

2018							2019						
JULY							JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
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8	9	10	11	12	13	14	6	7	8	9	10	11	12
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AUGUST							FEBRUARY						
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NOVEMBER							MAY						
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DECEMBER							JUNE						
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23	24	25	26	27	28	29	23	24	25	26	27	28	29
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○ Indicates Holidays. No work to be performed.

■ Indicates designated off days on which no work is to be performed.

□ Indicates Roll Call.

**NORTHERN CALIFORNIA
MILLWRIGHTS
LOCAL UNION #102**

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Noel Varela

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nvarela@nccrc.org

Jeff Wright

Field Representative (510) 332-0806
jwright@nccrc.org

UNION MEETING 1ST MONDAY 7:30 P.M.

HELD AT PLEASANTON TRAINING CENTER

2350 SANTA RITA ROAD, PLEASANTON, CA

SERVING ALL OF NORTHERN CALIFORNIA

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES FOUR WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: 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

* 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.

MILLWRIGHT WAGE RATES EFFECTIVE 7/1/2018

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
J Journeyman.....	\$48.50	\$45.02	\$45.02	\$43.67

FOREMAN RATE: \$3.50 per hour above applicable Journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	7/1/2018
Health & Welfare (H&W)	\$11.45
Pension (PEN).....	11.10
Annuity (ANN)	3.75
**Vacation (VAC)	2.35
**Work Fee (WF)	2.18
Apprentice/Journeyman Training (TR)	0.93
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.05
Millwright Industry Promotion (IP)	0.15
Carpenters International Training Fund (CITF)	0.10
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2018

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, VHSLA, IP, CITF, CWP	\$29.10	\$27.01	\$27.01	\$26.20
Second 7-12 Mos.	65%	H&W, WF, TR, VHSLA, IP, CITF, CWP, VAC	\$31.53	\$29.26	\$29.26	\$28.39
Third 13-18 Mos.	70%	H&W, WF, TR, VHSLA, IP, CITF, CWP, VAC, ANN	\$33.95	\$31.51	\$31.51	\$30.57
Fourth 19-24 Mos.	75%	H&W, WF, TR, VHSLA, IP, CITF, CWP, VAC, ANN	\$36.38	\$33.77	\$33.77	\$32.75
Fifth 25-30 Mos.	80%	All Fringes.....	\$38.80	\$36.02	\$36.02	\$34.94
Sixth 31-36 Mos.	85%	All Fringes.....	\$41.23	\$38.27	\$38.27	\$37.12
Seventh 37-42 Mos.	90%	All Fringes.....	\$43.65	\$40.52	\$40.52	\$39.30
Eighth 43-48 Mos.	95%	All Fringes.....	\$46.08	\$42.77	\$42.77	\$41.49

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

NON-EXT.

2017**2018****JULY**

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24	25	26	27	28	29	30
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□ Indicates Roll Call.

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Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

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* 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.

MILLWRIGHT WAGE RATES EFFECTIVE 7/1/2017

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman	\$46.50	\$43.02	\$43.02	\$41.67

FOREMAN RATE: \$3.50 per hour above applicable Journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

7/1/2017

Effective:

Health & Welfare (H&W)	\$11.45
Pension (PEN)	9.65
Annuity (ANN)	3.75
**Vacation (VAC)	2.35
**Work Fee (WF)	2.12
Apprentice/Journeyman Training (TR)	0.88
Millwright Industry Promotion (IP)	0.15
Carpenters International Training Fund (CITF)	0.10
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2017

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, CITF, CWP	\$27.90	\$25.81	\$25.81	\$25.00
Second 7-12 Mos.	65%	H&W, WF, TR, IP, CITF, CWP, VAC	\$30.23	\$27.96	\$27.96	\$27.09
Third 13-18 Mos.	70%	H&W, WF, TR, IP, CITF, CWP, VAC, ANN.....	\$32.55	\$30.11	\$30.11	\$29.17
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, CITF, CWP, VAC, ANN.....	\$34.88	\$32.27	\$32.27	\$31.25
Fifth 25-30 Mos.	80%	All Fringes.....	\$37.20	\$34.42	\$34.42	\$33.34
Sixth 31-36 Mos.	85%	All Fringes.....	\$39.53	\$36.57	\$36.57	\$35.42
Seventh 37-42 Mos.	90%	All Fringes.....	\$41.85	\$38.72	\$38.72	\$37.50
Eighth 43-48 Mos.	95%	All Fringes.....	\$44.18	\$40.87	\$40.87	\$39.59

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

C A R P E N T E R S

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

April 21, 2016

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2016 through June 30, 2017.

Wage Rates – Effective July 1, 2016

- Area 1: Increase \$2.00 per hour for a total of \$44.50
- Area 2: Increase \$2.00 per hour for a total of \$41.02
- Area 3: Increase \$2.00 per hour for a total of \$41.02
- Area 4: Increase \$2.00 per hour for a total of \$39.67

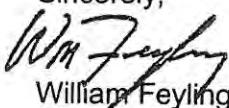
Fringe Benefits – Effective July 1, 2016 – Entire 46 Counties Area

Health and Welfare:	Increase of fifteen cents (\$.15) per hour for a total of eleven dollars and twenty cents (\$11.20) per hour
Pension:	Increase of fifteen cents (\$.15) per hour for a total of nine dollars and fifty cents (\$9.50) per hour
Annuity:	No increase. Remains at three dollars and seventy-five cents (\$3.75) per hour
Vacation:	No increase. Remains at two dollars and thirty-five cents (\$2.35) per hour
Work Fee:	Increase of six cents (\$.06) per hour for a total of two dollars and six cents (\$2.06) per hour
Training:	Increase of five cents (\$.05) per hour for a total of eighty-three cents (\$.83) per hour
Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
Carpenters International Training Fund:	No increase. Remains at ten cents (\$.10) per hour
Contract Work Preservation:	No increase. Remains at five cents (\$.05) per hour

The July, 2016, Trust Fund Reporting Form, which will be mailed to you in August 2016, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 1, 2016 through June 30, 2017.

Sincerely,



William Feyling
Executive Director

WF:tc

Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairles, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
Michael Walton, Construction Employers' Association
Ginny Smith, Construction Employers' Association
Michael Vlaming, Millwright Employers' Association
Randy Ruby, United Contractors
Associated General Contractors
District Managers
All Local Unions

2016							2017						
JULY							JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
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AUGUST							FEBRUARY						
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13	14	15	16	17	18	19	14	15	16	17	18	19	20
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27	28	29	30				28	29	30	31			
DECEMBER							JUNE						
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18	19	20	21	22	23	24	18	19	20	21	22	23	24
25	26	27	28	29	30	31	25	26	27	28	29	30	

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□ Indicates Roll Call.

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MILLWRIGHT WAGE RATES EFFECTIVE 7/1/2016

	Area 1	Area 2	Area 3	Area 4
Journeyman.....	\$44.50	\$41.02	\$41.02	\$39.67

FOREMAN RATE: \$3.00 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>7/1/2016</u>
Health & Welfare (H&W).....	\$11.20
Pension (PEN).....	9.50
Annuity (ANN).....	3.75
**Vacation (VAC).....	2.35
***Work Fee (WF).....	2.06
Apprentice/Journeyman Training (TR).....	0.83
Millwright Industry Promotion (IP).....	0.15
Carpenters International Training Fund (CITF).....	0.10
Contract Work Preservation (CWP).....	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2016

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, CITF, CWP.....	\$26.70	\$24.61	\$24.61	\$23.80
Second 7-12 Mos.	65%	H&W, WF, TR, IP, CITF, CWP, VAC.....	\$28.93	\$26.66	\$26.66	\$25.79
Third 13-18 Mos.	70%	H&W, WF, TR, IP, CITF, CWP, VAC, ANN.....	\$31.15	\$28.71	\$28.71	\$27.77
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, CITF, CWP, VAC, ANN.....	\$33.38	\$30.77	\$30.77	\$29.75
Fifth 25-30 Mos.	80%	All Fringes.....	\$35.60	\$32.82	\$32.82	\$31.74
Sixth 31-36 Mos.	85%	All Fringes.....	\$37.83	\$34.87	\$34.87	\$33.72
Seventh 37-42 Mos.	90%	All Fringes.....	\$40.05	\$36.92	\$36.92	\$35.70
Eighth 43-48 Mos.	95%	All Fringes.....	\$42.28	\$38.97	\$38.97	\$37.69

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2015**2016****JULY**

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NORTHERN CALIFORNIA MILLWRIGHTS LOCAL UNION #102

3095 INDEPENDENCE DR., SUITE E
LIVERMORE, CA 94551

Office Phone
(925) 294-5350
Toll Free 1-877-562-5102
FAX (925) 294-5360

Counties Of:
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, Solano, Sonoma, Stanislaus,
Sutter, Tehama, Trinity, Tulare, Tuolumne,
Yolo & Yuba

UNION MEETING 1ST MONDAY 7:30 P.M.
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SERVING ALL OF NORTHERN CALIFORNIA

○ Indicates Holidays. No work to be performed.

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□ Indicates Roll Call.

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: 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

* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2015

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman.....	\$42.50	\$39.02	\$39.02	\$37.67

FOREMAN RATE: \$3.00 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:

7/1/2015

Health & Welfare (H&W)	\$11.05
Pension (PEN).....	9.35
Annuity (ANN)	3.75
**Vacation (VAC)	2.35
**Work Fee (WF)	2.00
Apprentice/Journeyman Training (TR)	0.78
Millwright Industry Promotion (IP)	0.15
Carpenters International Training Fund (CITF)	0.10
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2015

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, CITF, CWP	\$25.50	\$23.41	\$23.41	\$22.60
Second 7-12 Mos.	65%	H&W, WF, TR, IP, CITF, CWP, VAC	\$27.63	\$25.36	\$25.36	\$24.49
Third 13-18 Mos.	70%	H&W, WF, TR, IP, CITF, CWP, VAC, ANN.....	\$29.75	\$27.31	\$27.31	\$26.37
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, CITF, CWP, VAC, ANN.....	\$31.88	\$29.27	\$29.27	\$28.25
Fifth 25-30 Mos.	80%	All Fringes.....	\$34.00	\$31.22	\$31.22	\$30.14
Sixth 31-36 Mos.	85%	All Fringes.....	\$36.13	\$33.17	\$33.17	\$32.02
Seventh 37-42 Mos.	90%	All Fringes.....	\$38.25	\$35.12	\$35.12	\$33.90
Eighth 43-48 Mos.	95%	All Fringes.....	\$40.38	\$37.07	\$37.07	\$35.79

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

2014**2015****JULY**

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* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2014

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman.....	\$40.45	\$36.97	\$36.97	\$35.62

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:

7/1/2014

Health & Welfare (H&W).....	\$11.05
Pension (PEN).....	9.95
Annuity (ANN).....	3.75
**Vacation (VAC).....	2.35
**Work Fee (WF).....	1.89
Apprentice/Journeyman Training (TR).....	0.73
Millwright Industry Promotion (IP).....	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.15
Contract Work Preservation (CWP).....	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2014

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$24.27	\$22.18	\$22.18	\$21.37
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$26.29	\$24.03	\$24.03	\$23.15
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$28.32	\$25.88	\$25.88	\$24.93
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$30.34	\$27.73	\$27.73	\$26.72
Fifth 25-30 Mos.	80%	All Fringes.....	\$32.36	\$29.58	\$29.58	\$28.50
Sixth 31-36 Mos.	85%	All Fringes.....	\$34.38	\$31.42	\$31.42	\$30.28
Seventh 37-42 Mos.	90%	All Fringes.....	\$36.41	\$33.27	\$33.27	\$32.06
Eighth 43-48 Mos.	95%	All Fringes.....	\$38.43	\$35.12	\$35.12	\$33.84

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NON-EXT.

C A R P E N T E R S

46 Northern California Counties Conference Board

BILL FEYLING
Executive Director

May 1, 2013

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2013 through June 30, 2014.

Wage Rates – Effective July 1, 2013

Area 1: Increase \$.85 per hour for a total of \$39.45

Area 2: Increase \$.85 per hour for a total of \$35.97

Area 3: Increase \$.85 per hour for a total of \$35.97

Area 4: Increase \$.85 per hour for a total of \$34.62

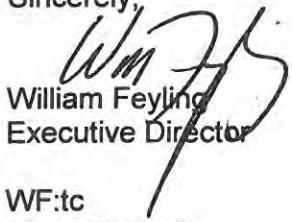
Fringe Benefits – Effective July 1, 2013 – Entire 46 Counties Area

Health and Welfare:	Increase sixty-five cents (\$.65) per hour for a total of ten dollars and fifty-five cents (\$10.55) per hour
Pension:	Increase fifteen cents (\$.15) per hour for a total of eight dollars and eighty-five cents (\$8.85) per hour
Annuity:	No increase. Remains at three dollars and seventy-five cents (\$3.75) per hour
Vacation:	No increase. Remains at two dollars and thirty-five cents (\$2.35) per hour
Work Fee:	Increase five cents (\$.05) per hour for a total of one dollar and eighty-four cents (\$1.84) per hour
Apprentice/J journeyman Training:	Increase five cents (\$.05) per hour for a total of sixty-eight cents (\$.68) per hour
Millwright Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
UBC Health & Safety Fund & National Apprenticeship:	No increase. Remains at fifteen cents (\$.15) per hour
Contract Work Preservation:	Increase five cents (\$.05) per hour for a total of five cents (\$.05) per hour

The July, 2013, Trust Fund Reporting Form, which will be mailed to you in August 2013, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 2013 through June 2014.

Sincerely,



William Feyling
Executive Director

WF:tc
opeiu#3 afl-cio
Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairles, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
Michael Walton, Construction Employers' Association
Ginny Smith, Construction Employers' Association
Michael Vlaming, Millwright Employers' Association
District Managers
All Local Unions

2013**2014****JULY**

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2014**JANUARY**

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MILLWRIGHTS
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Office Phone
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Toll Free 1-877-562-5102
FAX (925) 294-5360

Bill Napier

Field Representative.....Res. (510) 870-2442

Lynn Miner

Field Representative.....Res. (925) 516-6779

Chuck Wagner

Field Representative.....Res. (530) 633-4694
Sacramento Office: (916) 614-7920

Tim Andrade

Field Representative.....Res. (916) 687-7328

Jim Smith

Field Representative.....Res. (209) 834-0955

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MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2013

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman.....	\$39.45	\$35.97	\$35.97	\$34.62

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>7/1/2013</u>
Health & Welfare (H&W)	\$10.55
Pension (PEN)	8.85
Annuity (ANN)	3.75
**Vacation (VAC)	2.35
**Work Fee (WF)	1.84
Apprentice/Journeyman Training (TR)	0.68
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.15
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2013

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$23.67	\$21.58	\$21.58	\$20.77
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$25.64	\$23.38	\$23.38	\$22.50
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$27.62	\$25.18	\$25.18	\$24.23
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$29.59	\$26.98	\$26.98	\$25.97
Fifth 25-30 Mos.	80%	All Fringes.....	\$31.56	\$28.78	\$28.78	\$27.70
Sixth 31-36 Mos.	85%	All Fringes.....	\$33.53	\$30.57	\$30.57	\$29.43
Seventh 37-42 Mos.	90%	All Fringes.....	\$35.51	\$32.37	\$32.37	\$31.16
Eighth 43-48 Mos.	95%	All Fringes.....	\$37.48	\$34.17	\$34.17	\$32.89

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

C A R P E N T E R S

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

May 22, 2012

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2012 through June 30, 2013.

Wage Rates – Effective July 1, 2012

Area 1:Increase \$1.00 per hour for a total of \$38.60
Area 2:Increase \$1.00 per hour for a total of \$35.12
Area 3:Increase \$1.00 per hour for a total of \$35.12
Area 4:Increase \$1.00 per hour for a total of \$33.77

Fringe Benefits – Effective July 1, 2012 – Entire 46 Counties Area

Health and Welfare:	Increase thirty-five cents (\$.35) per hour for a total of nine dollars and ninety cents (\$9.90) per hour
Pension:	Increase thirty cents (\$.30) per hour for a total of eight dollars and seventy cents (\$8.70) per hour
Annuity:	Increase ten cents (\$.10) per hour for a total of three dollars and seventy-five cents (\$3.75) per hour
Vacation:	Increase five cents (\$.05) per hour for a total of two dollars and thirty-five cents (\$2.35) per hour
Work Fee:	Increase four cents (\$.04) per hour for a total of one dollar and seventy-nine cents (\$1.79) per hour
Apprentice/J Journeyman Training:	No increase. Remains at sixty-three cents (\$.63) per hour
Millwright Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
UBC Health & Safety Fund & National Apprenticeship:	No increase. Remains at fifteen cents (\$.15) per hour

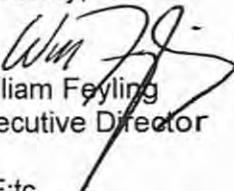
Contract Work Preservation:

No increase. Remains at zero cents
(\$.00) per hour

The July, 2012, Trust Fund Reporting Form, which will be mailed to you in August 2012, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 2012 through June 2013.

Sincerely,


William Feyling
Executive Director

WF:tc
opeiu#3 afl-cio
Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairles, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
Michael Walton, Construction Employers' Association
Ginny Smith, Construction Employers' Association
Michael Vlaming, Millwright Employers' Association
District Managers
All Local Unions

2012**2013****JULY**

S	M	T	W	T	F	S
1	2	3	(4)	5	6	7
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AUGUST

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SEPTEMBER

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30						31

OCTOBER

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28	29	30	31			

NOVEMBER

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18	19	20	21	(22)	(23)	24
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DECEMBER

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2013**JANUARY**

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27	28	29	30	31		

FEBRUARY

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SEPTEMBER

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30						31

OCTOBER

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NOVEMBER

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DECEMBER

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23		(25)	26	27	28	29
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JUNE

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23	24	25	26	27	28	29
30						

Indicates Holidays. No work to be performed.**Indicates designated off days on which no work is to be performed.****Indicates Roll Call.**

**NORTHERN CALIFORNIA
MILLWRIGHTS
LOCAL UNION #102**

3095 INDEPENDENCE DR., SUITE E
LIVERMORE, CA 94551
Office Phone
(925) 294-5350
FAX (925) 294-5360

Bill Napier

Sr. Field Representative.....Res. (510) 870-2442

Lynn Miner

Field Representative.....Res. (925) 516-6779

Chuck Wagner

Field Representative.....Res. (530) 633-4694
Sacramento Office: (916) 614-7920

Tim Andrade

Field Representative.....Res. (916) 687-7328

Jim Smith

Field Representative.....Res. (209) 834-0955

UNION MEETING 1ST MONDAY 7:30 P.M.
HELD AT PLEASANTON TRAINING CENTER
2350 SANTA RITA ROAD, PLEASANTON, CA
SERVING ALL OF NORTHERN CALIFORNIA

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: 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

* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2012

	Area 1	Area 2	Area 3	Area 4
J Journeyman.....	\$38.60	\$35.12	\$35.12	\$33.77

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:

7/1/2012

Health & Welfare (H&W)	\$ 9.90
Pension (PEN)	8.70
Annuity (ANN)	3.75
**Vacation (VAC)	2.35
**Work Fee (WF)	1.79
Apprentice/J Journeyman Training (TR)	0.63
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.15
Contract Work Preservation (CWP)	0.00

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2012

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$23.16	\$21.07	\$21.07	\$20.26
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$25.09	\$22.83	\$22.83	\$21.95
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$27.02	\$24.58	\$24.58	\$23.64
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$28.95	\$26.34	\$26.34	\$25.33
Fifth 25-30 Mos.	80%	All Fringes.....	\$30.88	\$28.10	\$28.10	\$27.02
Sixth 31-36 Mos.	85%	All Fringes.....	\$32.81	\$29.85	\$29.85	\$28.70
Seventh 37-42 Mos.	90%	All Fringes.....	\$34.74	\$31.61	\$31.61	\$30.39
Eighth 43-48 Mos.	95%	All Fringes.....	\$36.67	\$33.36	\$33.36	\$32.08

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

C A R P E N T E R S

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

June 15, 2011

Dear Employer:

Enclosed you will find two Wage and Fringe Benefit Rate cards for the work year July 1, 2011 through June 30, 2012. The collective bargaining parties have met and come to an agreement for an extension of the current collective bargaining agreement which includes Appendix B, Millwrights Agreement. You should have received under separate cover the 2011-2015 Extension Letter. If your firm signed and returned the Extension Letter, you will be allowed to take advantage of the more favorable fringe benefit rates contained on the cream card. The *orchid wage card reflects the higher fringe benefit contribution rates for those employers who chose not to extend the current agreement.

Wage Rates – Effective July 1, 2011

Area 1: No increase – Remains at \$37.60 per hour
Area 2: No increase – Remains at \$34.12 per hour
Area 3: No increase – Remains at \$34.12 per hour
Area 4: No increase – Remains at \$32.77 per hour

Fringe Benefits – Effective July 1, 2011 – Entire 46 Counties Area

Health and Welfare:	No increase. Remains at nine dollars and fifty-five cents (\$9.55) per hour
*Non-Extended Employers	*Increase one dollar and twenty-five cents (\$1.25) per hour for a total of ten dollars and eighty cents (\$10.80) per hour
Pension:	Increase one dollar and fifty cents (\$1.50) per hour for a total of eight dollars and forty cents (\$8.40) per hour
*Non-Extended Employers	*Increase two dollars and twenty cents (\$2.20) per hour for a total of nine dollars and ten cents (\$9.10) per hour
Annuity:	No increase. Remains at three dollars and sixty-five cents (\$3.65) per hour
Vacation:	No increase. Remains at two dollars and thirty cents (\$2.30) per hour
Work Fee:	Increase four cents (\$.04) per hour for a total of one dollar and seventy-five cents (\$1.75) per hour
*Non-Extended Employers	*Increase eight cents (\$.08) per hour for a total of one dollar and seventy-nine cents (\$1.79) per hour
Apprentice/J Journeyman Training:	Increase five cents (\$.05) per hour for a total of sixty-three cents (\$.63) per hour

*Non-Extended Employers	*Increase fourteen cents (\$.14) per hour for a total of seventy-two cents (\$.72) per hour
Millwright Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
UBC Health & Safety Fund & National Apprenticeship:	Increase eleven cents (\$.11) per hour for a total of fifteen cents (\$.15) per hour
Contract Work Preservation:	Decrease five cents (\$.05) per hour – no contribution due
*Non-Extended Employers	*No decrease. Remains at five cents (\$.05) per hour

***Non-extended benefit rates (Orchid Card)**

In addition, for employers who sign the Extension Letter, the following changes to Appendix B, Millwright Agreement will apply:

1. Provides economic relief of \$2.13 per hour as compared to the current agreement, effective July 1, 2011, as noted above.
2. Allows for increased employer flexibility in complying with mandated local-hire ordinances.
3. Provides for post-accident drug testing.

The July, 2011, Trust Fund Reporting Form, which will be mailed to you in August 2011, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 2011 through June 2012.

Sincerely,

William Feyling
Executive Director

WF:tc

opeiu#3 afl-cio

Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairles, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
Michael Walton, Construction Employers' Association
Ginny Smith, Construction Employers' Association
Michael Vlaming, Millwrights Employers Association
Phyllis Clima, Northern California Carpenters Regional Council
Cal Watterson, District Manager
Curtis Kelly, District Manager
Mike Knab, District Manager
All Local Unions

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2011

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
J Journeyman.....	\$37.60	\$34.12	\$34.12	\$32.77

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

7/1/2011

Effective:	
Health & Welfare (H&W).....	\$ 9.55
Pension (PEN).....	8.40
Annuity (ANN).....	3.65
**Vacation (VAC).....	2.30
**Work Fee (WF).....	1.75
Apprentice/Journeyman Training (TR).....	0.63
Millwright Industry Promotion (IP).....	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.15
Contract Work Preservation (CWP).....	0.00

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2011

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$22.56	\$20.47	\$20.47	\$19.66
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$24.44	\$22.18	\$22.18	\$21.30
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$26.32	\$23.88	\$23.88	\$22.94
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$28.20	\$25.59	\$25.59	\$24.58
Fifth 25-30 Mos.	80%	All Fringes.....	\$30.08	\$27.30	\$27.30	\$26.22
Sixth 31-36 Mos.	85%	All Fringes.....	\$31.96	\$29.00	\$29.00	\$27.85
Seventh 37-42 Mos.	90%	All Fringes.....	\$33.84	\$30.71	\$30.71	\$29.49
Eighth 43-48 Mos.	95%	All Fringes.....	\$35.72	\$32.41	\$32.41	\$31.13

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

Extended → (EXT)

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: 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

* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2011

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman.....	\$37.60	\$34.12	\$34.12	\$32.77

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

<u>Effective:</u>	<u>7/1/2011</u>
Health & Welfare (H&W)	\$10.80
Pension (PEN)	9.10
Annuity (ANN)	3.65
**Vacation (VAC)	2.30
**Work Fee (WF)	1.79
Apprentice/J journeyman Training (TR)	0.72
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA)	0.15
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2011

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$22.56	\$20.47	\$20.47	\$19.66
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$24.44	\$22.18	\$22.18	\$21.30
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN	\$26.32	\$23.88	\$23.88	\$22.94
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN	\$28.20	\$25.59	\$25.59	\$24.58
Fifth 25-30 Mos.	80%	All Fringes.....	\$30.08	\$27.30	\$27.30	\$26.22
Sixth 31-36 Mos.	85%	All Fringes.....	\$31.96	\$29.00	\$29.00	\$27.85
Seventh 37-42 Mos.	90%	All Fringes.....	\$33.84	\$30.71	\$30.71	\$29.49
Eighth 43-48 Mos.	95%	All Fringes.....	\$35.72	\$32.41	\$32.41	\$31.13

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

Non-Extended → **(NON-EXT)**

C A R P E N T E R S

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

May 10, 2010

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

Dear Employer:

Enclosed please find the Wage and Fringe Benefit Rate Card for the work year July 1, 2010 through June 30, 2011. Please note that the membership voted to reallocate the \$1.85 an hour wage increase as follows: \$1.00 to wages and \$.85 to pension, in addition to the \$.50 already allocated to pension. The breakdown is listed below.

Wage Rates – Effective July 1, 2010

Area 1:	Increase \$1.00 per hour for a total of \$37.60
Area 2:	Increase \$1.00 per hour for a total of \$34.12
Area 3:	Increase \$1.00 per hour for a total of \$33.67
Area 4:	Increase \$1.00 per hour for a total of \$32.77

Please also note that Area 3 will have a \$.45 wage increase on January 1, 2011, as reflected on the enclosed card.

Fringe Benefits – Effective July 1, 2010 – Entire 46 Counties Area

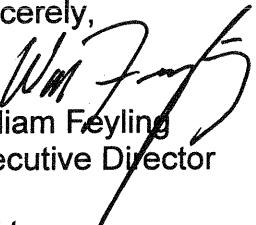
Health and Welfare:	Increase fifty cents (\$.50) per hour for a total of nine dollars and fifty-five cents (\$9.55) per hour
Pension:	Increase one dollar and thirty-five cents (\$1.35) per hour for a total of six dollars and ninety cents (\$6.90) per hour
Annuity:	Increase ten cents (\$.10) per hour for a total of three dollars and sixty-five cents (\$3.65) per hour
Vacation:	Increase ten cents (\$.10) per hour for a total of two dollars and thirty cents (\$2.30) per hour
Work Fee:	Increase eight cents (\$.08) per hour for a total of one dollar and seventy-one cents (\$1.71) per hour

Apprentice/J journeyman Training:	Increase five cents (\$.05) per hour for a total of fifty-eight cents (\$.58) per hour
Millwright Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
UBC Health & Safety Fund & National Apprenticeship:	No increase. Remains at four cents (\$.04) per hour
Contract Work Preservation:	No increase. Remains at five cents (\$.05) per hour

The July, 2010, Trust Fund Reporting Form, which will be mailed to you in August 2010, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 2010 through June 2011.

Sincerely,


William Feyling
Executive Director

WF:tc
opeiu#3 afl-cio
Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairless, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
Michael Walton, Construction Employers' Association
Ginny Smith, Construction Employers' Association
Michael Vlaming, Millwright Employers' Association
Phyllis Clima, Northern California Carpenters Regional Council
Cal Watterson, District Manager
Curtis Kelly, District Manager
Mike Knab, District Manager
All Local Unions

2010**2011****JULY**

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AUGUST

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SEPTEMBER

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○ Indicates Holidays. No work to be performed.

■ Indicates designated off days on which no work is to be performed.

□ Indicates Roll Call.

2011**JANUARY**

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**NORTHERN CALIFORNIA
MILLWRIGHTS
LOCAL UNION #102**

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UNION MEETING 1ST MONDAY 7:30 P.M.

HELD AT PLEASANTON TRAINING CENTER

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SERVING ALL OF NORTHERN CALIFORNIA

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: 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

* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2010

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>	<u>Effective 1/1/11* in Area 3 only</u>
J Journeyman.....	\$37.60	\$34.12	\$33.67	\$32.77	\$34.12

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

***Effective January 1, 2011 - \$.45 increase to wages in Area 3 only**

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

<u>Effective:</u>	<u>7/1/2010</u>
Health & Welfare (H&W).....	\$9.55
Pension (PEN).....	6.90
Annuity (ANN).....	3.65
**Vacation (VAC).....	2.30
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.71
Apprentice/Journeyman Training (TR).....	0.58
Millwright Industry Promotion (IP).....	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP).....	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2010

<u>Period</u>	<u>Percentage</u>	<u>Fringes</u>	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>	<u>Effective 1/1/11* Area 3 only</u>
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$22.56	\$20.47	\$20.20	\$19.66	\$20.47
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$24.44	\$22.18	\$21.89	\$21.30	\$22.18
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$26.32	\$23.88	\$23.57	\$22.94	\$23.88
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$28.20	\$25.59	\$25.25	\$24.58	\$25.59
Fifth 25-30 Mos.	80%	All Fringes.....	\$30.08	\$27.30	\$26.94	\$26.22	\$27.30
Sixth 31-36 Mos.	85%	All Fringes.....	\$31.96	\$29.00	\$28.62	\$27.85	\$29.00
Seventh 37-42 Mos.	90%	All Fringes.....	\$33.84	\$30.71	\$30.30	\$29.49	\$30.71
Eighth 43-48 Mos.	95%	All Fringes.....	\$35.72	\$32.41	\$31.99	\$31.13	\$32.41

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

C A R P E N T E R S

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

May 18, 2009

TO: ALL MILLWRIGHT SIGNATORY EMPLOYERS

Dear Employer:

Enclosed please find the updated Wage and Fringe Benefit Rate Card, effective July 1, 2009, through June 30, 2010.

Wage Rates – Effective July 1, 2009

Area 1:	Increase \$1.75 per hour for a total of \$36.60
Area 2:	Increase \$1.75 per hour for a total of \$33.12
Area 3:	Increase \$1.75 per hour for a total of \$32.22
Area 4:	Increase \$1.75 per hour for a total of \$31.77

Wage Rates – Effective January 1, 2010

Area 3 only: Increase \$.45 per hour for a total of \$32.67 per hour

Fringe Benefits – Effective July 1, 2009 – Entire 46 Counties Area

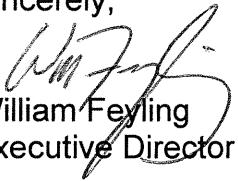
Health and Welfare:	Increase fifty cents (\$.50) per hour for a total of nine dollars and five cents (\$9.05) per hour
Pension:	Increase fifty cents (\$.50) per hour for a total of five dollars and fifty-five cents (\$5.55) per hour
Annuity:	Increase five cents (\$.05) per hour for a total of three dollars and fifty-five cents (\$3.55) per hour
Vacation:	Increase five cents (\$.05) per hour for a total of two dollars and twenty cents (\$2.20) per hour
Work Fee:	Increase eight cents (\$.08) per hour for a total of one dollar and sixty-three cents (\$1.63) per hour

Apprentice/J journeyman Training:	Increase five cents (\$.05) per hour for a total of fifty-three cents (\$.53) per hour
Millwright Industry Promotion:	No increase. Remains at fifteen cents (\$.15) per hour
UBC Health & Safety Fund & National Apprenticeship:	No increase. Remains at four cents (\$.04) per hour
Contract Work Preservation:	No increase. Remains at five cents (\$.05) per hour

The July, 2009, Trust Fund Reporting Form, which will be mailed to you in August 2009, will reflect these fringe benefit increases.

Please note the designated off days and holidays listed on the Wage and Fringe Benefit Rate Card for the work year July 2009 through June 2010.

Sincerely,


William Feyling

Executive Director

WF:tc
opeiu#3 afl-cio
Enclosure

cc: Gene Price, Carpenter Trust Funds
Russ Fairless, Carpenter Trust Funds
Maria Gonzalez, Carpenter Trust Funds
District Managers
All Local Unions

2009**JULY**

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2010**JANUARY**

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○ Indicates Holidays. No work to be performed.

■ Indicates designated off days on which no work is to be performed.

□ Indicates Roll Call.

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Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: 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

* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2009

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>	<u>in Area 3 only</u>	<u>Effective 1/1/10*</u>
J Journeyman.....	\$36.60	\$33.12	\$32.22	\$31.77	\$32.67	

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

***Effective January 1, 2010 - \$.45 increase to wages in Area 3 only**

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>7/1/2009</u>
Health & Welfare (H&W).....	\$9.05
Pension (PEN).....	5.55
Annuity (ANN).....	3.55
**Vacation (VAC).....	2.20
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.63
Apprentice/Journeyman Training (TR).....	0.53
Millwright Industry Promotion (IP).....	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP).....	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2009

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4	Effective 1/1/10* Area 3 only
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$21.96	\$19.87	\$19.33	\$19.06	\$19.60
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$23.79	\$21.53	\$20.94	\$20.65	\$21.24
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$25.62	\$23.18	\$22.55	\$22.24	\$22.87
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$27.45	\$24.84	\$24.17	\$23.83	\$24.50
Fifth 25-30 Mos.	80%	All Fringes.....	\$29.28	\$26.50	\$25.78	\$25.42	\$26.14
Sixth 31-36 Mos.	85%	All Fringes.....	\$31.11	\$28.15	\$27.39	\$27.00	\$27.77
Seventh 37-42 Mos.	90%	All Fringes.....	\$32.94	\$29.81	\$29.00	\$28.59	\$29.40
Eighth 43-48 Mos.	95%	All Fringes.....	\$34.77	\$31.46	\$30.61	\$30.18	\$31.04

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

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2009**JANUARY**

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FEBRUARY

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MARCH

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* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 1/1/2009

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3</u>	<u>Area 4</u>
Journeyman.....	\$34.85	\$31.37	\$30.47	\$30.02

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:

1/1/2009

Health & Welfare (H&W)	\$8.55
Pension (PEN)	5.05
Annuity (ANN)	3.50
**Vacation (VAC)	2.15
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.55
Apprentice/Journeyman Training (TR)	0.48
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 1/1/2009

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$20.91	\$18.82	\$18.28	\$18.01
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$22.65	\$20.39	\$19.81	\$19.51
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$24.40	\$21.96	\$21.33	\$21.01
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$26.14	\$23.53	\$22.85	\$22.52
Fifth 25-30 Mos.	80%	All Fringes.....	\$27.88	\$25.10	\$24.38	\$24.02
Sixth 31-36 Mos.	85%	All Fringes.....	\$29.62	\$26.66	\$25.90	\$25.52
Seventh 37-42 Mos.	90%	All Fringes.....	\$31.37	\$28.23	\$27.42	\$27.02
Eighth 43-48 Mos.	95%	All Fringes.....	\$33.11	\$29.80	\$28.95	\$28.52

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

2008**2009****JULY**

S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST

S	M	T	W	T	F	S
	1	2				
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER

S	M	T	W	T	F	S
	1	2	3	4		
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER

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		1				
2	3	4	5	6	7	8
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
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DECEMBER

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1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY

S	M	T	W	T	F	S
		1		2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH

S	M	T	W	T	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

APRIL

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

JUNE

S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

○ Indicates Holidays. No work to be performed.

■ Indicates designated off days on which no work is to be performed.

□ Indicates Roll Call.

NORTHERN CALIFORNIA MILLWRIGHTS LOCAL UNION #102

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Jim Smith

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SERVING ALL OF NORTHERN CALIFORNIA

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES **FOUR** WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba

* 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2008

	<u>Area 1</u>	<u>Area 2</u>	<u>Area 3⁺</u>	<u>Area 4</u>
J Journeyman.....	\$34.85	\$31.37	\$30.02	\$30.02

FOREMAN RATE: \$2.50 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

+ Effective January 1, 2009, - \$.45 increase to wages for a total of \$30.47 per hour for **Area 3**.

Area 3 - Apprentice wage rate to be calculated based on the \$30.47 at the appropriate apprentice percentage on 1/1/09.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:

7/1/2008

Health & Welfare (H&W)	\$ 9.05
Pension (PEN)	5.05
Annuity (ANN)	3.25
**Vacation (VAC)	1.90
**Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.55
Apprentice/Journeyman Training (TR)	0.48
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2008

Period	Percentage	Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$20.91	\$18.82	\$18.01	\$18.01
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$22.65	\$20.39	\$19.51	\$19.51
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$24.40	\$21.96	\$21.01	\$21.01
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$26.14	\$23.53	\$22.52	\$22.52
Fifth 25-30 Mos.	80%	All Fringes.....	\$27.88	\$25.10	\$24.02	\$24.02
Sixth 31-36 Mos.	85%	All Fringes.....	\$29.62	\$26.66	\$25.52	\$25.52
Seventh 37-42 Mos.	90%	All Fringes.....	\$31.37	\$28.23	\$27.02	\$27.02
Eighth 43-48 Mos.	95%	All Fringes.....	\$33.11	\$29.80	\$28.52	\$28.52

** 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 CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

2007						2008						
JULY						JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	
1	2	3	4	5	6	7	1	2	3	4	5	
8	9	10	11	12	13	14	6	7	8	9	10	
15	16	17	18	19	20	21	13	14	15	16	17	
22	23	24	25	26	27	28	20	21	22	23	24	
29	30	31					27	28	29	30	31	
AUGUST						FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	
	1	2	3	4	5			1	2	3	4	
5	6	7	8	9	10	11	3	4	5	6	7	
12	13	14	15	16	17	18	10	11	12	13	14	
19	20	21	22	23	24	25	17	18	19	20	21	
26	27	28	29	30			24	25	26	27	28	
SEPTEMBER						MARCH						
S	M	T	W	T	F	S	S	M	T	W	T	
						1						1
2	3	4	5	6	7	8	2	3	4	5	6	
9	10	11	12	13	14	15	9	10	11	12	13	
16	17	18	19	20	21	22	16	17	18	19	20	
23	24	25	26	27	28	29	23	24	25	26	27	
30							30	31				
OCTOBER						APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	
1	2	3	4	5	6			1	2	3	4	
7	8	9	10	11	12	13	6	7	8	9	10	
14	15	16	17	18	19	20	13	14	15	16	17	
21	22	23	24	25	26	27	20	21	22	23	24	
28	29	30	31				27	28	29	30		
NOVEMBER						MAY						
S	M	T	W	T	F	S	S	M	T	W	T	
		1	2	3				1	2	3	4	
4	5	6	7	8	9	10	4	5	6	7	8	
11	12	13	14	15	16	17	11	12	13	14	15	
18	19	20	21	22	23	24	18	19	20	21	22	
25	26	27	28	29	30		25	26	27	28	29	
DECEMBER						JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	
					1			1	2	3	4	
2	3	4	5	6	7	8	8	9	10	11	12	
9	10	11	12	13	14	15	15	16	17	18	19	
16	17	18	19	20	21	22	22	23	24	25	26	
23	24	25	26	27	28	29	29	30				

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Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer** and Western El Dorado**

Area 4: Counties of: 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

** 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.

MILLWRIGHTS WAGE RATES EFFECTIVE 7/1/2007

	Area 1	Area 2	Area 3	Area 4
J Journeyman.....	\$33.35	\$29.87	\$28.52	\$28.52

NOTE: On projects valued at \$50 million or more, bid or negotiated on or after July 1, 2004, and prior to July 1, 2007, wage rates for the duration of the project shall be \$3.50 per hour above the applicable Area 2, 3 or 4 wage rates. See Carpenters Master Agreement for details.

FOREMAN RATE: \$2.00 per hour above applicable journeyman rate.

GENERAL FOREMAN: \$1.50 above the Millwrights Foreman rate.

Effective January 1, 2008 the Foreman hourly wage rate will increase to \$2.50 per hour above the applicable journeyman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	<u>7/1/2007</u>
Health & Welfare (H&W)	\$8.55
Pension (Pen)	4.55
Annuity (Ann)	3.25
***Vacation (Vac)	1.65
***Work Fee (WF) Includes two cents to UBC H&S/NA.....	1.48
Apprentice/Journeyman Training (TR)	0.43
Millwright Industry Promotion (IP)	0.15
UBC Health & Safety Fund & National Apprenticeship (H&S/NA).....	0.04
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2007

Period	Percentage	Fringes	Area 1	Area 2*	Area 3*	Area 4*
First 0-6 Mos.	60%	H&W, WF, TR, IP, H&S/NA, CWP.....	\$20.01	\$17.92	\$17.11	\$17.11
Second 7-12 Mos.	65%	H&W, WF, TR, IP, H&S/NA, CWP, VAC.....	\$21.68	\$19.42	\$18.54	\$18.54
Third 13-18 Mos.	70%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$23.35	\$20.91	\$19.96	\$19.96
Fourth 19-24 Mos.	75%	H&W, WF, TR, IP, H&S/NA, CWP, VAC, ANN.....	\$25.01	\$22.40	\$21.39	\$21.39
Fifth 25-30 Mos.	80%	All Fringes.....	\$26.68	\$23.90	\$22.82	\$22.82
Sixth 31-36 Mos.	85%	All Fringes.....	\$28.35	\$25.39	\$24.24	\$24.24
Seventh 37-42 Mos.	90%	All Fringes.....	\$30.02	\$26.88	\$25.67	\$25.67
Eighth 43-48 Mos.	95%	All Fringes.....	\$31.68	\$28.38	\$27.09	\$27.09

* NOTE: Apprentice wage rates shall be calculated as a percentage of the journeyman rate applicable to the project for projects valued at \$25/\$50 million.

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