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LABOR RELATIONS BULLETIN

#6-25

April 14, 2025

TO: All NAEC Members

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

Attached for your information are the Northern California Pile Drivers wage and fringe benefit rates, effective July 1, 2025.

Please note the following increases to the wages and fringe benefits:

Wages:

Pile Drivers	\$ 3.00
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Fringes:

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

TOTAL: \$ 5.07

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

NORTHERN ALLIANCE OF ENGINEERING CONTRACTORS

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

**PILE DRIVERS
46 NORTHERN CALIFORNIA COUNTIES
WAGE & FRINGE BENEFIT RATES**
Wages and Fringe Benefits applicable July 1, 2025

<u>FRINGE BENEFITS</u>	<u>EFFECTIVE 7/1/25 - 6/30/26 PER HOUR</u>
Health & Welfare	\$14.37
Pension	\$11.55
Vacation A	\$ 4.63
Supplemental Dues**	\$ 2.65
Vacation Admin Fee*	\$.10
Apprenticeship	\$ 1.36
Carpenters Int. Training Fund	\$.15
Annuity	\$ 5.28
Contract Admin/Industry Promotion	<u>\$.20</u>
Total Fringe Benefits	\$40.29
(Total Fringe Benefits excluding Vacation/ Supplemental Dues)	(\$33.01)

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

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, Tehema, Trinity, Tulare, Tuolumne, Yolo and Yuba.

	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR	EFFECTIVE 7/1/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
Journeyman Pile Driver	\$66.26	\$73.54
Foreman (10% over Journeyman)	\$72.89	\$80.17
General Foreman (20% over Foreman)	\$79.51	\$86.79

APPRENTICE 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, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

	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%)	\$39.76	\$42.41
**7 to 12 months (65%)	\$43.07	\$50.35
***13 to 18 months (70%)	\$46.38	\$53.66
***19 to 24 months (75%)	\$49.70	\$56.98
25 to 30 months (80%)	\$53.01	\$60.29
31 to 36 months (85%)	\$56.32	\$63.60
37 to 42 months (90%)	\$59.63	\$66.91
43 to 48 months (95%)	\$62.95	\$70.23

*Health and Welfare, Supplemental Dues, UBC H&S and Apprenticeship ONLY for the first six (6) months from date of indenture (probation period).

**Health and Welfare, Supplemental Dues, UBC H&S, Apprenticeship and Vacation ONLY during the seventh (7th) to twelfth (12th) months from date of indenture (probation period).

***Health and Welfare, Supplemental Dues, UBC H&S, Apprenticeship, Vacation and Annuity ONLY during the thirteenth (13th) to twenty-fourth (24th) months from date of indenture.

PILE DRIVERS MASTER AGREEMENT TERMINATES JUNE 30, 2027