



# Northern California Laborers Joint Apprenticeship Training Committee

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## APPRENTICE WAGE & FRINGE BENEFIT RATES

**Effective June 26, 2017**

### Construction Craft Laborer – Group 3

Period	Percentage (%)	Wage Rate "A" \$29.54 (Alameda, Contra Costa, Marin, San Francisco, San Mateo & Santa Clara Counties)		Wage Rate "B" \$28.54 (All other Counties)
		Hours	Rate A	Rate B
1 <sup>st</sup>	65%	1 - 600	\$ 19.20	\$ 18.55
2 <sup>nd</sup>	70%	601 - 1200	\$ 20.68	\$ 19.98
3 <sup>rd</sup>	75%	1201 - 1900	\$ 22.16	\$ 21.41
4 <sup>th</sup>	80%	1901 - 2600	\$ 23.63	\$ 22.83
5 <sup>th</sup>	85%	2601 - 3300	\$ 25.11	\$ 24.26
6 <sup>th</sup>	90%	3301 - 4000	\$ 26.59	\$ 25.69

### Additional Wage Increase Requirements

**\*To Advance to 70%, you must complete the 1 week Safety Certification Class**

**\*\*To Advance to 80%, you must complete 4 weeks of RSI and have your Initiation Fee paid in FULL**

**\*\*\* To Advance to 100% (Journeyman Laborer), you must complete 240 hours (6 weeks) of RSI-Training**

### Fringe Benefits

	1-1200 Hours	1201-3600 Hours
Health & Welfare	\$8.00	\$8.00
Pension	\$0.00	\$8.96
Annuity	\$0.00	\$3.04
Vacation/Holiday/Dues Supplement	\$0.91	\$2.63
Training	\$0.45	\$0.45
Other	\$0.22	\$0.22
<b>Total</b>	<b>\$9.58</b>	<b>\$23.30</b>

#### Vacation Checks

February 1<sup>st</sup> – July 31<sup>st</sup>

Mailed – October 31<sup>st</sup>

August 31<sup>st</sup> – January 31<sup>st</sup>

Mailed – April 30<sup>th</sup>

#### Pension Year

August 1<sup>st</sup> – July 31<sup>st</sup>

#### Eligibility for H&W

440 Worked Hours

#### **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.