

United Association Local #159

Contra Costa County

Residential Labor

Effective: July 1, 2026 through June 30, 2027

Supersedes: June 2025

Revised: June 2026

MLA Term: July 1, 2023 through June 30, 2027

	Wages			Check Off*	Fringe Benefits								Totals	
		<u>7/1/25</u>	<u>7/1/26</u>		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	HRA	Training	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A														
Journeyman		\$44.72	\$45.72	\$2.89	\$0.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$67.86
Foreman		\$51.43	\$52.58	\$3.30	\$0.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$74.72

	Wages			Check Off*	Fringe Benefits								Totals	
		<u>7/1/25</u>	<u>7/1/26</u>		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	HRA	Training	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A1														
Journeyman		\$43.72	\$44.72	\$2.89	\$1.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$23.14	\$67.86
Foreman		\$50.43	\$51.58	\$3.30	\$1.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$23.14	\$74.72

	Wages			Check Off*	Fringe Benefits								Totals	
		<u>7/1/25</u>	<u>7/1/26</u>		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	HRA	Training	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A2														
Journeyman		\$42.72	\$43.72	\$2.89	\$2.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$24.14	\$67.86
Foreman		\$49.43	\$50.58	\$3.30	\$2.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$24.14	\$74.72

	Wages			Check Off*	Fringe Benefits								Totals	
		<u>7/1/25</u>	<u>7/1/26</u>		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	HRA	Training	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A3														
Journeyman		\$41.72	\$42.72	\$2.89	\$3.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$25.14	\$67.86
Foreman		\$48.43	\$49.58	\$3.30	\$3.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$25.14	\$74.72

Foreman shall receive not less than 15% more than the journeyman rate

General Foreman shall receive not less than 22% more than the journeyman rate

Senior Foreman shall receive not less than 32% more than the journeyman rate

* The check-off amount is included in the basic wage rate.

	Wages			Check Off*	Fringe Benefits								Totals	
		7/1/25	7/1/26		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	Training	HRA	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A4														
Journeyman		\$40.72	\$41.72	\$2.89	\$4.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$26.14	\$67.86
Foreman		\$47.43	\$48.58	\$3.30	\$4.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$26.14	\$74.72

	Wages			Check Off*	Fringe Benefits								Totals	
		7/1/25	7/1/26		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	Training	HRA	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A5														
Journeyman		\$39.72	\$40.72	\$2.89	\$5.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$27.14	\$67.86
Foreman		\$46.43	\$47.58	\$3.30	\$5.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$27.14	\$74.72

	Wages			Check Off*	Fringe Benefits								Totals	
		7/1/25	7/1/26		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	Training	HRA	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A6														
Journeyman		\$38.72	\$39.72	\$2.89	\$6.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$28.14	\$67.86
Foreman		\$45.43	\$46.58	\$3.30	\$6.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$28.14	\$74.72

	Wages			Check Off*	Fringe Benefits								Totals	
		7/1/25	7/1/26		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	Training	HRA	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A8														
Journeyman		\$36.72	\$37.72	\$2.89	\$8.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$30.14	\$67.86
Foreman		\$43.43	\$44.58	\$3.30	\$8.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$30.14	\$74.72

	Wages			Check Off*	Fringe Benefits								Totals	
		7/1/25	7/1/26		401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	Training	HRA	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A10														
Journeyman		\$34.72	\$35.72	\$2.89	\$10.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$32.14	\$67.86
Foreman		\$41.43	\$42.58	\$3.30	\$10.00	\$6.03	\$0.50	\$12.66	\$1.25	\$1.00	\$0.50	\$0.20	\$32.14	\$74.72

Foreman shall receive not less than 15% more than the journeyman rate

General Foreman shall receive not less than 22% more than the journeyman rate

Senior Foreman shall receive not less than 32% more than the journeyman rate

* The check-off amount is included in the basic wage rate.

	Wages				Fringe Benefits								Totals	
				Check Off*	401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	HRA	Training	JLM	Contract Admin	Total Fringes	Total Package
Classification: Group A12		7/1/25	7/1/26											
Journeyman		\$32.72	\$33.72	\$2.89	\$12.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$34.14	\$67.86
Foreman		\$39.43	\$40.58	\$3.30	\$12.00	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$34.14	\$74.72

Apprentices:	Wages			Fringe Benefits									Totals	
				Check Off*	401 - A Additnl.	Defined Benefit	401 - A Mandtry	Health & Walfare	HRA	Training	JLM	Contract Admin	Total Fringes	Total Package
Period:	<u>Percentage</u>	<u>7/1/26</u>												
1st - 6 Month Period	50%	\$22.86		\$1.52	-	\$0.00	\$0.50	\$11.26	\$1.00	\$1.25	\$0.50	\$0.20	\$14.71	\$37.57
2nd - 6 Month Period	55%	\$25.15		\$1.66	-	\$0.00	\$0.50	\$11.26	\$1.00	\$1.25	\$0.50	\$0.20	\$14.71	\$39.86
3rd - 6 Month Period	60%	\$27.43		\$1.80	-	\$4.11	\$0.50	\$11.41	\$1.00	\$1.25	\$0.50	\$0.20	\$18.97	\$46.40
4th - 6 Month Period	65%	\$29.72		\$1.93	-	\$4.30	\$0.50	\$11.41	\$1.00	\$1.25	\$0.50	\$0.20	\$19.16	\$48.88
5th - 6 Month Period	70%	\$32.00		\$2.07	-	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$54.14
6th - 6 Month Period	75%	\$34.29		\$2.21	-	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$56.43
7th - 6 Month Period	80%	\$36.58		\$2.34	-	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$58.72
8th - 6 Month Period	85%	\$38.86		\$2.48	-	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$61.00
9th - 6 Month Period	90%	\$41.15		\$2.62	-	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$63.29
10th - 6 Month Period	95%	\$43.43		\$2.76	-	\$6.03	\$0.50	\$12.66	\$1.00	\$1.25	\$0.50	\$0.20	\$22.14	\$65.57

Foreman shall receive not less than 15% more than the journeyman rate

General Foreman shall receive not less than 22% more than the journeyman rate

Senior Foreman shall receive not less than 32% more than the journeyman rate

* The check-off amount is included in the basic wage rate.

CHECK-OFF:

The check-off amount is included in the basic wage rate.

WORKDAY:

Eight (8) consecutive hours exclusive of lunch period, between 7:00 a.m. and 11:00 a.m. and from 11:30 a.m. to 3:30 p.m., shall constitute a day's work.

WORK WEEK:

The work week shall consist of work weeks of five (5) eight (8) hour days, Monday through Friday. A four (4) day ten (10) hours workweek maybe worked with the approval of Business Manager.

OVERTIME:

First two (2) hours performed in excess of eight (8) hour work day, Monday through Friday and the first ten (10) hours worked on Saturday shall be paid at one and one-half (1½) times the straight time rate. All work performed on Saturdays and holidays and in excess of ten (10) hours Monday through Saturday shall be paid at two (2x) times the straight time rate.

FRINGE BENEFITS ON OVERTIME WORK:

All fringes on overtime are to be paid at the straight time rate except Additional Defined Contribution which shall be paid at the applicable overtime rate.

HOLIDAYS:

Please see the attached holiday schedule.

TRAVEL & SUBSISTENCE:

When an employee is directed by the employer to travel to a job outside of U.A Local #159's jurisdiction that is forty (40) or more miles distant from 1308 Roman Way, Martinez, California that does not require the employee to stay overnight, such employee shall be paid, in addition to his/her regular wages and fringes, an amount equal to his/her regular hourly rate of pay of wages and fringes, for travel time in excess of one (1) hour each way. It is agreed one (1) hour is the time required to travel seventy-five (75) miles.

When an employee is directed by the employer to travel to a job a away from his/her home to an out-of-town job, or from one out-of-town job to another, and such move requires the individual to change his residence or stay overnight, the employer shall pay transportation expenses, meals, subsistence and travel time based on the location of the new job not to exceed eight (8) hours in any one calendar day.

Effective July 1, 1990, if an employer provides an employee with transportation from and to his/her residence, to and from his/her workplace, the basic taxable wage may be reduced by \$0.50 per hour.

RECIPROCITY:

United Association Local Union #159 provides that one man traveling for the contractor into the jurisdiction of another local union will have all his fringe benefits paid to his home local union.

PAST INCREASES:

Effective July 1, 2022	+\$2.75/hour total package increase
Effective July 1, 2023	+\$3.50/hour total package increase
Effective July 1, 2024	+\$3.50/hour total package increase
Effective July 1, 2025	+\$3.50/hour total package increase
Effective July 1, 2026	+\$3.50/hour total package increase

FUTURE INCREASES:

2026 United Association Local #159 Holiday Bulletin

Below is the United Association Local 159 holiday schedule for the year. Work performed on the holiday shall be paid for at the overtime rate (Double time). If any of the following holidays fall on Sunday, the Monday following shall be considered a legal holiday. When a holiday falls on Saturday, the Friday before shall also be considered a holiday; and when a holiday falls on Thursday, the following Friday shall also be considered a holiday. All Fridays immediately prior to Monday holidays (except when Christmas Eve and New Year's Eve fall on a Monday) shall be considered holidays.

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 2, 2026 Holiday

Jan 16, 2026 Optional Holiday

Jan 19, 2026 Martin Luther King Jr. 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 13, 2026 Optional Holiday

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		

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 22, 2026 Optional Holiday

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 4, 2026 Optional Holiday

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 11, 2026 Veterans Day Holiday

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 24, 2026 Day Before Christmas Holiday

Dec 25, 2026 Christmas Day Holiday

Dec 31, 2026 Day Before New Year's Day Holiday