

**HARDWOOD FLOORLAYERS
LESS THAN FOUR YEAR APPRENTICE RATES**

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/2025

Period	%	Work Hours	Fringes	Area 1	Area 2	Area 3	Area 4
First (0-6 mos.)	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$40.30	\$36.77	\$36.77	\$35.96
Second (7-12 mos.)	65%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$43.65	\$39.83	\$39.83	\$38.95
Third (13-18 mos.)	70%	1200	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$47.01	\$42.90	\$42.90	\$41.95
Fourth (19-24 mos.)	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$50.37	\$45.96	\$45.96	\$44.95
Fifth (25-30 mos.)	80%	2400	All Fringes	\$53.73	\$49.02	\$49.02	\$47.94
Sixth (31-36 mos.)	90%	3000	All Fringes	\$60.44	\$55.15	\$55.15	\$53.94
Journeyman	100%	3600	All Fringes	\$67.16	\$61.28	\$61.28	\$59.93

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA
Effective 7/1/2025

Fringe Benefit	Rate
Health & Welfare (H&W)	\$14.37
Pension (PEN)	\$11.55
Annuity (ANN)	\$3.33
*Vacation (VAC)	\$3.43
*Work Fee (WF)	\$2.65
Apprentice/Journeyman Training (TR)	\$1.31
Vacation/Holiday/Sick Leave Admin. (VHSLA)	\$0.10
Industry Promotion (IP)	\$0.07
Carpenters International Training Fund (CITF)	\$0.15
Contract Work Preservation (CWP)	\$0.05
Carpenter Employers Contract Administration (CECA)	\$0.07

*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.

SHINGLERS
LESS THAN FOUR YEAR APPRENTICE RATES

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
Effective 7/1/2025

Period	%	Work Hours	Fringes	Area 1	Area 2	Area 3	Area 4
First (0-6 mos.)	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$40.30	\$36.77	\$36.77	\$35.96
Second (7-12 mos.)	70%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$47.01	\$42.90	\$42.90	\$41.95
Third (13-18 mos.)	80%	1200	All Fringes	\$53.73	\$49.02	\$49.02	\$47.94
Fourth (19-24 mos.)	90%	1800	All Fringes	\$60.44	\$55.15	\$55.15	\$53.94
Journeyman	100%	2400	All Fringes	\$67.16	\$61.28	\$61.28	\$59.93

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA
Effective 7/1/2025

Fringe Benefit	Rate
Health & Welfare (H&W)	\$14.37
Pension (PEN)	\$11.55
Annuity (ANN)	\$3.33
*Vacation (VAC)	\$3.43
*Work Fee (WF)	\$2.65
Apprentice/Journeyman Training (TR)	\$1.31
Vacation/Holiday/Sick Leave Admin. (VHSLA)	\$0.10
Industry Promotion (IP)	\$0.07
Carpenters International Training Fund (CITF)	\$0.15
Contract Work Preservation (CWP)	\$0.05
Carpenter Employers Contract Administration (CECA)	\$0.07

*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.

ACOUSTICAL CEILING INSTALLERS

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Effective 7/1/2025

Period	%	Work Hours	Fringes	Area 1	Area 2	Area 3	Area 4
First (0-6 mos.)	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$40.21	\$36.68	\$36.68	\$35.87
Second (7-12 mos.)	65%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$43.56	\$39.73	\$39.73	\$38.86
Third (13-18 mos.)	70%	1200	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$46.91	\$42.79	\$42.79	\$41.85
Fourth (19-24 mos.)	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$50.26	\$45.85	\$45.85	\$44.84
Fifth (25-30 mos.)	80%	2400	All Fringes	\$53.61	\$48.90	\$48.90	\$47.82
Sixth (31-36 mos.)	85%	3000	All Fringes	\$56.96	\$51.96	\$51.96	\$50.81
Seventh (37-42 mos.)	90%	3600	All Fringes	\$60.31	\$55.02	\$55.02	\$53.80
Eighth (43-48 mos.)	95%	4200	All Fringes	\$63.66	\$58.07	\$58.07	\$56.79
Journeyman	100%	4800	All Fringes	\$67.01	\$61.13	\$61.13	\$59.78

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective 7/1/2025

Fringe Benefit	Rate
Health & Welfare (H&W)	\$14.37
Pension (PEN)	\$11.55
Annuity (ANN)	\$3.33
*Vacation (VAC)	\$3.43
*Work Fee (WF)	\$2.65
Apprentice/Journeyman Training (TR)	\$1.31
Vacation/Holiday/Sick Leave Admin. (VHSLA)	\$0.10
Industry Promotion (IP)	\$0.07
Carpenters International Training Fund (CITF)	\$0.15
Contract Work Preservation (CWP)	\$0.05
Carpenter Employers Contract Administration (CECA)	\$0.07

*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 7/1/2025

Period	%	Work Hours	Fringes	Area 1	Area 2	Area 3	Area 4
First (0-6 mos.)	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$40.21	\$36.68	\$36.68	\$35.87
Second (7-12 mos.)	65%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$43.56	\$39.73	\$39.73	\$38.86
Third (13-18 mos.)	70%	1200	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$46.91	\$42.79	\$42.79	\$41.85
Fourth (19-24 mos.)	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$50.26	\$45.85	\$45.85	\$44.84
Fifth (25-30 mos.)	80%	2400	All Fringes	\$53.61	\$48.90	\$48.90	\$47.82
Sixth (31-36 mos.)	90%	3000	All Fringes	\$60.31	\$55.02	\$55.02	\$53.80
Journeyman	100%	3600	All Fringes	\$67.01	\$61.13	\$61.13	\$59.78

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA
Effective 7/1/2025

Fringe Benefit	Rate
Health & Welfare (H&W)	\$14.37
Pension (PEN)	\$11.55
Annuity (ANN)	\$3.33
*Vacation (VAC)	\$3.43
*Work Fee (WF)	\$2.65
Apprentice/Journeyman Training (TR)	\$1.31
Vacation/Holiday/Sick Leave Admin. (VHSLA)	\$0.10
Industry Promotion (IP)	\$0.07
Carpenters International Training Fund (CITF)	\$0.15
Contract Work Preservation (CWP)	\$0.05
Carpenter Employers Contract Administration (CECA)	\$0.07

*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.

STEEL SCAFFOLD & SHORING ERECTORS

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Effective 7/1/2025

Period	%	Work Hours	Fringes	Area 1	Area 2	Area 3	Area 4
First (0-6 mos.)	60%	0	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$40.30	\$36.77	\$36.77	\$35.96
Second (7-12 mos.)	65%	600	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$43.65	\$39.83	\$39.83	\$38.95
Third (13-18 mos.)	70%	1200	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$47.01	\$42.90	\$42.90	\$41.95
Fourth (19-24 mos.)	75%	1800	H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN	\$50.37	\$45.96	\$45.96	\$44.95
Fifth (25-30 mos.)	80%	2400	All Fringes	\$53.73	\$49.02	\$49.02	\$47.94
Sixth (31-36 mos.)	85%	3000	All Fringes	\$57.09	\$52.09	\$52.09	\$50.94
Seventh (37-42 mos.)	90%	3600	All Fringes	\$60.44	\$55.15	\$55.15	\$53.94
Eighth (43-48 mos.)	95%	4200	All Fringes	\$63.80	\$58.22	\$58.22	\$56.93
Journeyman	100%	4800	All Fringes	\$67.16	\$61.28	\$61.28	\$59.93

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective 7/1/2025

Fringe Benefit	Rate
Health & Welfare (H&W)	\$14.37
Pension (PEN)	\$11.55
Annuity (ANN)	\$3.33
*Vacation (VAC)	\$3.43
*Work Fee (WF)	\$2.65
Apprentice/Journeyman Training (TR)	\$1.31
Vacation/Holiday/Sick Leave Admin. (VHSLA)	\$0.10
Industry Promotion (IP)	\$0.07
Carpenters International Training Fund (CITF)	\$0.15
Contract Work Preservation (CWP)	\$0.05
Carpenter Employers Contract Administration (CECA)	\$0.07

*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.