



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

Effective January 1st, 2021

TRAFFIC CONTROL LABORER

		<b>Wage Rate A : \$30.74</b> <small>(Alameda, Contra Costa, Marin, San Francisco, San Mateo &amp; Santa Clara Counties)</small>		<b>Wage Rate B : \$29.74</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>\$19.98</b>	<b>\$19.33</b>	<b>40 hours of Training (SAFETY CERTIFICATION)</b>
<b>2 *</b>	<b>70%</b>	<b>1001 - 2000</b>	<b>\$21.52</b>	<b>\$20.81</b>	<b>80 hours of Training</b>
<b>3 **</b>	<b>75%</b>	<b>2001 - 3000</b>	<b>\$23.05</b>	<b>\$22.03</b>	<b>40 hours of Training</b>
<b>4 ***</b>	<b>80%</b>	<b>3001 - 4000</b>	<b>\$24.59</b>	<b>\$23.79</b>	<b>40 hours of Training</b>

### Wage Increase Requirements

*\*To advance to 70%, you need 1000 work hours and must complete the Safety Certification Week ( 40 hours )*

*\*\*To Advance to 75%, you need 2000 work hours and must complete a total of 3 weeks / 120 hours of Training*

*\*\*\*To Advance to 80%, 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 5 weeks / 200 hours of RSI (Training)*

### FRINGE BENEFITS

	<u>1-2000 Hrs</u>	<u>2001 - 4000 Hrs</u>
Health & Welfare (Medical, Dental & Vision)	\$8.70	\$8.70
Retiree Health & Welfare	\$0.30	\$0.30
Pension	\$0.00	\$8.96
Annuity	\$0.00	\$4.00
Vacation/Holiday/Dues Supplement	\$0.91	\$3.05
Training/Retraining/L.E.C.E.T.	\$0.50	\$0.50
Other	\$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
440 work hrs reported (by employer)
*110 hrs worked per month to maintain health insurance coverage



## CREDIT FOR PREVIOUS WORK EXPERIENCE\*

### TRAFFIC CONTROL LABORER

4000 HOURS ARE REQUIRED FOR THE APPRENTICESHIP PROGRAM

<b>RATE</b>	<b>MONTHS</b>	<b>HOURS</b>	<b>WAGE RATE A</b>	<b>WAGE RATE B</b>	<b>RSI Hours - Required To Graduate**</b>
65%	1 MONTH	150	\$19.98	\$19.33	200
65%	2 MONTHS	300	\$19.98	\$19.33	200
65%	3 MONTHS	450	\$19.98	\$19.33	200
65%	4 MONTHS	600	\$19.98	\$19.33	200
65%	5 MONTHS	750	\$19.98	\$19.33	200
65%	6 MONTHS	900	\$19.98	\$19.33	200
70%	7 MONTHS	1001	\$21.52	\$20.81	160
70%	8 MONTHS	1170	\$21.52	\$20.81	160
70%	9 MONTHS	1340	\$21.52	\$20.81	160
70%	10 MONTHS	1510	\$21.52	\$20.81	160
70%	11 MONTHS	1680	\$21.52	\$20.81	160
70%	12 MONTHS	1850	\$21.52	\$20.81	120
75%	13 MONTHS	2001***	\$23.05	\$22.03	120
75%	14 MONTHS	2200	\$23.05	\$22.03	120
75%	15 MONTHS	2400	\$23.05	\$22.03	120
75%	16 MONTHS	2600	\$23.05	\$22.03	120
75%	17 MONTHS	2800	\$23.05	\$22.03	120
80%	18 MONTHS	3001****	\$24.59	\$23.79	80
80%	19 MONTHS	3160	\$24.59	\$23.79	N/A
80%	20 MONTHS	3320	\$24.59	\$23.79	N/A
80%	21 MONTHS	3480	\$24.59	\$23.79	N/A
80%	22 MONTHS	3640	\$24.59	\$23.79	N/A
80%	23 MONTHS	3800	\$24.59	\$23.79	N/A
100%	24 MONTHS	4000	\$24.59	\$23.79	N/A

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

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

\*\*\* If 2000 hours of credit are awarded, the apprentice will be dispatched with full fringe benefits.

\*\*\*\* No more than 3001 hours of credit may be awarded