



**Northern California Laborers Joint Apprenticeship Training Committee**  
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**CONSTRUCTION CRAFT LABORER APPRENTICE WAGE RATES  
SPECIAL SINGLE SHIFT\* & SHIFT DIFFERENTIAL\*\***

**Effective June 27, 2023**

			<b>Wage Rate "A"</b> <b>\$39.25***</b> (Alameda, Contra Costa, Marin, San Francisco, San Mateo & Santa Clara Counties)	<b>Wage Rate "B"</b> <b>\$38.25***</b> (All other Counties)
<b>Period</b>	<b>Percentage (%)</b>	<b>Hours (Per Period)</b>	<b>Rate A</b>	<b>Rate B</b>
<b>1</b>	<b>65%</b>	<b>1 - 1000</b>	<b>\$25.51</b>	<b>\$24.86</b>
<b>2</b>	<b>70%</b>	<b>1001 - 2000</b>	<b>\$27.48</b>	<b>\$26.78</b>
<b>3</b>	<b>80%</b>	<b>2001 - 3000</b>	<b>\$31.40</b>	<b>\$30.60</b>
<b>4</b>	<b>90%</b>	<b>3001 - 4000</b>	<b>\$35.33</b>	<b>\$34.43</b>

\* Special Single Shift: When the Individual Employer produces evidence in writing to the appropriate Local Union of a bona fide job requirement which certifies that work can only be done outside the normal shift hours, and notifies the appropriate Local Union or the Union by certified mail at least three (3) days prior to the start of such special shift, the Individual Employer may initiate such special shift of eight (8) consecutive hours (not in conjunction with any other shift, exclusive of meal period, Monday through Friday). Such shift shall be in accordance with the provisions of subsection 5(a) of this section. Provided, however, if, by direction of the Contracting Authority, the bid specifications require it, or congestive traffic conditions on Fridays are such that work conditions would be unsafe for employees, or counter productive to the performance of work, the special single shift may commence on Sunday with double (2) time to be paid from the start of the shift to 8:00 p.m. and the applicable straight-time rate paid from 8:00 p.m. until completion of the eight (8) hour special single shift.

\*\* Shift differential applies only to the second shift of a two (2) shift operation.

\*\*\* Journey-Level rate

**Hugo De La Torre**  
Apprenticeship Director

