



Northern California Laborers Joint Apprenticeship Training Committee
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APPRENTICE WAGE & FRINGE BENEFIT RATES

Effective June 25, 2018

Construction Craft Laborer – Group 3

Period	Percentage (%)	Hours (Per Period)	Wage Rate "A" \$30.54 (Alameda, Contra Costa, Marin, San Francisco, San Mateo & Santa Clara Counties)		Wage Rate "B" \$29.54 (All other Counties)		School Requirements Contact your Coordinator or Hall for Enrollment into classes
			Rate A	Rate B	Requirements to progress in program and to remain in good standing		
1	65%	1 - 1000	\$ 19.85 (29.76)	\$ 19.20 (29.11)	Safety Week (OSHA 10, Flagging, Traffic Control, First Aid & CPR, Confined Space)		
2*	70%	1001 - 2000	\$ 21.38 (45.33)	\$ 20.68 (44.63)	2 Week Fundamentals of Construction		
3**	80%	2001 - 3000	\$ 24.43 (48.38)	\$ 23.63 (47.58)	120 hours (3 weeks) of Elective Classes		
4***	90%	3001 - 4000	\$ 27.49 (51.41)	\$ 26.59 (50.54)			

Additional Wage Increase Requirements

*To advance to **70%**, you must complete the **1 week of Training (Safety Certification Class)**

To Advance to **80%, you must complete **3 weeks of Training (Safety Certification and Fundamentals of Construction)**

***To advance to **100% (Journeyman Laborer)**, you must have **4000 work hours or on-the-job training and complete 240 hours (6 weeks) of RSI –Training**

Fringe Benefits

	1-1000 Hrs	70%+ 1001 - 4000 Hrs
Health & Welfare	\$8.25	\$8.25
Pension	\$0.00	\$8.96
Annuity	\$0.00	\$3.24
Vacation/Holiday/Dues Supplement	\$0.91	\$2.75
Training	\$0.45	\$0.45
Other	\$0.30	\$0.30
Total	\$9.91	\$23.95

Vacation Checks

Feb 1st - July 31st
 Mailed – October 31st
 Aug 1st – Jan 31st
 Mailed – April 30th

Pension Year

August 1st - July 31st

Eligibility for Health Benefits

440 work hrs reported (by employer)
 110 hrs worked per month to maintain health insurance coverage

Work Day:

Eight (8) consecutive hours (exclusive of meal period), shall constitute a day's work of straight-time rates unless the job or project is on a four ten hour day work week (4x10) in which the work day shall be ten(10) consecutive hours (exclusive of meal period) at straight time rates. One and one-half (1 ½) times the regular straight time hourly rate shall be paid for all work on Saturdays (except make-up day) and before a shift begins and after it ends. Double the regular straight-time hourly rate shall be paid for all work on Sundays and Holidays.