

2025	2026
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	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
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	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
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	MARCH 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
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	APRIL 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
NOVEMBER 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	MAY 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
DECEMBER 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	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

MILLMEN AND CABINET MAKERS NINE NORTHERN CALIFORNIA COUNTIES

MASTER AGREEMENT

WAGE & FRINGE BENEFIT RATES WORK WEEK CALENDAR

INDUSTRIAL CARPENTERS LOCAL UNION 2236

115 Broadway
Oakland, CA 94607
(510) 446-2236

Union Meeting 2nd Tuesday
6:00 P.M

COUNTIES OF:
ALAMEDA, CONTRA COSTA,
MARIN, MONTEREY, SAN BENITO,
SAN FRANCISCO, SAN MATEO,
SANTA CLARA, and SANTA CRUZ



LOOK FOR THE UNION LABEL

○ Holidays □ Membership Meeting

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 9 NORTHERN CALIFORNIA COUNTIES

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

WAGE RATES EFFECTIVE 07/01/2025

Journeyman	\$ 43.72
Journeyman Outside Rate.	\$ 56.96
Foreman	\$ 48.09
Layout	\$ 45.91
Maintenance	\$ 43.72
Truck Driver	\$ 43.22
*Production Worker	\$ 30.60

FRINGE BENEFITS EFFECTIVE 07/01/2025

Health & Welfare (H&W)	\$ 13.22
Pension (PEN).	\$ 7.68
Pension – Production Worker (PEN PW).	\$ 4.40
Annuity (ANN)	\$ 2.02
Annuity – Production Worker (ANN PW)	\$ 0.87
**Vacation (VAC)	\$ 3.34
**Work Fee (WF)	\$ 1.82
Vacation/Holiday/Sick Leave Admin. (VHSLA)	\$ 0.10
Apprenticeship/Employee Benefit Fund (APPR/EBF).	\$ 0.99
N.C.M.C.I.C.A.F	\$ 0.04

***Fringes for Production Workers:** H&W, PEN-PW, VAC, WF, ANN-PW, VHSLA, N.C.M.C.I.C.A.F.

Production Worker Hiring Ratio: Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer’s shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).

**APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS
EFFECTIVE 7/1/2025**

Period	Percentage	Fringes	Work Hours	School Hours	Shop Rates	Outside Rate†
First 0-6 Mos.	60%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	-	-	\$26.23	\$34.18
Second 7-12 Mos.	65%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	600	72	\$28.42	\$37.03
Third 13-18 Mos.	70%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	1200	144	\$30.60	\$39.87
Fourth 19-24 Mos.	75%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	1800	216	\$32.79	\$42.72
Fifth 25-30 Mos.	80%	All Fringes	2400	288	\$34.98	\$45.57
Sixth 31-36 Mos.	85%	All Fringes	3000	360	\$37.16	\$48.42
Seventh 37-42 Mos.	90%	All Fringes	3600	432	\$39.35	\$51.26
Eighth 43-48 Mos.	95%	All Fringes	4200	504	\$41.53	\$54.11

† – Outside Rates apply for the first three (3) days or twenty-four (24) hours, whichever occurs first. - See Section 18 of Appendix E

** 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.