



Northern California Laborers Joint Apprenticeship Training Committee  
 1001 Westside Drive, San Ramon, CA. 94583-4098  
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## APPRENTICE WAGE & FRINGE BENEFIT RATES

**Effective June 29, 2020**

### Construction Craft Laborer – Group 3

		Wage Rate "A" \$32.55 (Alameda, Contra Costa, Marin, San Francisco, San Mateo & Santa Clara Counties)		Wage Rate "B" \$31.55 (All other Counties)	School Requirements Contact your Coordinator or Hall for Enrollment into classes
Period	Percentage (%)	Hours (Per Period)	Rate A	Rate B	Requirements to progress in program and to remain in good standing
<b>1</b>	<b>65%</b>	<b>1 - 1000</b>	<b>\$ 21.16</b> (31.85)	<b>\$ 20.51</b> (31.20)	Safety Week (OSHA 10, Flagging, Traffic Control, First Aid & CPR, Confined Space)
<b>2 *</b>	<b>70%</b>	<b>1001 - 2000</b>	<b>\$ 22.79</b> (48.58)	<b>\$ 22.09</b> (47.88)	80 hours (2 weeks) of Electives
<b>3 **</b>	<b>80%</b>	<b>2001 - 3000</b>	<b>\$ 26.04</b> (51.83)	<b>\$ 25.24</b> (51.03)	120 hours (3 weeks) Fundamentals of Construction & 1 week of Electives
<b>4 ***</b>	<b>90%</b>	<b>3001 - 4000</b>	<b>\$ 29.30</b> (55.09)	<b>\$ 28.40</b> (54.19)	

### Additional Wage Increase Requirements

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

\*\*To Advance to **80%**, you must complete **3 weeks of Training ( Safety Certification and 80 hours / 2 weeks of Electives )**

\*\*\*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 (Must have Safety Week & Fundamentals of Construction)**

### Fringe Benefits

	<b>1-1000 Hrs</b>	<b>70% 1001 - 4000 Hrs</b>
<b>Health &amp; Welfare</b>	\$9.00	\$9.00
<b>Pension</b>	\$0.00	\$8.96
<b>Annuity</b>	\$0.00	\$4.00
<b>Vacation/Holiday/Dues Supplement</b>	\$0.91	\$3.05
<b>Training/Retraining/L.E.C.E.T.</b>	\$0.50	\$0.50
<b>Other</b>	\$0.28	\$0.28
<b>Total</b>	<b>\$10.69</b>	<b>\$25.79</b>

Vacation Checks	Pension Year
Feb 1st - July 31st	August 1 <sup>st</sup> - July 31 <sup>st</sup>
Mailed – October 31st	
Aug 1st – Jan 31st	
Mailed - April 30 <sup>th</sup>	

Eligibility for H & W
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.