All Fringes	\$23.05	\$20.66	\$19.81
Fourth 19-24 Mos.	95%	All Fringes	\$24.33	\$21.81	\$20.91

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of eight (8) employees. For every eight (8) employees, the employer shall employ: One (1) Master Installer, Two (2) Lead Installers and Five (5) Installers.

An individual employer who is entitled to employ apprentices may employ not more than one (1) apprentice for the first three (3) installers (Master, Lead or Installer) regularly employed by him/her and not more than one (1) additional apprentice for each five (5) additional installers employed by him/her. The first apprentice may not be employed until at least three (3) installers are regularly employed by the individual employer. Any individual employer employing five (5) installers shall, while employing five (5) installers, also employ at least one (1) apprentice. For each additional five (5) installers then in his/her employ, he/she shall employ at least one (1) additional apprentice.

For Window Covering Installer ratios, see Section 8.03.00 of the Office Modular Systems Addendum.

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AUGUST							FEBRUARY						
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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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18	19	20	21	22	23	24	18	19	20	21	22	23	24
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○ Indicates Holidays. No Work to be performed.

**OFFICE MODULAR SYSTEMS
ADDENDUM**

46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT

**WAGE & FRINGE
BENEFIT RATES**

CARPENTERS
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CONFERENCE BOARD

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Modoc, Monterey, Napa, Nevada,
Placer, Plumas, Sacramento, San Benito,
San Francisco, San Joaquin, San Mateo,
Santa Clara, Santa Cruz, Shasta, Sierra,
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Sutter, Tehama, Trinity, Tulare, Tuolumne,
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WAGE RATES EFFECTIVE JULY 1, 2016

	9 Counties	3 Counties	34 Counties
Master Installer	\$32.58	\$28.86	\$27.53
Lead Installer	\$28.36	\$25.23	\$24.11
Installer I	\$24.91	\$22.26	\$21.31
Installer II	\$21.48	\$19.31	\$18.54

FRINGE BENEFITS EFFECTIVE JULY 1, 2016

Health & Welfare (H&W)	\$10.05
Pension (PEN)	2.88
Annuity – Master & Lead (ANN)	3.44
Annuity – Installer I & II	2.94
*Vacation (VAC)	2.45
*Work Fee (WF)	1.21
Training	0.10
Modular Installers Association (MIA)	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) work days shall be a probationary period. During the first thirty (30) cumulative work days (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative work days of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installers, Three (3) Installer I and Three (3) Installer II.

2015**2016****JULY**

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**OFFICE MODULAR SYSTEMS
ADDENDUM**46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT**WAGE & FRINGE
BENEFIT RATES**

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○ Indicates Holidays. No Work to be performed.

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WAGE RATES EFFECTIVE JULY 1, 2015

	9 <u>Counties</u>	3 <u>Counties</u>	34 <u>Counties</u>
Master Installer	\$31.93	\$28.21	\$26.88
Lead Installer	\$27.71	\$24.58	\$23.46
Installer I	\$24.26	\$21.61	\$20.66
Installer II	\$20.83	\$18.66	\$17.89

FRINGE BENEFITS EFFECTIVE JULY 1, 2015

Health & Welfare (H&W)	\$9.90
Pension (PEN)	2.38
Annuity – Master & Lead (ANN)	3.44
Annuity – Installer I & II	2.94
*Vacation (VAC)	2.45
*Work Fee (WF)	1.18
Modular Installers Association (MIA)	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) work days shall be a probationary period. During the first thirty (30) cumulative work days (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative work days of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installers, Three (3) Installer I and Three (3) Installer II.

2014**2015****JULY**

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DECEMBER

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JUNE

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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

○ Indicates Holidays. No Work to be performed.

MODULAR INSTALLERS

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA.

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WAGE RATES EFFECTIVE JULY 1, 2014

	9 <u>Counties</u>	3 <u>Counties</u>	34 <u>Counties</u>
Master Installer	\$31.03	\$27.31	\$25.98
Lead Installer	\$26.81	\$23.68	\$22.56
Installer I	\$23.36	\$20.71	\$19.76
Installer II	\$19.93	\$17.76	\$16.99

FRINGE BENEFITS EFFECTIVE JULY 1, 2014

Health & Welfare (H&W)	\$9.90
Pension (PEN)	1.88
Annuity – Master & Lead (ANN)	3.44
Annuity – Installer I & II	2.94
*Vacation (VAC)	2.45
*Work Fee (WF)	1.14
Modular Installers Association (MIA)	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) work days shall be a probationary period. During the first thirty (30) cumulative work days (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative work days of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installers, Three (3) Installer I and Three (3) Installer II.

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING
Executive Director

May 1, 2013

TO: ALL SIGNATORY EMPLOYERS TO THE OFFICE MODULAR
SYSTEMS ADDENDUM

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2013 through June 30, 2014 for your use.

The allocation is as follows:

Wage Rates – Effective July 1, 2013

	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
Master Installer:	\$30.63	\$26.91	\$25.58
Lead Installer:	\$26.41	\$23.28	\$22.16
Installer I:	\$22.96	\$20.31	\$19.36
Installer II:	\$19.53	\$17.36	\$16.59

(The above represents a \$.35 wage increase to all classifications)

Fringe Benefits – Effective July 1, 2013 – Entire 46 Counties Area

Health & Welfare:	\$9.55	(\$.35 increase)
Pension:	\$1.78	(\$.13 increase)
Annuity (Master & Lead only):	\$3.38	(\$.10 increase)
Annuity (Installer I & II only):	\$2.88	(\$.10 increase)
Vacation:	\$2.20	(\$.20 increase)
Work Fee:	\$1.11	(\$.03 increase)
Modular Installers Association:	\$.22	(No increase)

The July, 2013 Trust Fund Reporting Form, which will be mailed to you in August 2013, will reflect these fringe benefit increases.

Sincerely,


William Feyling
Executive Director

WF:tc

opeiu#3 afl-cio

Enclosure

cc: Michael Vlaming, Modular Installers' Association
Local Unions & District Managers
Gene Price & Maria Gonzalez, Carpenter Funds Administrative Office

2013**2014****JULY**

S	M	T	W	T	F	S
	1	2	3	4	5	6
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DECEMBER

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JUNE

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22	23	24	25	26	27	28
29	30					

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**OFFICE MODULAR SYSTEMS
ADDENDUM**46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT**WAGE & FRINGE
BENEFIT RATES****CARPENTERS**46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD265 Hegenberger Road, Suite 220
Oakland, CA 94621-1480

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*Work Fee (WF)	1.11
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CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING
Executive Director

May 22, 2012

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Installer I:	\$22.61	\$19.96	\$19.01
Installer II:	\$19.18	\$17.01	\$16.24

(The above represents a \$.50 wage increase to all classifications)

Fringe Benefits – Effective July 1, 2012 – Entire 46 Counties Area

Health & Welfare:	\$9.20	(\$.35 increase)
Pension:	\$1.65	(\$.10 increase)
Annuity (Master & Lead only):	\$3.28	(No increase)
Annuity (Installer I & II only):	\$2.78	(No increase)
Vacation:	\$2.00	(\$.15 increase)
Work Fee:	\$1.08	(\$.03 increase)
Modular Installers Association:	\$.22	(No increase)

The July, 2012 Trust Fund Reporting Form, which will be mailed to you in August 2012, will reflect these fringe benefit increases.

Sincerely,

Wm. Feyling

William Feyling
Executive Director

WF:tc
opeiu#3 afl-cio
Enclosure

cc: Michael Vlaming, Modular Installers' Association
Local Unions & District Managers
Gene Price & Maria Gonzalez, Carpenter Funds Administrative Office

2012							2013						
JULY							JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	④	5	6	7	6	7	①	2	3	4	5
8	9	10	11	12	13	14	13	14	15	16	17	18	19
15	16	17	18	19	20	21	20	②①	22	23	24	25	26
22	23	24	25	26	27	28	27	28	29	30	31		
29	30	31											
AUGUST							FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	⑧	19	20	21	22	23
26	27	28	29	30	31		24	25	26	27	28		
SEPTEMBER							MARCH						
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						1						1	2
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9	10	11	12	13	14	15	10	11	12	13	14	15	16
16	17	18	19	20	21	22	17	18	19	20	21	22	23
23	24	25	26	27	28	29	24	25	26	27	28	29	30
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OCTOBER							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
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28	29	30	31				28	29	30				
NOVEMBER							MAY						
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DECEMBER							JUNE						
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2	3	4	5	6	7	8	2	3	4	5	6	7	8
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23	24	②⑤	26	27	28	29	23	24	25	26	27	28	29
30	31						30						

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**OFFICE MODULAR SYSTEMS
ADDENDUM**
46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT

**WAGE & FRINGE
BENEFIT RATES**

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2011							2012												
JULY							JANUARY												
S	M	T	W	T	F	S	S	M	T	W	T	F	S						
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31																			
AUGUST							FEBRUARY												
S	M	T	W	T	F	S	S	M	T	W	T	F	S						
	1	2	3	4	5	6				1	2	3	4						
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14	15	16	17	18	19	20	12	13	14	15	16	17	18						
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SEPTEMBER							MARCH												
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OCTOBER							APRIL												
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DECEMBER							JUNE												
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18	19	20	21	22	23	24	17	18	19	20	21	22	23						
25	26	27	28	29	30	31	24	25	26	27	28	29	30						

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COUNTIES MASTER AGREEMENT

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34 COUNTIES AREA: ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN JOAQUIN, SHASTA, SIERRA, SISKIYOU, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO & YUBA

WAGE RATES EFFECTIVE JULY 1, 2011

	9 <u>Counties</u>	3 <u>Counties</u>	34 <u>Counties</u>
Master Installer	\$29.78	\$26.06	\$24.73
Lead Installer	\$25.56	\$22.43	\$21.31
Installer I	\$22.11	\$19.46	\$18.51
Installer II	\$18.68	\$16.51	\$15.74

FRINGE BENEFITS EFFECTIVE JULY 1, 2011

Health & Welfare (H&W)	\$10.93
Pension (Pen)	1.55
Annuity – Master & Lead (Ann)	3.28
Annuity – Installer I & II	2.78
*Vacation (Vac)	1.85
*Work Fee (WF)	1.07
Modular Installers Association (MIA)	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) workdays shall be a probationary period. During the first thirty (30) cumulative workdays (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative workdays of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installer, Three (3) Installer I and Three (3) Installer II.

(NON-EXT)

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING
Executive Director

May 10, 2010

TO: ALL SIGNATORY EMPLOYERS TO THE OFFICE MODULAR
SYSTEMS ADDENDUM

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2010 through June 30, 2011 for your use.

The allocation is as follows:

Wage Rates – Effective July 1, 2010

	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
Master Installer:	\$29.78	\$26.06	\$24.73
Lead Installer:	\$25.56	\$22.43	\$21.31
Installer I:	\$22.11	\$19.46	\$18.51
Installer II:	\$18.68	\$16.51	\$15.74

(The above represents a \$.51 wage increase to all classifications)

Fringe Benefits – Effective July 1, 2010 – Entire 46 Counties Area

Health & Welfare:	\$8.85	(\$.50 increase)
Pension:	\$1.55	(\$.25 increase)
Annuity (Master & Lead only):	\$2.20	(\$.25 increase)
Annuity (Installer I & II only):	\$1.70	(\$.25 increase)
Vacation:	\$1.85	(\$.05 increase)
Work Fee:	\$1.03	(\$.04 increase)
Modular Installers Association:	\$.22	(No increase)

The July, 2010 Trust Fund Reporting Form, which will be mailed to you in August 2010, will reflect these fringe benefit increases.

Sincerely,


William Feyling
Executive Director

WF:tc

opeiu#3 afl-cio

Enclosure

cc: Michael Vlaming, Modular Installers' Association
Local Unions & District Managers
Gene Price & Maria Gonzalez, Carpenter Funds Administrative Office

2010							2011						
JULY							JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	3	4	5	6	7	8	9
4	5	6	7	8	9	10	11	12	13	14	15	16	17
11	12	13	14	15	16	17	18	19	20	21	22	23	24
18	19	20	21	22	23	24	25	26	27	28	29	30	31
25	26	27	28	29	30	31	30	31					
AUGUST							FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5
8	9	10	11	12	13	14	6	7	8	9	10	11	12
15	16	17	18	19	20	21	13	14	15	16	17	18	19
22	23	24	25	26	27	28	20	21	22	23	24	25	26
29	30	31					27	28					
SEPTEMBER							MARCH						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4	1	2	3	4	5	6	7
5	6	7	8	9	10	11	8	9	10	11	12	13	14
12	13	14	15	16	17	18	15	16	17	18	19	20	21
19	20	21	22	23	24	25	22	23	24	25	26	27	28
26	27	28	29	30			29	30	31				
OCTOBER							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2						1	2
3	4	5	6	7	8	9	3	4	5	6	7	8	9
10	11	12	13	14	15	16	10	11	12	13	14	15	16
17	18	19	20	21	22	23	17	18	19	20	21	22	23
24	25	26	27	28	29	30	24	25	26	27	28	29	30
31													
NOVEMBER							MAY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6	1	2	3	4	5	6	7
7	8	9	10	11	12	13	8	9	10	11	12	13	14
14	15	16	17	18	19	20	15	16	17	18	19	20	21
21	22	23	24	25	26	27	22	23	24	25	26	27	28
28	29	30					29	30	31				
DECEMBER							JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4				1	2	3	4
5	6	7	8	9	10	11	5	6	7	8	9	10	11
12	13	14	15	16	17	18	12	13	14	15	16	17	18
19	20	21	22	23	24	25	19	20	21	22	23	24	25
26	27	28	29	30	31		26	27	28	29	30		

○ Indicates Holidays. No Work to be performed.

**OFFICE MODULAR SYSTEMS
ADDENDUM**
46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT

**WAGE & FRINGE
BENEFIT RATES**

CARPENTERS
46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD

265 Hegenberger Road, Suite 220
Oakland, CA 94621-1480

(510) 430-9706

Hours: Mon. - Fri.: 7:30 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

MODULAR INSTALLERS

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA.

3 COUNTIES AREA: MONTEREY, SAN BENITO & SANTA CRUZ.

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WAGE RATES EFFECTIVE JULY 1, 2010

	9 <u>Counties</u>	3 <u>Counties</u>	34 <u>Counties</u>
Master Installer	\$29.78	\$26.06	\$24.73
Lead Installer	\$25.56	\$22.43	\$21.31
Installer I	\$22.11	\$19.46	\$18.51
Installer II	\$18.68	\$16.51	\$15.74

FRINGE BENEFITS EFFECTIVE JULY 1, 2010

Health & Welfare (H&W)	\$8.85
Pension (Pen)	1.55
Annuity – Master & Lead (Ann)	2.20
Annuity – Installer I & II	1.70
*Vacation (Vac)	1.85
*Work Fee (WF)	1.03
Modular Installers Association (MIA).....	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) workdays shall be a probationary period. During the first thirty (30) cumulative workdays (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative workdays of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installer, Three (3) Installer I and Three (3) Installer II.

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

May 18, 2009

TO: ALL SIGNATORY EMPLOYERS TO THE OFFICE MODULAR
SYSTEMS ADDENDUM

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2009 through June 30, 2010 for your use.

The allocation is as follows:

Wage Rates – Effective July 1, 2009

	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
Master Installer:	\$29.27	\$25.55	\$24.22
Lead Installer:	\$25.05	\$21.92	\$20.80
Installer I:	\$21.60	\$18.95	\$18.00
Installer II:	\$18.17	\$16.00	\$15.23

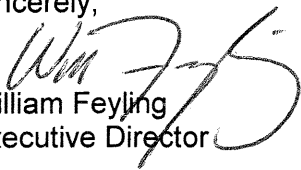
(The above represents a \$.74 wage increase to all classifications)

Fringe Benefits – Effective July 1, 2009 – Entire 46 Counties Area

Health & Welfare:	\$8.35	(\$.50 increase)
Pension:	\$1.30	(\$.10 increase)
Annuity (Master & Lead only):	\$1.95	(\$.10 increase)
Annuity (Installer I & II only):	\$1.45	(\$.10 increase)
Vacation:	\$1.80	(\$.05 increase)
Work Fee:	\$.99	(\$.04 increase)
Modular Installers Association:	\$.22	(No increase)

The July, 2009 Trust Fund Reporting Form, which will be mailed to you in August 2009, will reflect these fringe benefit increases.

Sincerely,


William Feyling
Executive Director

WF:tc

opeiu#3 afl-cio

Enclosure

cc: Michael Vlaming, Modular Installers' Association
Local Unions & District Managers
Gene Price & Maria Gonzalez, Carpenter Funds Administrative Office

2009	2010
<p style="text-align: center;">JULY</p> <p>S M T W T F S</p> <p> 1 2 ③ 4</p> <p>5 6 7 8 9 10 11</p> <p>12 13 14 15 16 17 18</p> <p>19 20 21 22 23 24 25</p> <p>26 27 28 29 30 31</p>	<p style="text-align: center;">JANUARY</p> <p>S M T W T F S</p> <p> ① 2</p> <p>3 4 5 6 7 8 9</p> <p>10 11 12 13 14 15 16</p> <p>17 ⑱ 19 20 21 22 23</p> <p>24 25 26 27 28 29 30</p> <p>31</p>
<p style="text-align: center;">AUGUST</p> <p>S M T W T F S</p> <p> 1</p> <p>2 3 4 5 6 7 8</p> <p>9 10 11 12 13 14 15</p> <p>16 17 18 19 20 21 22</p> <p>23 24 25 26 27 28 29</p> <p>30 31</p>	<p style="text-align: center;">FEBRUARY</p> <p>S M T W T F S</p> <p>1 2 3 4 5 6</p> <p>7 8 9 10 11 12 13</p> <p>14 ⑮ 16 17 18 19 20</p> <p>21 22 23 24 25 26 27</p> <p>28</p>
<p style="text-align: center;">SEPTEMBER</p> <p>S M T W T F S</p> <p> 1 2 3 4 5</p> <p>6 ⑦ 8 9 10 11 12</p> <p>13 14 15 16 17 18 19</p> <p>20 21 22 23 24 25 26</p> <p>27 28 29 30</p>	<p style="text-align: center;">MARCH</p> <p>S M T W T F S</p> <p>1 2 3 4 5 6</p> <p>7 8 9 10 11 12 13</p> <p>14 15 16 17 18 19 20</p> <p>21 22 23 24 25 26 27</p> <p>28 29 30 31</p>
<p style="text-align: center;">OCTOBER</p> <p>S M T W T F S</p> <p> 1 2 3</p> <p>4 5 6 7 8 9 10</p> <p>11 12 13 14 15 16 17</p> <p>18 19 20 21 22 23 24</p> <p>25 26 27 28 29 30 31</p>	<p style="text-align: center;">APRIL</p> <p>S M T W T F S</p> <p> 1 2 3</p> <p>4 5 6 7 8 9 10</p> <p>11 12 13 14 15 16 17</p> <p>18 19 20 21 22 23 24</p> <p>25 26 27 28 29 30</p>
<p style="text-align: center;">NOVEMBER</p> <p>S M T W T F S</p> <p>1 2 3 4 5 6 7</p> <p>8 9 10 11 12 13 14</p> <p>15 16 17 18 19 20 21</p> <p>22 23 24 25 ⑳ ㉑ 28</p> <p>29 30</p>	<p style="text-align: center;">MAY</p> <p>S M T W T F S</p> <p> 1</p> <p>2 3 4 5 6 7 8</p> <p>9 10 11 12 13 14 15</p> <p>16 17 18 19 20 21 22</p> <p>23 24 25 26 27 28 29</p> <p>30 ⑳</p>
<p style="text-align: center;">DECEMBER</p> <p>S M T W T F S</p> <p> 1 2 3 4 5</p> <p>6 7 8 9 10 11 12</p> <p>13 14 15 16 17 18 19</p> <p>20 21 22 23 24 ㉕ 26</p> <p>27 28 29 30 31</p>	<p style="text-align: center;">JUNE</p> <p>S M T W T F S</p> <p> 1 2 3 4 5</p> <p>6 7 8 9 10 11 12</p> <p>13 14 15 16 17 18 19</p> <p>20 21 22 23 24 25 26</p> <p>27 28 29 30</p>

○ Indicates Holidays. No Work to be performed.

**OFFICE MODULAR SYSTEMS
ADDENDUM**
46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT

**WAGE & FRINGE
BENEFIT RATES**

CARPENTERS
46 NORTHERN CALIFORNIA COUNTIES
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CARPENTERS REGIONAL COUNCIL**

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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

MODULAR INSTALLERS

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA.

3 COUNTIES AREA: MONTEREY, SAN BENITO & SANTA CRUZ.

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WAGE RATES EFFECTIVE JULY 1, 2009

	9 Counties	3 Counties	34 Counties
Master Installer	\$29.27	\$25.55	\$24.22
Lead Installer	\$25.05	\$21.92	\$20.80
Installer I	\$21.60	\$18.95	\$18.00
Installer II	\$18.17	\$16.00	\$15.23

FRINGE BENEFITS EFFECTIVE JULY 1, 2009

Health & Welfare (H&W)	\$8.35
Pension (Pen)	1.30
Annuity – Master & Lead (Ann)	1.95
Annuity – Installer I & II	1.45
*Vacation (Vac)	1.80
*Work Fee (WF)	0.99
Modular Installers Association (MIA)	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) workdays shall be a probationary period. During the first thirty (30) cumulative workdays (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative workdays of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installer, Three (3) Installer I and Three (3) Installer II.

CARPENTERS

46 Northern California Counties Conference Board

RECEIVED

MAY 01 2008

Employer Acct

BILL FEYLING

Executive Director

Dear Modular Systems Employer:

May 1, 2008

The collective bargaining parties have met and come to an agreement for an extension of the current Office Modular Systems Addendum. Enclosed please find the 2008-2012 Wage and Fringe Benefit Rate card for your use.

The allocation is as follows:

Wage Rates – Effective July 1, 2008

	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
Master Installer:	\$28.53	\$24.81	\$23.48
Lead Installer:	\$24.31	\$21.18	\$20.06
Installer I:	\$20.86	\$18.21	\$17.26
Installer II:	\$17.43	\$15.26	\$14.49

(The above represents a \$.68 wage increase to all classifications)

Fringe Benefits – Effective July 1, 2008 – Entire 46 Counties Area

Health & Welfare:	7.85	(\$.495 increase)
Pension:	1.20	(\$.10 increase)
Annuity (Master & Lead only):	1.85	(\$.10 increase)
Annuity (Installer I & II only):	1.35	(\$.10 increase)
Vacation:	1.75	(\$.05 increase)
Work Fee:	.95	(\$.03 increase)
Modular Installers Assoc.:	.22	(No increase)

The July, 2008 Trust Fund Reporting Form, which will be mailed to you in August 2008, will reflect these fringe benefit increases.

Sincerely,


William Feyling
Executive Director

WF:tc

opeiu#3 afl-cio

Enclosure

cc: Michael Vlaming, Modular Installers' Association
Local Unions & District Managers
Gene Price, Carpenter Funds Administrative Office
Maria Gonzalez, Carpenter Funds Administrative Office

MODULAR INSTALLERS

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA.

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WAGE RATES EFFECTIVE JULY 1, 2008

	9 <u>Counties</u>	3 <u>Counties</u>	34 <u>Counties</u>
Master Installer	\$28.53	\$24.81	\$23.48
Lead Installer	\$24.31	\$21.18	\$20.06
Installer I	\$20.86	\$18.21	\$17.26
Installer II	\$17.43	\$15.26	\$14.49

FRINGE BENEFITS EFFECTIVE JULY 1, 2008

Health & Welfare (H&W)	\$7.85
Pension (Pen)	1.20
Annuity – Master & Lead (Ann)	1.85
Annuity – Installer I & II	1.35
*Vacation (Vac)	1.75
*Work Fee (WF)	0.95
Modular Installers Association (MIA)	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) workdays shall be a probationary period. During the first thirty (30) cumulative workdays (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative workdays of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installer, Three (3) Installer I and Three (3) Installer II.

2008**2009****JULY**

S	M	T	W	T	F	S
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13	14	15	16	17	18	19
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	29	30
31						

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				

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	

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	27	28	29
30						

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	25	26	27
28	29	30	31			

JANUARY

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

FEBRUARY

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

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				

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		

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	22
23	24	25	26	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.

**OFFICE MODULAR SYSTEMS
ADDENDUM**46 NORTHERN CALIFORNIA
COUNTIES MASTER AGREEMENT**WAGE & FRINGE
BENEFIT RATES**CARPENTERS
46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD265 Hegenberger Road, Suite 220
Oakland, CA 94621-1480

(510) 430-9706

Hours: Mon. - Fri.: 7:30 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

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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

2007	2008
<p>JULY</p> <p>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</p>	<p>JANUARY</p> <p>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 ② 22 23 24 25 26 27 28 29 30 31</p>
<p>AUGUST</p> <p>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</p>	<p>FEBRUARY</p> <p>S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 ⑧ 19 20 21 22 23 24 25 26 27 28 29</p>
<p>SEPTEMBER</p> <p>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</p>	<p>MARCH</p> <p>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</p>
<p>OCTOBER</p> <p>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</p>	<p>APRIL</p> <p>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</p>
<p>NOVEMBER</p> <p>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 ② ③ 24 25 26 27 28 29 30</p>	<p>MAY</p> <p>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 ⑥ 27 28 29 30 31</p>
<p>DECEMBER</p> <p>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 ⑤ 26 27 28 29 30 31</p>	<p>JUNE</p> <p>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</p>

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MODULAR INSTALLERS

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA.

3 COUNTIES AREA: MONTEREY, SAN BENITO & SANTA CRUZ.

34 COUNTIES AREA: ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN JOAQUIN, SHASTA, SIERRA, SISKIYOU, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO & YUBA

WAGE RATES EFFECTIVE JULY 1, 2007

	9 Counties	3 Counties	34 Counties
Master Installer	\$27.85	\$24.13	\$22.80
Lead Installer	\$23.63	\$20.50	\$19.38
Installer I	\$20.18	\$17.53	\$16.58
Installer II	\$16.75	\$14.58	\$13.81

FRINGE BENEFITS EFFECTIVE JULY 1, 2007

Health & Welfare (H&W)	\$7.355
Pension (Pen)	1.10
Annuity – Master & Lead (Ann)	1.75
Annuity – Installer I & II	1.25
*Vacation (Vac)	1.70
*Work Fee (WF)	0.92
Modular Installers Association (MIA)	0.22

*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.

NEW HIRE/INSTALLER II

The first cumulative sixty (60) workdays shall be a probationary period. During the first thirty (30) cumulative workdays (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative workdays of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installer, Three (3) Installer I and Three (3) Installer II.