



# Northern California Laborers Joint Apprenticeship Training Committee

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## CONSTRUCTION CRAFT LABORER APPRENTICE WAGE & FRINGE BENEFIT RATES EFFECTIVE JANUARY 1, 2024

**Wage Rate "A" \$36.25\***  
**(Alameda, Contra Costa, Marin, San Francisco,  
San Mateo & Santa Clara Counties)**

**Rate "B" \$35.25\***  
**(All other Counties)**

1st Period (65%)	1 – 1000 hours	\$23.56	\$22.91
2nd Period (70%)	1001 – 2000 hours	\$25.38	\$24.68
3rd Period (80%)	2001 – 3000 hours	\$29.00	\$28.20
4th Period (90%)	3001 – 4000 hours	\$32.63	\$31.73

### Fringe Benefits

	<u>1 - 1000 Hours</u>	<u>1001 - 4000 Hours</u>
Health & Welfare	\$10.10	\$10.10
Pension	\$0.00	\$9.96
Annuity	\$0.00	\$4.40
Vacation/Holiday/Dues Supplement	\$0.92	\$3.26
Training/Retraining/L.E.C.E.T.	\$0.52	\$0.52
Other	<u>\$0.32</u>	<u>\$0.32</u>
Total	\$11.86	\$28.56

\*Construction Craft Laborer Group 3 Journey-level rate

**Ratio:** When four (4) 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. 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.

**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