



**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

		<b>Wage Rate A : \$32.55</b> <small>(Alameda, Contra Costa, Marin, San Francisco, San Mateo &amp; Santa Clara Counties)</small>		<b>Wage Rate B : \$31.55</b> <small>(All other Counties)</small>	<b>School Requirements</b> <small>Training Requirements to advance in the Program and receive your raises</small>
Period	Percentage (%)	Hours (Per Period)	<b>RATE "A"</b>	<b>RATE "B"</b>	*Minimum Training Hours required to advance
<b>1</b>	<b>65%</b>	<b>1 - 1000</b>	<b>\$ 21.16</b> <small>(31.85)</small>	<b>\$ 20.51</b> <small>(31.20)</small>	<b>40 hours of Training (SAFETY CERTIFICATION)</b>
<b>2*</b>	<b>70%</b>	<b>1001 - 2000</b>	<b>\$ 22.79</b> <small>(48.58)</small>	<b>\$ 22.09</b> <small>(47.88)</small>	<b>80 hours of Training</b>
<b>3**</b>	<b>80%</b>	<b>2001 - 3000</b>	<b>\$ 26.04</b> <small>(51.83)</small>	<b>\$ 25.24</b> <small>(51.03)</small>	<b>40 hours of Training</b>
<b>4***</b>	<b>90%</b>	<b>3001 - 4000</b>	<b>\$ 29.30</b> <small>(55.09)</small>	<b>\$ 28.40</b> <small>(54.19)</small>	<b>80 hours of Training</b>

#### Additional Wage Increase Requirements

*\*To advance to 70%, you must complete the Safety Week ( 40 hours )  
 (OSHA 10, Flagging, Traffic Control, First Aid & CPR and Confined Space Awareness)*

*\*\*To Advance to 80%, you must complete a total of 3 weeks / 120 hours of Training*

*\*\*\*To Advance to 90%, you must complete a total of 4 weeks / 160 hours of Training*

*To graduate the Apprenticeship Program, you must have 4000 work hours or on-the-job training & complete 6 weeks / 240 hours of RSI Training \*(Safety Week & Fundamentals of Construction are required courses)*

#### **FRINGE BENEFITS**

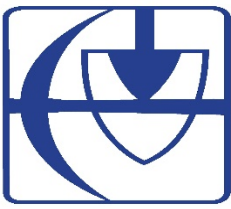
	<u>1-1000 Hrs</u>	<u>70% 1001 - 4000 Hrs</u>
<b>Health &amp; Welfare</b> (Medical, Dental & Vision)	\$9.00	\$9.00
<b>Pension</b>	\$0.00	\$8.96
<b>Annuity</b>	\$0.00	\$4.00
<b>Vacation/Holiday/Dues Supplement</b>	\$0.91	\$3.05
<b>Training/Retraining/L.E.C.E.T.</b>	\$0.50	\$0.50
<b>Other</b>	\$0.28	\$0.28
<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>
Direct Deposit / Mailed - October 31st	
Aug 1st - Jan 31st	
Direct Deposit / Mailed - April 30 <sup>th</sup>	

Eligibility for Health Insurance Benefits
<b>440 work hrs reported (by employer)</b>
<b>*110 hrs worked per month to maintain health insurance coverage</b>

#### **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.



## CREDIT FOR PREVIOUS WORK EXPERIENCE\*

### Construction Craft Laborer

**4,000 HOURS ARE REQUIRED FOR THE APPRENTICESHIP PROGRAM**

RATE	MONTHS	HOURS	WAGE RATE A	RSI Hours Required To Graduate	WAGE RATE B
65%	1 MONTH	150	\$21.16	240**	\$20.51
65%	2 MONTHS	300	\$21.16	240**	\$20.51
65%	3 MONTHS	450	\$21.16	240**	\$20.51
65%	4 MONTHS	600	\$21.16	200**	\$20.51
65%	5 MONTHS	750	\$21.16	200**	\$20.51
65%	6 MONTHS	900	\$21.16	200**	\$20.51
70%	<b>7 MONTHS</b>	<b>1001***</b>	<b>\$22.79</b>	<b>Full Fringes / 160**</b>	<b>\$22.09</b>
70%	8 MONTHS	1170	\$22.79	160**	\$22.09
70%	9 MONTHS	1340	\$22.79	160**	\$22.09
70%	10 MONTHS	1510	\$22.79	160**	\$22.09
70%	11 MONTHS	1680	\$22.79	160**	\$22.09
70%	12 MONTHS	1850	\$22.79	120**	\$22.09
80%	13 MONTHS	2001	\$26.04	120**	\$25.24
80%	14 MONTHS	2200	\$26.04	120**	\$25.24
80%	15 MONTHS	2400	\$26.04	120**	\$25.24
80%	16 MONTHS	2600	\$26.04	80 (Safety Week + 40 hours)	\$25.24
80%	17 MONTHS	2800	\$26.04	80 (Safety Week + 40 hours)	\$25.24
90%	<b>18 MONTHS</b>	<b>3001</b>	<b>\$29.30</b>	<b>80 (Safety Week + 40 hours)</b>	<b>\$28.40</b>
90%	19 MONTHS	3160	\$29.30	80 (Safety Week + 40 hours)	\$28.40
90%	20 MONTHS	3320	\$29.30	80 (Safety Week + 40 hours)	\$28.40
90%	21 MONTHS	3480	\$29.30	80 (Safety Week + 40 hours)	\$28.40
90%	22 MONTHS	3640	\$29.30	80 (Safety Week + 40 hours)	\$28.40
90%	23 MONTHS	3800	\$29.30	80 (Safety Week + 40 hours)	\$28.40
100%	24 MONTHS	4000	\$32.55	80 (Safety Week + 40 hours)	\$31.55

\*Credit is awarded based on previous experience or contractor designation

\*\*All apprentices must take the Safety Week Course

\*\*\* If 1001 hours of credit is awarded, the apprentice will be dispatched with full fringe benefits

\*\*\*\*No more than 3000 hours of credit may be awarded

#### Wage Increase requirements for those who indenture with PCE\*:

**\*\*Apprentices who come in at 70% will need the Safety Week to advance to 80%**

(Apprentices must complete required RSI requirements prior to graduation)

**\*\*Apprentices who come in at 80% will need the Safety Week to advance to 90%**

(Apprentices must complete required RSI requirements prior to graduation)