



# Northern California Laborers Joint Apprenticeship Training Committee

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## TUNNEL LABORER APPRENTICE WAGE & FRINGE BENEFIT RATES

Effective July 1, 2021

Period	Percentage (%)	Hours (Per Period)	Wage Rate* \$41.52	Special Single and Second Shift* \$44.52
<b>1</b>	<b>65%</b>	<b>1 - 1000</b>	<b>\$26.99</b>	<b>\$28.94</b>
<b>2</b>	<b>70%</b>	<b>1001 - 2000</b>	<b>\$29.06</b>	<b>\$31.16</b>
<b>3</b>	<b>80%</b>	<b>2001 - 3000</b>	<b>\$33.22</b>	<b>\$35.62</b>
<b>4</b>	<b>90%</b>	<b>3001 - 4000</b>	<b>\$37.37</b>	<b>\$40.07</b>

### Fringe Benefits

	<u>1-1000 hours</u>	<u>1001-4000 hours</u>
<b>Health &amp; Welfare</b>	\$9.30	\$9.30
<b>Pension</b>	\$0.00	\$8.96
<b>Annuity</b>	\$0.00	\$4.40
<b>Vacation/Holiday/Dues Supplement</b>	\$0.91	\$3.05
<b>Training</b>	\$0.96	\$0.96
<b>Other (Contract Admin &amp; Industry Stab.)</b>	\$0.28	\$0.28
<b>Total</b>	<b>\$11.45</b>	<b>\$26.95</b>

\*Miner-Tunnel Journey-Level Rate

Ratio: When four 940 journey-level Laborers are employed on a project for a particular Employer, the next employee hired to perform Laborers' work must be an Apprentice and this ratio will be continued for every four (4) additional Laborers being employed on the Project. On projects with fewer than four (4) journey-level Laborers, an employer may employ one (1) apprentice per project with at least one (1) journey-level Laborer.

Work Day: Eight (8) consecutive hours (exclusive of meal period), shall constitute a day's work for 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 (10) consecutive hours (exclusive of meal period) at straight time rates. One and one-half (1 1/2) 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.

Geographical Coverage: Northern 46 Counties of California

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.

**Hugo De La Torre**  
Apprenticeship Director

