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## LABOR RELATIONS BULLETIN

#4-25

April 14, 2025

**TO:** All NAEC Members

**SUBJECT:** No. California Laborers' Master Labor Agreement  
Wage and Fringe Benefit Rates, Effective  
**June 30, 2025.**

Attached for your reference are the Northern California Laborers wage and fringe benefit rates, effective **June 30, 2025.**

<b><u>Wages:</u></b>	<b>\$1.40</b>
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**Fringes:**

Health & Welfare	\$ . 50
<b>Vacation/Holiday/Dues</b>	<b>\$ .40</b>
<b>Annuity</b>	<b><u>\$ . 35</u></b>

<b>Total:</b>	<b>\$2.65</b>
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If you have any questions in this regard, please contact the NAEC at (916) 996-4532.

**NORTHERN ALLIANCE OF ENGINEERING CONTRACTORS**  
**P. O. Box 661658**  
**Sacramento, CA 95866**  
**(916) 996-4532**

**2023-2027 LABORERS' MASTER AGREEMENT**  
**46 NORTHERN CALIFORNIA COUNTIES**  
**WAGE AND FRINGE BENEFIT RATES**  
Effective June 30, 2025

**FRINGE BENEFITS**

**Health and Welfare**

Retiree Health & Welfare

Pension

**Annuity**

**Vacation/Holiday/Supp. Dues**

Training/Retraining/L.E.C.E.T.

**California Alliance for Jobs**

**Industry Stabilization Fund/FFC/CIFAC**

**Total Fringe Benefits**

**(Total Fringe Benefits excluding Vacation/  
Holiday/Supplemental Dues)**

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR**

**\$10.70**

\$ .40

\$10.46

**\$ 4.85**

**\$ 3.91**

\$ .52

**\$ .05**

**\$ .17**

**\$31.06**

**(\$27.15)**

**WAGE RATES: AREA A**

**SIX COUNTY AREA: Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara**

**CONSTRUCTION SPECIALIST**

Asphalt Ironers and Rakers

Chainsaw

Laser Beam in connection with  
Laborers' work

Masonry and Plasterer Tender

Cast in place manhole form setters

Pressure pipelayers

Davis Trencher - 300 or similar type  
(and all small trenchers)

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR  
\$39.85**

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR  
**(TOTAL TAXABLE)**  
**\$43.76****

	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</b>	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</b>
State licensed Blaster as designated	\$39.85	\$43.76
Diamond Drillers		
Multiple Unit Drills		
Hydraulic Drills		
Certified Welder		
New or additional classification subject to 14A of Agreement		
<b><u>GROUP 1</u></b>	\$39.15	\$43.06
Asphalt Spreader Boxes (all types)		
Barko, Wacker and Similar Type Tampers		
Buggymobile		
Caulkers, Banders, Pipewrappers		
Conduit Layers, Plastic Pipe Layers		
Certified Asbestos and Mold Removal Worker		
Certified Hazardous Waste Worker (Lead Removal)		
Compactors of all types		
Concrete and Magnesite Mixer and 1/2 yard		
Concrete Pan Work		
Concrete Saw, Concrete Sander		
Cribbers and/or Shoring		
Cut Granite Curb Setter		
Dri pak-it Machine		
Faller, Logloader and Bucker		
Form Raisers, Slip Forms		
Green Cutters		
Headerboard Men, Hubsetters, Aligners by any method		
High Pressure Blow Pipe (1-1/2 inches or over, 100 lbs. pressure or over)		
Hydro Seeder & Similar Type		
Jackhammer Operators		
Jacking of Pipe over 12 inches		
Jackson and Similar Type Compactors		
Kettlemen, Potmen and men applying asphalt, Lay-Kold, Creosote, Lime, caustic and similar type materials, (applying means applying dipping or handling of such materials)		

	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</b>	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</b>
Lagging, Sheeting, Whaling, Bracing, Trenchjacking, Lagging Hammer Magnesite Epoxyresin, Fiber Glass and Mastic Workers (wet or dry) No joint pipe and stripping of same, including repair of voids Pavement Breakers and Spaders, including tool grinder Perma Curbs Pipelayers (including grade checking in connection with pipelaying) Precast-manhole setters Pressure Pipe Tester Post Hole Diggers -- Air, Gas, and Electric Power Broom Sweepers Power Tampers of all types, except as shown in Group 2 Ram Set Gun and Stud Gun Rip-rap -- Stonepaver and Rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and Gabions and similar type Rotary Scarifier or Multiple Head Concrete Chipping Scarifier Roto and Ditch Witch Rototiller Sand Blasters, Potmen, Gunmen and Nozzlemen Signaling and Rigging Tank Cleaners Tree Climbers Trenchless Technology Laborer – Pipe installation, bursting, relining or similar trenchless laborer work Turbo Blaster Vibra-Screed -- Bull Float in connection with Laborers' work Vibrators	\$39.15	\$43.06
<b><u>GROUP 1 (a)</u></b> Joy Drill Model TWM-2A Gardener -- Denver Model DH-143 and	\$39.37	\$43.28

	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</b>	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</b>
similar type drills (In accordance with Memorandum of Understanding between Laborers and Operating Engineers dated at Miami, Florida, February 3, 1954.)	\$39.37	\$43.28
Track Drillers		
Jack Leg Drillers		
Wagon Drillers		
Mechanical Drillers -- All types regardless of type or method of power		
Mechanical Pipe Layer -- All types regardless of type or method of power		
Blasters and Powderman		
All work of loading, placing and blasting of all powder and explosives of whatever type, regardless of method used for such loading and placing		
High Scalers (including drilling of same)		
Tree Topper		
Bit Grinder		
<b><u>GROUP 1(b)</u></b>		
Sewer Cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer Cleaner" means any workman who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.		
<b><u>GROUP 1(c)</u></b>	\$39.20	\$43.11
Burning and welding in connection with Laborers work		
Synthetic thermoplastics and similar type welding		

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR**

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR  
(TOTAL TAXABLE)**

**GROUP 1(d)**

Maintenance and Repair Trackmen and Road

Beds and all employees performing work covered by this Agreement shall receive \$.25 per hour above their regular rate for all work performed on underground structures not specifically covered herein.

This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

**GROUP 1(e)**

\$39.70

**\$43.61**

Work on and/or in Bell Hole Footings and Shafts thereof, and work on and in Deep Footings (Deep Footing is a hole fifteen (15) feet or more in depth). In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds fifteen (15) feet, the contractor agrees to pay the deep footing wage rate to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

All work in the construction of tunnels and shafts shall be performed in accordance with the provisions of the Laborers' Master Tunnel Agreement for Northern California, and the Individual Employer agrees to comply with all of the provisions of said Tunnel Agreement in such work.

	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</b>	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</b>
Shaft is an excavation over fifteen vertical in nature, but may decline from the vertical, and whose depth is greater than its largest horizontal dimension. It is specifically understood that Bell Hole Fittings and Deep Footings are subject to the provisions of this Agreement, and all Shafts, Stopes, Raises, and Tunnels are subject to the provisions of the Tunnel Master Agreement specified herein.	\$39.70	\$43.61
<b><u>GROUP 1(f)</u></b>	\$39.73	\$43.64
Wire winding machine in connection with Guniting, or Shot Crete Aligner Helper		
	\$38.75	\$42.66
<b><u>GROUP 1(g)</u></b>	\$39.35	\$43.26
CONTRA COSTA COUNTY		
Pipelayers (including grade checking in connection with pipelaying)		
Caulkers		
Banders		
Pipewrappers		
Conduit Layers		
Plastic Pipe Layer		
Pressure Pipe Tester		
No joint pipe and stripping of same, including repair of voids		
Precast Manhole setters, cast in place manhole form setters		
<b><u>GROUP 1(h)</u></b>		
Men working off or with or from Bos'n Chairs, Swinging Scaffolds, Belts shall receive \$.25 per hour above		

the applicable wage rate. This premium rate shall be reckoned by the day and half day. This shall not apply to men entitled to receive the wage rate set forth in Group 1(a).

**GROUP 2**

Asphalt Shovelers  
 Cement Dumpers, and handling dry cement or gypsum  
 Choke-setter and Rigger (clearing work)  
 Concrete Bucket Dumper and Chuteman  
 Concrete Chipping and Grinding  
 Concrete Laborers (wet or dry)  
 Drillers Helper, Chuck Tender, Nipper  
 (One Chuck Tender on single machine operation with minimum of one Chuck Tender for each two machines on multiple machine operations (Jack-hammers in no way involved in this item).)  
 Guinea Chaser (Stakeman) Grout Crew  
 High Pressure Nozzleman, Adductors  
 Hydraulic Monitor (over 100 lbs. pressure)  
 Loading and unloading, carrying and handling of all rods and materials for use in reinforcing concrete construction  
 Pittsburgh Chipper, and similar type brush shredders  
 Sloper  
 Single foot, hand held, pneumatic tamper  
 All Pneumatic, Air, Gas and Electric  
 Tools not listed in Groups 1 through 1(f)  
 Jacking of Pipe -- under 12 inches

**GROUP 3**

Composite Crew Person

**EFFECTIVE  
 6/30/25 - 6/30/26  
 PER HOUR**

**EFFECTIVE  
 6/30/25 - 6/30/26  
 PER HOUR  
 (TOTAL TAXABLE)**

\$39.00

**\$42.91**

\$38.90

**\$42.81**



	<b>EFFECTIVE 6/30/25 - 6/30/26 <u>PER HOUR</u></b>	<b>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR <u>(TOTAL TAXABLE)</u></b>
Construction Laborers, including Bridge Laborers and General Laborers Dry Utilities Laborer – Electrical and telecommunication conduit layer, joint utility trench Laborer including gas Dumpman, Load Spotter Flagperson Fire Watcher Fence Erectors Guardrail Erectors Gardeners, Horticultural and Landscape Laborers (See Supplement No. 4) Jetting Limbers, Brush Loaders and Pilers Pavement Markers (Button Setters) Maintenance Repair Trackmen and Road Beds Remediation/Land Restoration Laborer – Wetlands restoration, mitigation, or re-vegetation of lands, (ornamental landscape is not included in this classification) Streetcar and Railroad Construction Track Laborers Temporary Air and Water Lines, Victaulic or similar Tool Room Attendant (job site only)	\$38.90	\$42.81
<b><u>GROUP 4</u></b>	\$32.59	\$36.50
All cleanup work of debris, grounds, and buildings including, but not limited to street cleaners Brick Cleaners (job site only) Cleaning and Washing Windows (subject to the provisions of Section 20A) Watchmen (Subject to provisions of Section 20A) Material Cleaners (job site only) The classification "Material Cleaner" is to be utilized under the following conditions:		

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR  
\$32.59**

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR  
(TOTAL TAXABLE)  
\$36.50**

- A. At demolition sites for the salvage of the material.
  - B. At the conclusion of a job where the material is to be salvaged and stacked to be reused on another job.
  - C. The cleaning of salvage material at the Employer's job site or temporary job site yard. It was not the intent of either party to utilize the classification of "Material Cleaner" in the performance of "form stripping, cleaning and oiling and moving to the next point of erection."
- Laborers that are to be used under the Group 4 classification rate shall be so notified and given opportunity to accept or reject the employment offered according to Section 19 of the Laborers' Master Agreement.

**GUNITE, SHOT CRETE, PANEL CRETE AND  
SIMILAR TYPE WORK**

Structural Nozzleman	\$42.11	<b>\$46.02</b>
Nozzleman (including Gunman, Potman)	\$39.61	<b>\$43.52</b>
Rodman	\$39.61	<b>\$43.52</b>
Groundman	\$39.61	<b>\$43.52</b>
Guniting Trainee	\$32.59	<b>\$36.50</b>
Reboundman	\$39.02	<b>\$42.93</b>
General Laborer	\$38.90	<b>\$42.81</b>
Guniting Foreman	\$40.61	<b>\$44.52</b>

**WRECKING WORK**

Skilled Wrecker - Group 1	\$39.15	<b>\$43.06</b>
Semi-Skilled Wrecker - Group 2	\$39.30	<b>\$43.21</b>
Laborer - Group 4	\$32.59	<b>\$36.50</b>

	<b><u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</u></b>	<b><u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</u></b>
<b><u>GARDENERS, HORTICULTURAL AND LANDSCAPE WORKERS</u></b>		
Gardeners, Horticultural and Landscape Laborers (new construction)	\$38.90	<b>\$42.81</b>
Service Landscape Laborers (establishment warranty period)	\$32.59	<b>\$36.50</b>
Landscape Laborer Trainee - First 6 months (70%)	\$27.23	<b>\$31.14</b>
Second 6 months (80%)	\$31.12	<b>\$35.03</b>
Third 6 months (90%)	\$35.01	<b>\$38.92</b>

### **LABOR FOREMEN**

Labor foremen shall receive 10% above the highest classification in this Agreement working under their direction.

### **SPECIAL SINGLE SHIFT RATE**

Area "A" \$3.00/hour over classification rate of pay

### **SECOND SHIFT PREMIUM (ONLY APPLIES TO SECOND SHIFT ON A TWO (2) SHIFT OPERATION)**

Area "A" \$3.00/hour over classification rate of pay

### **WAGE RATES: AREA B\***

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

\*A large geographical portion of Area B is the old Subsistence Area which now has a premium wage rate of \$3.00 per hour higher than the Area B rates. This is defined as the Area C rate in the NAEC Master Labor Agreement. The geographical boundaries of Area C are described in Supplement #6.

	<b><u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</u></b>	<b><u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</u></b>
CONSTRUCTION SPECIALIST	\$38.85	\$42.76
GROUP 1	\$38.15	\$42.06
GROUP 1(a)	\$38.37	\$42.28
GROUP 1(b) \$4.00/day above Group 1 (sewer cleaner)		
\$5.00/day above Group 1 (recently active sewer)		
GROUP 1(c)	\$38.20	\$42.11
GROUP 1(d) \$.25/hr. above regular rate of pay (underground)		
GROUP 1(e)	\$38.70	\$42.61
GROUP 1(f) Aligner	\$38.73	\$42.64
Helper	\$37.75	\$41.66
GROUP 1(h) \$.25/hr. above regular rate of pay (excluding Group 1 (a))		
GROUP 2	\$38.00	\$41.91
GROUP 3	\$37.90	\$41.81
GROUP 4	\$31.59	\$35.50
	<b><u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</u></b>	<b><u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</u></b>
<b><u>GUNITE, SHOT CRETE, PANEL CRETE AND SIMILAR TYPE WORK</u></b>		
Structural Nozzleman	\$38.71	\$42.62
Nozzleman (including Gunman, Potman)	\$38.71	\$42.62
Rodman	\$38.71	\$42.62
Groundman	\$38.61	\$42.52
Guniting Trainee	\$31.59	\$35.50
Reboundman	\$38.02	\$41.93
General Laborer	\$37.90	\$41.81
Guniting Foreman	\$39.61	\$43.52
<b><u>WRECKING WORK</u></b>		
Skilled Wrecker	\$38.15	\$42.06
Semi-Skilled Wrecker	\$38.00	\$41.91
General Laborer	\$31.59	\$35.50

**GARDENERS, HORTICULTURAL AND LANDSCAPE WORKERS**

Gardeners, Horticultural and Landscape Laborers (new construction)	\$37.90	<b>\$41.81</b>
Service Landscape Laborers (establishment warranty period)	\$31.59	<b>\$35.50</b>
Landscape Laborer Trainee -		
First 6 months (70%)	\$26.53	<b>\$30.44</b>
Second 6 months (80%)	\$30.32	<b>\$34.23</b>
Third 6 months (90%)	\$34.11	<b>\$38.02</b>

**LABOR FOREMEN**

Labor foremen shall receive \$3.00 per hour above any classification of this Agreement working under their direction.

**SPECIAL SINGLE SHIFT RATE**

Area "B" \$2.85/hour over classification rate of pay

**SECOND SHIFT PREMIUM (ONLY APPLIES TO SECOND SHIFT ON A TWO (2) SHIFT OPERATION)**

Area "B" \$2.85/hour over classification rate of pay

**APPRENTICES**

**APPRENTICE WAGE RATES**

**SIX COUNTY AREA A:**

1st period 1 - 1000 hrs. (65%)
2nd period 1001 - 2000 hrs. (70%)
3rd period 2001 - 3000 hrs. (80%)
4th period 3001 - 4000 hrs. (90%)

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR**

\$25.29*
\$27.23**
\$31.12**
\$35.01**

**EFFECTIVE  
6/30/25 - 6/30/26  
PER HOUR  
(TOTAL TAXABLE)**

<b>\$26.21</b>
<b>\$31.14</b>
<b>\$35.03</b>
<b>\$38.92</b>

**FORTY COUNTY AREA B:**

1st period - 1 - 1000 hrs. (65%)
2nd period 1001 - 2000 hrs. (70%)
3rd period - 2001 - 3000 hrs. (80%)
4th period - 3001 - 4000 hrs. (90%)

\$24.64*
\$26.53**
\$30.32**
\$34.11**

<b>\$25.56</b>
<b>\$30.44</b>
<b>\$34.23</b>
<b>\$38.02</b>

\*Health & Welfare, Retiree Health & Welfare, Dues Supplemental, Training & Retraining/L.E.C.E.T., Industry Stabilization, California Alliance for Jobs (Business Development Trust)

\*\*Complete Fringe Benefits per Master Labor Agreement.

## **OVERTIME**

One and one-half (1-1/2) the regular straight time hourly rate shall be paid for all work on Saturdays (except on make-up days) and before a shift begins and after it ends. Double the regular straight time hourly rate shall be paid for all work on Sundays, holidays, and as provided for by state law. Men working a complete shift of shift work on Saturdays, Sundays, and holidays shall be paid eight (8) hours of pay at the appropriate overtime rate for seven (7) hours of work on the second and third shifts only.

## **HOLIDAYS**

The holidays observed are Saturdays, Sundays, New Year's Day, Presidents' Day, Memorial Day, Independence Day (Fourth of July), Labor Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. Holidays falling on Sunday shall be observed on the following Monday.

NOTE: Martin Luther King, Jr. Day will become a recognized holiday when and if the five (5) basic crafts adopt it as a holiday.

**LABORERS MASTER AGREEMENT TERMINATES JUNE 30, 2027**