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## LABOR RELATIONS BULLETIN

#12-23

July 12, 2023

**TO:** All NAEC Members

**SUBJECT:** Northern California Teamsters Wage and Fringe Benefit Rates,  
Effective July 1, 2023.

Attached for your reference are the Northern California Teamsters wage and fringe benefit rates by classification, effective July 1, 2023.

**Please note the following increases:**

**Wages:** **\$2.68**

**Fringes:**

Training \$ .10

Supplemental Dues \$ .05

Pension \$ .90

Health & Welfare \$ .37

**Total:** **\$4.10**

If you have any questions in this regard, please contact the NAEC at (916) 996-4532.

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**NORTHERN ALLIANCE OF ENGINEERING CONTRACTORS**

**P. O. Box 661658  
Sacramento, CA 95866  
(916) 922-2323**

**TEAMSTERS  
46 NORTHERN CALIFORNIA COUNTIES  
WAGE AND FRINGE BENEFIT RATES  
Wages applicable July 1, 2023 through June 30, 2024  
Fringe benefits applicable July 1, 2023 through June 30, 2024**

<b><u>FRINGE BENEFITS</u></b>	<b><u>EFFECTIVE 7/1/23 - 6/30/24 PER HOUR</u></b>
Health & Welfare	<b>\$15.31</b>
Pension	<b>\$ 9.00</b>
Supplemental Dues	<b>\$ .70</b>
Training & Retraining	<b>\$ 1.10</b>
Vacation/Holiday	<b>\$ 2.30</b>
Retirement Security Plan (RSP)*	<b>\$ 4.80*</b>
<b>Total Fringe Benefits</b>	<b>\$33.21</b>
<b>(Total Fringe Benefits excluding Vacation/Hol./Suppl. Dues)</b>	<b>(\$30.21)</b>

**\*NOTE: RSP increases go into effect June 1, 2023 and are based upon June hours. All other fringe benefit increases are effective for July 1, 2023 and reported on the July report form.**

**WAGE RATES**

**FORTY-SIX COUNTY AREA:** Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Solano, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba.

<b>GROUP 1</b>	<b>EFFECTIVE 7/1/23 - 6/30/24 <u>PER HOUR</u></b>	<b>EFFECTIVE 7/1/23 - 6/30/24 <u>PER HOUR</u> <b>(TOTAL TAXABLE)</b></b>
	\$39.63	\$42.63
Dump Trucks under 6 yards		
Single Unit Flat Rack (2 axle unit)		
Nipper Truck (when Flat Rack Truck is used appropriate Flat Rack Rate shall apply)		
Bus or Manhaul Driver		
Concrete Pump Truck (when Flat Rack Truck is used appropriate Flat Rack Rate shall apply)		
Concrete Pump Machine		
Escort of Pilot Car Driver		
Fork Lift and Lift Jitneys		
Fuel Island Attendant or Combination Pit and/or Grease Rack and Fuel Island Attendant (shall apply only where a full-time employee of the contractor is assigned to the work at the sole discretion of the contractor)		
Fuel or Grease Truck Driver/ Fuelman		
Helpers		
Hook Tenders (when doing work in Teamster jurisdiction, including loading and unloading)		
Pickup Truck		
Snow Buggy (shall apply only where a full-time employee of the contractor is assigned to work at the sole discretion of the contractor)		
Steam Cleaning (when an employee is assigned to this work on a full-time basis)		
Team Drivers		
Teamster Oiler/Greaser/and/or Serviceman		
Tool Room Attendant (Refineries)		
Truck Repairman Helper		
Warehouse Clerk/Parts Man (job site construction; permanent yards where an employee covered by this		

	<b><u>EFFECTIVE 7/1/23 - 6/30/24 PER HOUR</u></b>	<b><u>EFFECTIVE 7/1/23 - 6/30/24 PER HOUR (TOTAL TAXABLE)</u></b>
<b>GROUP 1 (continued)</b>	\$39.63	\$42.63
Agreement is presently assigned to the work) Warehousemen		
<b>GROUP 2</b>	\$39.93	\$42.93
Dump Trucks Over 6 yds Under 8 yds. 4Transit Mixers Through 10 yds. Water Trucks Under 7000 gals. Jetting Trucks Under 7000 gals. Vacuum Trucks Under 7500 gals. Single Unit Flatrack (3 axle unit) High Bed Heavy Duty Transport Fuel or Grease Truck Driver/Fuelman Scissor Truck Rubber Tired Muck Car Rubber Tired Truck Jumbo Fork Lift and Lift Jitneys Winch Truck and "A" Frame Drivers Combination Winch Truck With Hoist Teamster Oiler/Greaser/ and/or Serviceman Truck Repairman Helper Truck Dispatcher (shall apply only where a full-time employee of the contractor is assigned to the work at the sole discretion of the contractor) Road Oil Truck or Bootman Fuel Island Attendant Buggymobile Ross, Hyster and similar Straddle Carrier Warehouse Clerk/Parts Man Small Rubber Tired Tractor (when used in Teamster Jurisdiction)		
<b>GROUP 3</b>	\$40.23	\$43.23
Dump Trucks 8 yds. and Including 24 yds. Transit Mixers Over 10 yds		

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	<b><u>EFFECTIVE</u> 7/1/23 - 6/30/24 PER HOUR</b>	<b><u>EFFECTIVE</u> 7/1/23 - 6/30/24 PER HOUR (TOTAL TAXABLE)</b>
<b>GROUP 3 (Continued)</b>	\$40.23	\$43.23
Water Trucks 7000 gals and over		
Jetting Trucks 7000 gals and over		
Vacuum Trucks under 7500 gals		
Trucks Towing Tilt Bed or Flat Bed Pull Trailers		
Heavy Duty Transport Tiller Man		
Combination Bootman/Road Oiler		
Truck Mounted Self Propelled Street Sweeper with or without Self-Contained Refuse Bin and or Vacuum Unit		
Boom Truck - Hydro-Lift or Swedish Type Extension or Retracting Crane		
P.B. or Similar Type Self Loading Truck		
Tire Repairman		
Dry Distribution Truck		
Ammonia Nitrate Distributor, Driver and Mixer		
Snow Go and/or Plow		
<b>GROUP 4</b>	\$40.58	\$43.58
Dump Truck Over 24 yds and under 65 yds		
Water Pulls - 10s, 20s, 21s and other similar equipment when pulling Aqua/pak or Water Tank Trailers		
Helicopter Pilots (when transporting men and materials)		
DW 10s, 20s, 21s and other similar Cat type, Terra Cobra, LeTourneau Pulls, Tournorocker, Euclid and similar type Equipment when pulling fuel and/or grease tank trailers or other miscellaneous trailers		
Lowbed Heavy Duty Transport (7 axles and under)		
Truck Repairman		
Vacuum Trucks 7500 gals and over		
<b>GROUP 5</b>	\$40.93	\$43.93
Dump Trucks 65 yds and over		
Holland Hauler		
Lowbed Heavy Duty Transport (over 7 axles)		

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**GROUP 6**

**(USE DUMP TRUCK YARDAGE RATE)**

Bulk Cement Spreader  
Dumpcrete Truck  
Skid Truck (Debris Box)  
Dry Pre-Batch Concrete Mix Trucks  
Dumpster or Similar Type  
Slurry Truck  
Articulated Dump Truck  
Zim Mixer (Mobile Volumetric Mixer)

**GROUP 7**

**(USE APPROPRIATE RATE FOR THE  
POWER UNIT OR THE EQUIPMENT  
UTILIZED)**

Heater Planer  
Asphalt Burner  
Scarifier Burner  
Fire Guard  
Industrial Lift Truck (mechanical tailgate)  
Utility and Clean-Up Truck  
Composite Crewmen

**GROUP 8  
TRAINEE**

The straight time hourly wage rates for Trainees shall be the percentage of the journey level wage scale for the equipment operated.

Step 1 - 1st 1,000 hours	65% of journey level wages
Step 2 - 2nd 1,000 hours	75% of journey level wages
Step 3 - 3rd 1,000 hours	85% of journey level wages
Thereafter	100% of journey level wages

**WORKING FOREMAN** - \$1.00 per hour above highest Teamster classification supervised.

**FOREMAN** - \$2.00 per hour above highest Teamster classification supervised.

## **SPECIAL SINGLE SHIFT WAGE RATES**

	<b><u>EFFECTIVE 7/1/23 - 6/30/24 PER HOUR</u></b>	<b><u>EFFECTIVE 7/1/23 - 6/30/24 PER HOUR (TOTAL TAXABLE)</u></b>
GROUP 1	\$41.63	\$44.63
GROUP 2	\$41.93	\$44.93
GROUP 3	\$42.23	\$45.23
GROUP 4	\$42.58	\$45.58
GROUP 5	\$42.93	\$45.93
GROUP 6	(USE DUMP TRUCK YARDAGE RATE)	
GROUP 7	(USE APPROPRIATE RATE FOR THE POWER UNIT OR THE EQUIPMENT UTILIZED)	

### **OVERTIME**

All work performed by an Employee before or after the regularly established starting and quitting time for his shift and work performed on Saturday (except on make-up days) shall be compensated for at one and one-half (1-1/2) times the regular straight time rate. On Sundays and holidays the rate shall be double (2) the employee's regular straight time rate.

### **SUBSISTENCE**

Refer to Section 4(N) of the Teamsters Master Construction Agreement for details. Subsistence is \$20.00 per day, if applicable.

### **PUBLIC WORKS**

On public works projects where statutes exist providing for predetermined wage and fringe benefit increases, such wage and fringe benefit rates contained in the bid specifications shall remain in effect for the duration of the project. Unless the funding agency provides for escalation of those predetermined wage and fringe benefits, in which case those increases shall be applied to the respective wages and fringe benefits contained herein.

If there is a non-signatory prime contractor on a plan holders list or there is no plan holders list for a job for which there is a Prevailing Wage Determination, the wages, fringe benefits and other applicable provisions of the Prevailing Wage Determination shall apply to the job. On jobs on which there is no Prevailing Wage Determination, the wage and fringe Benefit rates set forth in the Private

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Work Agreement which is applicable to the job shall apply to the job. If no such Private Work Agreement is applicable, the Union shall, upon an Individual Employer's request, establish the wage rates, fringe benefit rates and other applicable working conditions.

### **HOLIDAYS**

The holidays observed are New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day.

### **COMPOSITE CREW**

A composite crew with other trades will be utilized when necessary to promote economy and efficiency on some jobsites. A composite crew consists of more than one individual and more than one craft. A composite crew is a construction crew which would consist of various union workers (laborers, teamsters, operators, etc.) each having been dispatched to assigned work and or equipment. All would work together to accomplish any required work task without regard to traditional work assignments.

Alleged violations of this provision shall be referred to the Composite Crew Committee comprised of the Co-chairman (or their designees) of the Negotiating Committee prior to being processed through the Grievance Procedure.

### **DOCTRINE OF FAIRNESS**

The Employer will endeavor to treat each employee equally with respect to the administration of this Agreement. The Union and the Employer will cooperate to ensure that favoritism of employees is discouraged. It is the expressed goal of both the Union and the Employer to establish and maintain long-term quality employees of the Employer.

The Employer shall be aware of an employee's longevity for the purpose of layoff and recall. Employees shall not be laid off or recalled solely on the basis of longevity.

**TEAMSTERS MASTER CONSTRUCTION AGREEMENT TERMINATES JUNE 30, 2026**