

[illegible]

APPRENTICE RATES (\$1.00/HR. Defined Contribution)

Total Taxable Hourly Wage:

Period	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
Percentage	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
Hourly Taxable Hourly Wage	\$31.96	\$35.96	\$39.95	\$43.95	\$46.94	\$50.94	\$54.93	\$58.93	\$62.92	\$66.92

Taxable Fringe Benefits Included in Total Taxable Hourly Wage:

Vacation Per Hour	\$1.28	\$1.44	\$1.60	\$1.76	\$1.92	\$2.08	\$2.24	\$2.40	\$2.56	\$2.72
Holiday Per Hour	\$1.60	\$1.80	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40
Dues/COPE per hour	\$0.95	\$1.05	\$1.15	\$1.25	\$1.35	\$1.45	\$1.55	\$1.65	\$1.75	\$1.85

Non-Taxable Fringe Benefits

Pen. Trust 401(A) Plan	--	--	--	--	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Pen. Trust Def. Ben. Plan	--	--	\$9.27	\$10.03	\$10.71	\$11.54	\$12.36	\$13.19	\$14.01	\$14.82
Pension Protect. Act - '06	--	--	\$1.88	\$2.06	\$3.06	\$3.20	\$3.32	\$3.46	\$3.58	\$3.72
Health & Welfare Trust	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61
Health Reimbursement (HRA) Trust	--	--	--	--	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Kids Camp & Recreational Trust	\$1.00	\$1.00	\$1.00	\$1.00	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Childcare Trust	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Appr. Trust	--	--	--	--	\$2.97	\$2.97	\$2.97	\$2.97	\$2.97	\$2.97
Group S.U.B Trust	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76
Jury Duty Trust	--	--	--	--	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Schlr Trust	--	--	--	--	\$0.51	\$0.51	\$0.51	\$0.51	\$0.51	\$0.51
C.R.A.F.T. Trust	--	--	--	--	\$0.22	\$0.22	\$0.22	\$0.22	\$0.22	\$0.22
Hiring Hall Trust	--	--	--	--	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Jurisd'l Protection Trust	--	--	--	--	\$0.59	\$0.59	\$0.59	\$0.59	\$0.59	\$0.59
Contract Admin Trust	--	--	--	--	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
U.A. Int'l Training Fund	--	--	--	--	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringes	\$23.87	\$23.87	\$35.02	\$35.96	\$45.08	\$46.05	\$46.99	\$47.96	\$48.90	\$49.85
Total Package	\$55.83	\$59.83	\$74.97	\$79.91	\$92.02	\$96.99	\$101.92	\$106.89	\$111.82	\$116.77

APPRENTICE RATES (\$4.00/HR. Defined Contribution)

Total Taxable Hourly Wage:

Period	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
Percentage	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
Hourly Taxable Hourly Wage					\$43.94	\$47.94	\$51.93	\$55.93	\$59.92	\$63.92

Taxable Fringe Benefits Included in Total Taxable Hourly Wage:

Vacation Per Hour					\$1.92	\$2.08	\$2.24	\$2.40	\$2.56	\$2.72
Holiday Per Hour					\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40
Dues/COPE per hour					\$1.35	\$1.45	\$1.55	\$1.65	\$1.75	\$1.85

Non-Taxable Fringe Benefits

Pen. Trust 401(A) Plan					\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
Pen. Trust Def. Ben. Plan					\$10.71	\$11.54	\$12.36	\$13.19	\$14.01	\$14.82
Pension Protect. Act - '06					\$3.06	\$3.20	\$3.32	\$3.46	\$3.58	\$3.72
Health & Welfare Trust					\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61
Health Reimbursement (HRA) Trust					\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Kids Camp & Recreational Trust					\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Childcare Trust					\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Appr. Trust					\$2.97	\$2.97	\$2.97	\$2.97	\$2.97	\$2.97
Group S.U.B Trust					\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76
Jury Duty Trust					\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Schlr Trust					\$0.51	\$0.51	\$0.51	\$0.51	\$0.51	\$0.51
C.R.A.F.T. Trust					\$0.22	\$0.22	\$0.22	\$0.22	\$0.22	\$0.22
Hiring Hall Trust					\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Jurisd'I Protection Trust					\$0.59	\$0.59	\$0.59	\$0.59	\$0.59	\$0.59
Contract Admin Trust					\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
U.A. Int'l Training Fund					\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringes	\$0.00	\$0.00	\$0.00	\$0.00	\$48.08	\$49.05	\$49.99	\$50.96	\$51.90	\$52.85
Total Package	\$0.00	\$0.00	\$0.00	\$0.00	\$92.02	\$96.99	\$101.92	\$106.89	\$111.82	\$116.77

APPRENTICE RATES (\$6.00/HR. Defined Contribution)

Total Taxable Hourly Wage:

Period	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
Percentage	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
Hourly Taxable Hourly Wage					\$41.94	\$45.94	\$49.93	\$53.93	\$57.92	\$61.92

Taxable Fringe Benefits Included in Total Taxable Hourly Wage:

Vacation Per Hour					\$1.92	\$2.08	\$2.24	\$2.40	\$2.56	\$2.72
Holiday Per Hour					\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40
Dues/COPE per hour					\$1.35	\$1.45	\$1.55	\$1.65	\$1.75	\$1.85

Non-Taxable Fringe Benefits

Pen. Trust 401(A) Plan					\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00
Pen. Trust Def. Ben. Plan					\$10.71	\$11.54	\$12.36	\$13.19	\$14.01	\$14.82
Pension Protect. Act - '06					\$3.06	\$3.20	\$3.32	\$3.46	\$3.58	\$3.72
Health & Welfare Trust					\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61
Health Reimbursement (HRA) Trust					\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Kids Camp & Recreational Trust					\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Childcare Trust					\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Appr. Trust					\$2.97	\$2.97	\$2.97	\$2.97	\$2.97	\$2.97
Group S.U.B Trust					\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76
Jury Duty Trust					\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Schlr Trust					\$0.51	\$0.51	\$0.51	\$0.51	\$0.51	\$0.51
C.R.A.F.T. Trust					\$0.22	\$0.22	\$0.22	\$0.22	\$0.22	\$0.22
Hiring Hall Trust					\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Jurisd'I Protection Trust					\$0.59	\$0.59	\$0.59	\$0.59	\$0.59	\$0.59
Contract Admin Trust					\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
U.A. Int'l Training Fund					\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringes	\$0.00	\$0.00	\$0.00	\$0.00	\$50.08	\$51.05	\$51.99	\$52.96	\$53.90	\$54.85
Total Package	\$0.00	\$0.00	\$0.00	\$0.00	\$92.02	\$96.99	\$101.92	\$106.89	\$111.82	\$116.77

APPRENTICE RATES (\$10.00/HR. Defined Contribution)

Total Taxable Hourly Wage:

Period	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
Percentage	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
Hourly Taxable Hourly Wage					\$37.94	\$41.94	\$45.93	\$49.93	\$53.92	\$57.92

Taxable Fringe Benefits Included in Total Taxable Hourly Wage:

Vacation Per Hour					\$1.92	\$2.08	\$2.24	\$2.40	\$2.56	\$2.72
Holiday Per Hour					\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40
Dues/COPE per hour					\$1.35	\$1.45	\$1.55	\$1.65	\$1.75	\$1.85

Non-Taxable Fringe Benefits

Pen. Trust 401(A) Plan					\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Pen. Trust Def. Ben. Plan					\$10.71	\$11.54	\$12.36	\$13.19	\$14.01	\$14.82
Pension Protect. Act - '06					\$3.06	\$3.20	\$3.32	\$3.46	\$3.58	\$3.72
Health & Welfare Trust					\$21.61	\$21.61	\$21.61	\$21.61	\$21.61	\$21.61
Health Reimbursement (HRA) Trust					\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Kids Camp & Recreational Trust					\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Childcare Trust					\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Appr. Trust					\$2.97	\$2.97	\$2.97	\$2.97	\$2.97	\$2.97
Group S.U.B Trust					\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76
Jury Duty Trust					\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Schlr Trust					\$0.51	\$0.51	\$0.51	\$0.51	\$0.51	\$0.51
C.R.A.F.T. Trust					\$0.22	\$0.22	\$0.22	\$0.22	\$0.22	\$0.22
Hiring Hall Trust					\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Jurisd'I Protection Trust					\$0.59	\$0.59	\$0.59	\$0.59	\$0.59	\$0.59
Contract Admin Trust					\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
U.A. Int'l Training Fund					\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Fringes	\$0.00	\$0.00	\$0.00	\$0.00	\$54.08	\$55.05	\$55.99	\$56.96	\$57.90	\$58.85
Total Package	\$0.00	\$0.00	\$0.00	\$0.00	\$92.02	\$96.99	\$101.92	\$106.89	\$111.82	\$116.77

The amounts shown for Vacation, Holiday and Dues/COPE **ARE INCLUDED** within the Total Taxable Hourly Wage. These items are to be deducted from employee's check after taxes and remitted, together with the non-taxable Fringe Benefits, to the U.A. Local 38 Trust Funds on the monthly Employer Contribution Report.

WORK DAY: The work day is a guaranteed eight (8) hour work day at straight time.

OVERTIME: The first two (2) hours of overtime Monday through Friday and the first ten (10) hours on Saturday are to be paid at **time and one-half (1-1/2 times)** the Total Taxable Hourly Wage rate.

Hours worked over ten (10) hours Monday through Saturday and all hour worked on Sunday and Holidays are to be paid at **double (2 times)** the Total Taxable Hourly Wage rate.

Non-taxable fringe benefits, other than the **Defined Contribution Pension Plan**, are to be paid at the straight time rate of pay for all hours worked including overtime.

WORK WEEK: The regular work week shall consist of thirty-five (35) hours of work, Monday 8:00 a.m. to Friday 3:30 p.m.

HOLIDAYS: Please see the attached holiday calendar.

TRAVEL TIME: The point of dispatch shall mean the location from which an employee is dispatched to a job that is one of the two Union dispatch offices at San Francisco and Santa Rosa or the employer's shop. A "shop" shall mean a permanent place of business or permanent fabricating shop or permanent branch shop, and not a job site or temporary fabricating shop, located within the territory covered by the Agreement. A "permanent branch shop" shall mean a branch shop which has been in operation continuously for at least one (1) year. Zone miles shall be based on the shortest road route.

On jobs over fifty (50) miles from the point of dispatch, either the San Francisco or Santa Rosa Offices or the employer's shop, the employees shall receive subsistence as follows:

1. **SUBSISTENCE:** Effective July 1, 2025, subsistence shall be \$213.00 per day worked or actual cost of room and board satisfactory to the employee for all days employees are required to stay overnight.
2. **TRAVEL TIME:** Travel time is an amount equal to the straight time wage rate and fringes, not to exceed eight (8) hours in any work day.
3. **TRAVEL EXPENSES:** Whenever, at the start and finish of a job, the employer does not furnish transportation, travel expenses shall be paid at the IRS per mile allowance from the point of dispatch to the job and return, plus bridge tolls.

PAST INCREASES

Eff July 1, 2022 \$3.00 Total Package
Eff July 1, 2023 \$4.50 Total Package
Eff July 1, 2024 \$4.50 Total Package
Eff July 1, 2025 \$4.75 Total Package
Eff July 1, 2026 \$4.75 Total Package

FUTURE INCREASES

Eff July 1, 2027 \$5.00 Total Package
Eff July 1, 2028 \$5.00 Total Package

2026 United Association Local #38 Holiday Bulletin

United Association Local #38

Pg. 7 of 7

Below is the United Association Local 38 holiday schedule for the year. Work performed on the holiday shall be paid for at the overtime rate (Double time). If any such holiday falls on a Saturday, the preceding Friday shall be considered a legal holiday; and if the preceding Friday is already a holiday, then the preceding Thursday shall be considered a legal holiday. If any such holiday falls on a Sunday, the following Monday shall be considered a legal holiday; and if the following Monday is already a holiday, the following Tuesday shall be considered a legal holiday. In addition to the holidays mentioned below the Employee's Birthday and two (2) floating holidays to be prearranged with the Employer are also to be recognized.

JANUARY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				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

Jan 1, 2026 New Year's Day Holiday

Jan 19, 2026 Martin Luther King's Birthday Holiday

FEBRUARY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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

Feb 16, 2026 Presidents Day Holiday

MARCH

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			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		

Apr 3, 2026 Good Friday Holiday

MAY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					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						

May 25, 2026 Memorial Day Holiday

JUNE

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	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				

JULY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			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	

Jul 3, 2026 Observed Independence Day Holiday

AUGUST

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						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

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		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			

Sep 7, 2026 Labor Day Holiday

OCTOBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				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

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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					

Nov 26, 2026 Thanksgiving Day Holiday

Nov 27, 2026 Day After Thanksgiving Holiday

DECEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		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		

Dec 25, 2026 Christmas Day Holiday

Dec 31, 2026 Day Before New Year's Holiday