

**CARPENTERS 46
NORTHERN CALIFORNIA
COUNTIES CONFERENCE
BOARD**

Memo

TO: ALL LOCAL UNIONS

FROM: FRED WRIGHT
DEPUTY DIRECTOR

DATE: May 19, 2009

**SUBJ: ACOUSTICAL CEILING INSTALLERS, INSULATORS,
HARWOOD FLOOR LAYERS, AND SHINGLERS**

Brothers & Sisters:

Enclosed please find the "Less than Four Year Apprentice Rates" for Acoustical Ceiling Installers, Insulators, Hardwood Floor Layers and Shinglers, effective July 1, 2009.

Please make sure that these rates are used when dispatching apprentices under these categories.

If you have any questions, please do not hesitate to contact me.

FRW:tc
opeiu#3 afl-cio
Enclosure

cc: Gene Price, Carpenter Funds Administrative Office
Maria Gonzalez, Carpenter Funds Administrative Office
Russ Fairless, Carpenter Funds Administrative Office
District Managers

**ACOUSTICAL CEILING INSTALLERS
LESS THAN FOUR YEAR APPRENTICE RATES**

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/09**

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$21.90	\$18.37	\$17.83	\$17.56
Second (7-12) mo.	65%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC	\$23.73	\$19.90	\$19.32	\$19.03
Third (13-18) mo.	70%	1200	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$25.55	\$21.43	\$20.80	\$20.49
Fourth (19-24) mo.	75%	1800	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$27.38	\$22.97	\$22.29	\$21.95
Fifth (25-30) mo.	80%	2400	All Fringes	\$29.20	\$24.50	\$23.78	\$23.42
Sixth (31-36) mo.	90%	3000	All Fringes	\$32.85	\$27.56	\$26.75	\$26.34
Journeyman	100%	3600	All Fringes	\$36.50	\$30.62	\$29.72	\$29.27

Effective January 1, 2010, Area 3 Wage Rates only increase as follows:

First (0-6) mo.	60%	\$18.10
Second (7-12) mo.	65%	\$19.61
Third (13-18) mo.	70%	\$21.12
Fourth (19-24) mo.	75%	\$22.63
Fifth (25-30) mo.	80%	\$24.14
Sixth (31-36) mo.	90%	\$27.15
Journeyman	100%	\$30.17

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective:	7/1/09
Health & Welfare (H & W)	9.05
Pension (Pen)	5.55
Annuity (Ann)	2.05
*Vacation (Vac)	2.30
*Work Fee (WF) includes two cents to UBC H&S/N.A.	1.44
Apprentice/Journeyman Training (TR)	.53
Industry Promotion (I.P.)	.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A)	.04
Contract Work Preservation (CWP)	.05
Carpenter Employers Contract Administration (CECA)	.07

*Vacation and Work Fee amounts are added to the hourly rate to establish the gross pay. The gross amount is subject to normal payroll deductions. After normal deductions, the full vacation and work fee contribution are deducted, reported and paid to the appropriate Trust Fund.

INSULATORS
LESS THAN FOUR YEAR APPRENTICE RATES

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/09

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$21.90	\$18.37	\$17.83	\$17.56
Second (7-12) mo.	65%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC	\$23.73	\$19.90	\$19.32	\$19.03
Third (13-18) mo.	70%	1200	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$25.55	\$21.43	\$20.80	\$20.49
Fourth (19-24) mo.	75%	1800	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$27.38	\$22.97	\$22.29	\$21.95
Fifth (25-30) mo.	80%	2400	All Fringes	\$29.20	\$24.50	\$23.78	\$23.42
Sixth (31-36) mo.	90%	3000	All Fringes	\$32.85	\$27.56	\$26.75	\$26.34
Journeyman	100%	3600	All Fringes	\$36.50	\$30.62	\$29.72	\$29.27

Effective January 1, 2010, Area 3 Wage Rates only increase as follows:

First (0-6) mo.	60%	\$18.10
Second (7-12) mo.	65%	\$19.61
Third (13-18) mo.	70%	\$21.12
Fourth (19-24) mo.	75%	\$22.63
Fifth (25-30) mo.	80%	\$24.14
Sixth (31-36) mo.	90%	\$27.15
Journeyman	100%	\$30.17

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective:	7/1/09
Health & Welfare (H & W)	9.05
Pension (Pen)	5.55
Annuity (Ann)	2.05
*Vacation (Vac)	2.30
*Work Fee (WF) includes two cents to UBC H&S/N.A.	1.44
Apprentice/Journeyman Training (TR)	.53
Industry Promotion (I.P.)	.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A)	.04
Contract Work Preservation (CWP)	.05
Carpenter Employers Contract Administration (CECA)	.07

*Vacation and Work Fee amounts are added to the hourly rate to establish the gross pay. The gross amount is subject to normal payroll deductions. After normal deductions, the full vacation and work fee contribution are deducted, reported and paid to the appropriate Trust Fund.

**HARDWOOD FLOOR LAYERS
LESS THAN FOUR YEAR APPRENTICE RATES**

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/09**

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$21.99	\$18.46	\$17.92	\$17.65
Second (7-12) mo.	65%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC	\$23.82	\$20.00	\$19.42	\$19.12
Third (13-18) mo.	70%	1200	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$25.66	\$21.54	\$20.91	\$20.59
Fourth (19-24) mo.	75%	1800	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$27.49	\$23.08	\$22.40	\$22.07
Fifth (25-30) mo.	80%	2400	All Fringes	\$29.32	\$24.62	\$23.90	\$23.54
Sixth (31-36) mo.	90%	3000	All Fringes	\$32.99	\$27.69	\$26.88	\$26.48
Journeyman	100%	3600	All Fringes	\$36.65	\$30.77	\$29.87	\$29.42

Effective January 1, 2010, Area 3 Wage Rates only increase as follows:

First (0-6) mo.	60%	\$18.19
Second (7-12) mo.	65%	\$19.71
Third (13-18) mo.	70%	\$21.22
Fourth (19-24) mo.	75%	\$22.74
Fifth (25-30) mo.	80%	\$24.26
Sixth (31-36) mo.	90%	\$27.29
Journeyman	100%	\$30.32

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

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Health & Welfare (H & W)	9.05
Pension (Pen)	5.55
Annuity (Ann)	2.05
*Vacation (Vac)	2.30
*Work Fee (WF) includes two cents to UBC H&S/N.A.	1.44
Apprentice/Journeyman Training (TR)	.53
Industry Promotion (I.P.)	.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A.)	.04
Contract Work Preservation (CWP)	.05
Carpenter Employers Contract Administration (CECA)	.07

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SHINGLERS
LESS THAN FOUR YEAR APPRENTICE RATES

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/09

PERIOD	%	WORK HOURS	FRINGES	Area 1	Area 2	Area 3	Area 4
First (0-6) mo.	60%	0	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA	\$21.99	\$18.46	\$17.92	\$17.65
Second (7-12) mo.	70%	600	H & W, WF, TR, I.P., H & S/N.A., C.W.P., CECA, VAC, ANN.	\$25.66	\$21.54	\$20.91	\$20.59
Third (13-18) mo.	80%	1200	All Fringes	\$29.32	\$24.62	\$23.90	\$23.54
Fourth (19-24) mo.	90%	1800	All Fringes	\$32.99	\$27.69	\$26.88	\$26.48
Journeyman	100%	2400	All Fringes	\$36.65	\$30.77	\$29.87	\$29.42

Effective January 1, 2010, Area 3 Wage Rates only increase as follows:

First (0-6) mo.	60%	\$18.19
Second (7-12) mo.	70%	\$21.22
Third (13-18) mo.	80%	\$24.26
Fourth (19-24) mo.	90%	\$27.29
Journeyman	100%	\$30.32

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective: 7/1/09

Health & Welfare (H & W)	9.05
Pension (Pen)	5.55
Annuity (Ann)	2.05
*Vacation (Vac)	2.30
*Work Fee (WF) includes two cents to UBC H&S/N.A.	1.44
Apprentice/Journeyman Training (TR)	.53
Industry Promotion (I.P.)	.07
UBC Health & Safety Fund & National Apprenticeship (H&S/N.A)	.04
Contract Work Preservation (CWP)	.05
Carpenter Employers Contract Administration (CECA)	.07

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