



**Northern California Laborers Joint Apprenticeship Training Committee**

1001 Westside Drive, San Ramon, CA 94583-4098

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**TRAFFIC CONTROL LABORER  
APPRENTICE WAGE & FRINGE BENEFIT RATES  
EFFECTIVE JUNE 29, 2020**

**Wage Rate "A" \$32.94\***                      **Rate "B" \$31.94\***  
**(Alameda, Contra Costa, Marin, San Francisco,**    **(All other Counties)**  
**San Mateo & Santa Clara Counties)**

1 <sup>st</sup> Period (65%)	1 – 1000 hours	\$21.41	\$20.76
2 <sup>nd</sup> Period (70%)	1001 – 2000 hours	\$23.06	\$22.36
3 <sup>rd</sup> Period (80%)	2001 – 3000 hours	\$26.35	\$25.55
4 <sup>th</sup> Period (90%)	3001 – 4000 hours	\$29.65	\$28.75

**Fringe Benefits**

	<b><u>1 – 1000 hours</u></b>	<b><u>1001 – 4000 hours</u></b>
Health & Welfare	\$8.70	\$8.70
Retiree Health & Welfare	\$0.30	\$0.30
Pension	\$0.00	\$8.96
Annuity	\$0.00	\$4.00
Vac/Hol/Dues Supp.	.91	\$3.05
Training & Retraining	.50	.50
Other	.28	.28
<b>Total</b>	<b>\$10.69</b>	<b>\$25.79</b>

\*Flag Person

Ratio: A qualified employer shall employ one (1) apprentice when three (3) journeymen are regularly employed, and one (1) additional apprentice for each three (3) additional journeymen. An employer may employ one (1) apprentice when a project calls for fewer than three (3) journeymen.

Work Day: Eight (8) consecutive hours (exclusive of meal period), shall constitute a day's work for 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.

Apprentices shall be paid wages and fringes pursuant to the appropriate provisions contained in the local collective bargaining agreement and as registered with the California Division of Apprenticeship Standards and the U.S. Department of Labor, Office of Apprenticeship.

**Leonard Gonzales**  
Executive Director

