



P.O. Box 661658 • Sacramento, CA 95866 • www.naecgroup.com

LABOR RELATIONS BULLETIN

#5-25

April 14, 2025

TO: All NAEC Members

SUBJECT: Carpenters Wage and Fringe Benefit Rates
Effective July 1, 2025

Attached for your reference are the Northern California Carpenters wage and fringe benefit rates for the Master Labor Agreement, **effective July 1, 2025.**

Please note the following increases:

Wages: \$3.00

Fringes: All Areas

Pension	\$.15
Health & Welfare	\$1.50
Training (Int'l)	\$.01
Annuity	\$.17
Work Fee	\$.13
Vacation A	\$.06
Apprenticeship	<u>\$.05</u>

Total: \$5.07

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

4/14/25

NORTHERN ALLIANCE OF ENGINEERING CONTRACTORS

**P. O. Box 661658
Sacramento, CA 95866
(916) 996-4532**

CARPENTERS MASTER AGREEMENT 46 NORTHERN CALIFORNIA COUNTIES WAGE AND FRINGE BENEFITS

Wages and fringe benefits applicable July 1, 2025 through June 30, 2026

FRINGE BENEFITS

**EFFECTIVE
7/1/25 - 6/30/26
PER HOUR**

Health & Welfare	\$14.37
Pension	\$11.55
Vacation/Holiday	\$ 3.43
Vacation admin fee*	.10
Work Fee**	\$ 2.65
Apprenticeship	\$ 1.31
Carpenters Int. Training Fund	\$.15
Work Preservation	\$.05
Contract Admin/Industry Promotion	\$.14
Annuity Fund	<u>\$ 3.33</u>

Total Fringe Benefits: \$37.08

**(Total Fringe Benefits excluding
Vacation/Supplemental Dues) (\$31.00)**

***Ten cents (\$.10) Vacation Administrative fee is non-taxable.**

WAGE RATES

AREA 1 – NINE COUNTIES: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

	<u>EFFECTIVE 7/1/25 - 6/30/26 PER HOUR</u>	<u>EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</u>
Journeyman Carpenter	\$67.01	\$73.09
Bridge Builder	\$67.01	\$73.09
Power Saw Operator	\$67.16	\$73.24
Foreman (10% per hour above the Applicable journeyman wage rate)		
General Foreman (20% above the Foreman's straight time rate)		

AREA 2 – THREE COUNTIES: Monterey, San Benito and Santa Cruz

	<u>EFFECTIVE 7/1/25 - 6/30/26 PER HOUR</u>	<u>EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</u>
Journeyman Carpenter	\$61.13	\$67.21
Bridge Builder	\$67.01	\$73.09
Power Saw Operator	\$61.28	\$67.36
Foreman (10% per hour above the Applicable journeyman wage rate)		
General Foreman (20% above the Foreman's straight time rate)		

AREA 3 – FIVE COUNTIES: Sacramento, Yolo, San Joaquin, Western Placer** and Western El Dorado**

**Western Placer County includes territory west of and including Highway 49. Western El Dorado County includes territory west of and including Highway 49 and territory inside the city limits of Placerville.

	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
Journeyman Carpenter	\$61.13	\$73.21
Bridge Builder	\$67.01	\$73.09
Power Saw Operator	\$61.28	\$67.36
Foreman (10% per hour above the current journeyman's wage rate)		
General Foreman (20% above the Foreman's straight time rate)		

AREA 4 – THIRTY-ONE COUNTIES: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Easter El Dorado,** Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer,** Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

**Eastern Placer County includes territory east of Highway 49. Eastern El Dorado County includes territory east of Highway 49 except for the territory inside the city limits of Placerville.

	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
Journeyman Carpenter	\$59.78	\$65.86
Bridge Builder	\$67.01	\$73.09
Power Saw Operator	\$59.93	\$66.01
Foreman (10% per hour above the current journeyman's wage rate)		
General Foreman (20% above the Foreman's straight time rate)		

APPRENTICES AND TRAINEES:

AREA 1 – NINE COUNTIES: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
0 to 6 months (60%)	\$40.21*	\$42.86*
7 to 12 months (65%)	\$43.56**	\$49.64**
13 to 18 months (70%)	\$46.91***	\$52.99***

19 to 24 months (75%)	\$50.26***	\$56.34***
25 to 30 months (80%)	\$53.61	\$59.69
31 to 36 months (85%)	\$56.96	\$63.04
37 to 42 months (90%)	\$60.31	\$66.39
43 to 48 months (95%)	\$63.66	\$69.74

AREA 2 – THREE COUNTIES: Monterey, San Benito and Santa Cruz

	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
0 to 6 months (60%)	\$36.68*	\$39.33*
7 to 12 months (65%)	\$39.73**	\$45.81**
13 to 18 months (70%)	\$42.79***	\$48.87***
19 to 24 months (75%)	\$45.85***	\$51.93***
25 to 30 months (80%)	\$48.90	\$54.98
31 to 36 months (85%)	\$51.96	\$58.04
37 to 42 months (90%)	\$55.02	\$61.10
43 to 48 months (95%)	\$58.07	\$64.15

AREA 3 – FIVE COUNTIES: Sacramento, Yolo, San Joaquin, Western Placer** and Western El Dorado**

**Western Placer County includes territory west of and including Highway 49. Western El Dorado County includes territory west of and including Highway 49 and Master Mechanic territory inside the city limits of Placerville.

	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
0 to 6 months (60%)	\$36.68*	\$39.33*
7 to 12 months (65%)	\$39.73**	\$45.81**
13 to 18 months (70%)	\$42.79***	\$48.87***
19 to 24 months (75%)	\$45.85***	\$51.93***
25 to 30 months (80%)	\$48.90	\$54.98
31 to 36 months (85%)	\$51.96	\$58.04
37 to 42 months (90%)	\$55.02	\$61.10
43 to 48 months (95%)	\$58.07	\$64.15

AREA 4 – THIRTY-ONE COUNTIES: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado,** Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer,** Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

**Eastern Placer County includes territory east of Highway 49. Eastern El Dorado County includes territory east of Highway 49 except for the territory inside the city limits of Placerville.

	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR <u>PER HOUR</u>	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR <u>(TOTAL TAXABLE)</u>
0 to 6 months (60%)	\$35.87*	\$38.52*
7 to 12 months (65%)	\$38.86**	\$44.94**
13 to 18 months (70%)	\$41.85***	\$47.93***
19 to 24 months (75%)	\$44.84***	\$50.92***
25 to 30 months (80%)	\$47.82	\$53.90
31 to 36 months (85%)	\$50.81	\$56.89
37 to 42 months (90%)	\$53.80	\$59.88
43 to 48 months (95%)	\$56.79	\$62.87

*Health and Welfare, Supplemental Dues, Work Preservation, U.B.C. Health & Safety and Apprenticeship ONLY during the first (1st) to sixth (6th) months from date of indenture (probation period).

** Health and Welfare, Supplemental Dues, Work Preservation, U.B.C. Health & Safety and Apprenticeship, and Vacation ONLY during the seventh (7th) to twelfth (12th) months from date of indenture (probation period).

***Health and Welfare, Supplemental Dues, Work Preservation, U.B.C. Health & Safety Apprenticeship, Vacation and Annuity ONLY during the thirteenth (13th) to twenty-fourth (24th) months from date of indenture (probation period).

Men working from Bos'n chairs, swinging scaffolds, or suspended from rope, cable, or from a safety belt or any device used as a substitute or in lieu thereof shall receive fifty cents (\$.50) per hour above the applicable journeyman or apprentice rate.

FOREMAN

If the Individual Employer determines to use any foremen, they shall be paid ten percent (10%) an hour above the applicable journeyman's wage rate. The Individual Employer shall have the right to determine, in his sole and unlimited discretion, the need for any number of foremen. There shall be a minimum of one (1) foreman for each permanent shop maintained by specialty contractors and/or prime contractors hiring more than three (3) journeymen carpenters.

GENERAL FOREMAN

The rate for general foremen shall be twenty percent (20%) above the straight time rate for foremen. Whether an employee shall be designated general foreman, the person who shall be so designated and the specific assignment for such person shall be within the sole and exclusive judgment of the Individual Employer and such determination to appoint a general foreman, or not to do so, shall not be subject to the Grievance Procedure of this Agreement.

WORK WEEK

In the 46 Northern California Counties, the regular work week shall consist of forty (40) hours of work Monday through Friday. The work day shall be (8) hours worked between the hours of 8:00 a.m. and 4:30 p.m. Four (4) days each year will be selected by the Union as designated off days.

The designated off days for the next 12 months are set forth below:

Friday, August 29, 2025
Friday, December 26, 2025
Friday, January 2, 2026
Friday, February 13, 2026
Friday, May 22, 2026

PARKING

In the event free parking facilities are not available within 1320 feet (measured by the most direct route on a dedicated vehicular public thoroughfare) of a jobsite, the Individual Employer will provide such facilities and the Individual Employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the Individual Employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking areas shall be drained and hard surface.

HOLIDAYS

The holidays observed are New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day. Holidays falling on Sundays shall be observed on the following Monday. Holidays falling on Saturday shall be observed on the previous Friday.