

Effective: July 1, 2024 through June 30, 2025

Supersedes: June 2023

Revised: June 2024

Master Labor Agreement Expires: June 30, 2025

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 2	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$0.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$0.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$0.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$0.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 3	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$2.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$2.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$2.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$2.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 4	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$3.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$3.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
Senior General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$3.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$3.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

Please Note:

1) Vacation, Dues Check Off and Defined Contribution 401(k)are included in the hourly taxable wage rate. The Dues Check Off is 3.5% of the Class 2 taxable wage rate and is deducted based upon the actual taxable rate paid to the participant.

2) Defined Contribution 401(k) are pre-tax deductions that are not subject to Federal and State taxes, but are subject to FICA (Social Security) and Medicare taxes.

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 5	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$4.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$4.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$4.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$4.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 6	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$5.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$5.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$5.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$5.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 7	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$6.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$6.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$6.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$6.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 8	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$7.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$7.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$7.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$7.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

Please Note:

- 1) Vacation, Dues Check Off and Defined Contribution 401(k) are included in the hourly taxable wage rate. The Dues Check Off is 3.5% of the Class 2 taxable wage rate and is deducted based upon the actual taxable rate paid to the participant.
- 2) Defined Contribution 401(k) are pre-tax deductions that are not subject to Federal and State taxes, but are subject to FICA (Social Security) and Medicare taxes.

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 9	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$8.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$8.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$8.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$8.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 10	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$9.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$9.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$9.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$9.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Check		Defined	Health &	Defined	Pension		Contract	Labor/	Total	Total
Classification: Class 11	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>	Off	Vacation	Contribution 401(k)	Welfare	Contribution	Defined Contribution	Training	Admin	Management Fund	Fringes	Package
Journeyman	\$58.37	\$61.12	\$64.37	\$2.25	\$4.01	\$10.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	\$67.71	\$70.90	\$74.67	\$2.61	\$4.06	\$10.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	\$71.21	\$74.57	\$78.53	\$2.75	\$4.11	\$10.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	\$77.05	\$80.68	\$84.97	\$2.97	\$4.11	\$10.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

	Wages						Fringe Benefits						Totals	
				Off	Vacation	Contribution	Welfare	Contribution	Defined	Training	Admin	Management	Fringes	Package
Classification: Class 12	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>											
Journeyman	--	\$61.12	\$64.37	\$2.25	\$4.01	\$11.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$93.97
Foreman	--	\$70.90	\$74.67	\$2.61	\$4.06	\$11.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$104.27
General Foreman	--	\$74.57	\$78.53	\$2.75	\$4.11	\$11.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$108.13
Senior General Foreman	--	\$80.68	\$84.97	\$2.97	\$4.11	\$11.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$114.57

Please Note:

1) Vacation, Dues Check Off and Defined Contribution 401(k) are included in the hourly taxable wage rate. The Dues Check Off is 3.5% of the Class 2 taxable wage rate and is deducted based upon the actual taxable rate paid to the participant.

Apprentices Effective July 1, 2024

	Wages						Fringe Benefits						Totals	
	7/1/22	7/1/23	7/1/24	Check Off	Vacation	Defined Contribution 401(k)	Health & Welfare	Defined Contribution	Pension Defined Benefit	Training	Contract Admin	Labor/ Management Fund	Total Fringes	Total Package
Pre-Apprentices	\$15.00	\$15.50	\$16.00	\$0.56	\$0.00	\$0.00	\$1.00	\$0.00	\$0.00	\$1.10	\$0.35	\$0.00	\$2.45	\$18.45

Apprentices:	Wages						Fringe Benefits						Totals	
Period:	7/1/22	7/1/23	7/1/24	Check Off	Vacation	Defined Contribution 401(k)	Health & Welfare	Defined Contribution	Pension Defined Benefit	Training	Contract Admin	Labor/ Management Fund	Total Fringes	Total Package
1st - Period	\$23.35	\$24.45	\$25.75	\$0.90	\$1.81	\$0.00	\$12.65	\$0.00	\$0.00	\$1.35	\$0.35	\$0.35	\$14.70	\$40.45
2nd - Period	\$26.27	\$27.50	\$28.97	\$1.01	\$1.81	\$0.00	\$12.65	\$0.00	\$0.00	\$1.35	\$0.35	\$0.35	\$14.70	\$43.67
3rd - Period	\$29.19	\$30.56	\$32.19	\$1.13	\$2.31	\$0.00	\$12.65	\$0.00	\$0.00	\$1.35	\$0.35	\$0.35	\$14.70	\$46.89
4th - Period	\$32.10	\$33.62	\$35.40	\$1.24	\$2.31	\$0.00	\$12.65	\$0.00	\$0.00	\$1.35	\$0.35	\$0.35	\$14.70	\$50.10
5th - Period	\$35.02	\$36.67	\$38.62	\$1.35	\$2.81	\$0.00	\$12.65	\$0.00	\$11.30	\$1.35	\$0.35	\$0.35	\$26.00	\$64.62
6th - Period	\$37.94	\$39.73	\$41.84	\$1.46	\$2.81	\$0.00	\$12.65	\$0.00	\$11.30	\$1.35	\$0.35	\$0.35	\$26.00	\$67.84
7th - Period	\$40.86	\$42.78	\$45.06	\$1.58	\$3.31	\$0.00	\$12.65	\$0.00	\$11.30	\$1.35	\$0.35	\$0.35	\$26.00	\$71.06
8th - Period	\$43.78	\$45.84	\$48.28	\$1.69	\$3.31	\$0.00	\$12.65	\$0.00	\$11.30	\$1.35	\$0.35	\$0.35	\$26.00	\$74.28
9th - Period	\$46.70	\$48.90	\$51.50	\$1.80	\$3.81	\$0.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$81.10
10th - Period	\$49.62	\$51.95	\$54.71	\$1.92	\$3.81	\$0.00	\$12.65	\$2.60	\$12.30	\$1.35	\$0.35	\$0.35	\$29.60	\$84.31

Please Note:

1) Vacation and Dues Check-Off are included in the hourly taxable wage rate.

Residential/Light Commercial

	Wages					Fringe Benefits							Totals	
				Check Off	Vacation	Health & Welfare	Defined Contribution 401(k)	Defined Contribution	Pension Defined Contribution	Training	Contract Admin	Labor/ Management Fund	Total Fringes	Total Package
Classification:	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>											
Journeyman	\$47.08	\$49.83	\$53.08	\$1.86	\$1.84	\$10.52	\$0.00	\$0.00	\$11.30	\$1.35	\$0.35	\$0.35	\$23.87	\$76.95
Foreman	\$54.61	\$57.80	\$61.57	\$2.15	\$1.84	\$10.52	\$0.00	\$0.00	\$11.30	\$1.35	\$0.35	\$0.35	\$23.87	\$85.44

Residential Only

	Wages					Fringe Benefits							Totals	
				Check Off	Vacation	Health & Welfare	Defined Contribution 401(k)	Defined Contribution	Pension Defined Contribution	Training	Contract Admin	Labor/ Management Fund	Total Fringes	Total Package
	<u>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>											
Pre-Apprentices	\$15.00	\$15.50	\$16.00	\$0.56	\$0.00	\$1.00	\$0.00	\$0.00	\$0.00	\$1.10	\$0.35	\$0.00	\$2.45	\$18.45

Please Note:

1) Vacation, Dues Check Off and Defined Contribution 401(k) are included in the hourly taxable wage rate. The Dues Check Off is 3.5% of the Class 2 taxable wage rate and is deducted based upon the actual taxable rate paid to the participant.

2) Defined Contribution 401(k) are pre-tax deductions that are not subject to Federal and State taxes, but are subject to FICA (Social Security) and Medicare taxes.

Metal Trades Division	Taxable Wage	Vacation	Health & Welfare	Pension	Total Package
Classification:	<u>7/1/24</u>				
STANDARD SHOPMAN	\$43.07	\$3.30	\$10.52	\$11	\$64.59
FOREMAN	\$49.96	\$3.30	\$10.52	\$11	\$71.48

Employee Classification:	Hourly Rate	**Vacation	**Dues Check-Off	Health & Welfare	Defined Contribution	Training	Contract Admin.	Labor Management Fund	Total Package
	<u>7/1/24</u>								
Refrigeration Serviceman	\$32.19	\$1.81	3.50%	\$11.30	\$9.00	\$1.35	\$0.15	\$0.15	\$54.14

****Note:** Vacation and dues check-off are included in the hourly taxable wage rate.

****** No existing serviceman shall have their wages or pension contribution reduced.

Classification:	Hourly Rate	**Dues Check-Off	Taxable Rate	Health & Welfare	Contract Admin.	Labor Management Fund	Total Package
	<u>7/1/24</u>						
TRADESMAN	\$21.25	3.50%	\$21.25	\$11.60	\$0.15	\$0.35	\$33.35

****Note:** Dues check-off is included in the hourly taxable wage rate.

****** No existing Tradesman shall have their wages or pension cut.

WORK DAY

Eight (8) consecutive hours shall constitute a day's work, with a lunch period of one-half hour after completion of the first four hours of work.

WORK WEEK

Forty (40) hours a week shall constitute a work week.

PARKING

The Employer will provide parking, if job site or street parking is not available within a four (4) block area of the project.

OVERTIME

The first two (2) hours performed in excess of the eight (8) hour work week, Monday through Friday, and the first ten (10) hours on Saturday, shall be paid at one and one-half (1 ½) times the straight time. All work performed on Sundays and Holidays and in excess of ten (10) hours a day shall be paid the overtime rate as stated in the appropriate local agreement, but not to exceed double the straight time rate of pay.

All overtime shall be mutually agreed upon by the Union and the Employer.

Time and one-half on Service and Repair, double on Sundays and Holidays.

TRAVEL AND SUBSISTENCE

A free zone shall be established within a forty (40) air miles distance from Sacramento City Hall. Employees shall receive travel allowance based on Section 2.

On Jobs within a distance of 40-50 air miles from Sacramento City Hall, the employee shall receive a \$30.00 per work day travel allowance.

On jobs 50 miles and over from Sacramento City Hall, the employee shall receive \$75.00 per day worked; and in addition thereto, each time an employee is sent or assigned to a job, removed from a job, or his employment is terminated, he shall be paid time in amount equal to the straight time rate not to exceed eight (8) hours in any work day.

PAST INCREASES

Eff. 7/1/16	\$2.00/hour total package increase.
Eff. 7/1/17	\$2.50/hour total package increase.
Eff. 7/1/18	\$2.50/hour total package increase.
Eff. 7/1/19	\$2.50/hour total package increase.
Eff. 7/1/20	\$2.75/hour total package increase.
Eff. 7/1/21	\$3.00/hour total package increase.
Eff. 7/1/22	\$3.25/hour total package increase.
Eff. 7/1/23	\$3.50/hour total package increase.
Eff. 7/1/24	\$3.75/hour total package increase