

**NORTHERN CALIFORNIA LABORERS
NORTHERN CALIFORNIA MASON CONTRACTORS
MULTI-EMPLOYER BARGAINING ASSOCIATION
2008 – 2011 AGREEMENT
JULY 1, 2009 WAGE INCREASE**

LOCALS 73, 185, 297, and 1130 – Counties of Amador, Alpine, Butte, Calaveras, Colusa, El Dorado, Glenn, Lassen, Mariposa, Merced, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo, Yuba, Monterey, and San Benito

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages (only)	\$26.03	\$27.03	*2.00
Vacation/Holiday/Dues Supp.	\$2.28	\$2.28	
Health & Welfare	\$5.54	\$5.54	
Pension/Annuity	\$4.96	\$5.76	
Annuity	\$1.01	\$1.01	
Training	<u>\$0.34</u>	<u>\$0.34</u>	
TOTAL	\$40.16	\$41.96	

Special Single Shift	\$29.04	\$30.03	
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	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages plus Vac./Holiday/Dues Supp.	\$28.31	\$29.31	

LOCAL 294 – Counties of Fresno, Kings, Madera, and Tulare.

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages (only)	\$26.03	\$27.03	*2.00
Vacation/Holiday/Dues Supp.	\$2.28	\$2.28	
Health & Welfare	\$5.54	\$5.54	
Pension	\$4.96	\$5.76	
Annuity	\$1.01	\$1.01	
Training	<u>\$0.34</u>	<u>\$0.34</u>	
TOTAL	\$40.16	\$41.96	

Special Single Shift	\$29.04	\$30.03	
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	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages plus Vac./Holiday/Dues Supp.	\$28.31	\$29.31	

LOCALS 139, 291, & 324 – Counties of Del Norte, Humboldt, Lake, Mendocino, Napa, Solano, and Sonoma.

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages (only)	\$26.28	\$27.28	*\$2.00
Vacation/Holiday/Dues Supp.	\$2.28	\$2.28	
Health & Welfare	\$5.54	\$5.54	
Pension	\$4.96	\$5.76	
Annuity	\$1.01	\$1.01	
Training	<u>\$0.34</u>	<u>\$0.34</u>	
TOTAL	\$40.41	\$42.21	

Special Single Shift \$29.29 \$30.28

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages plus Vac./Holiday/Dues Supp.	\$28.56	\$29.56	

LOCAL 291 – San Rafael

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages (only)	\$27.28	\$28.28	*\$2.00
Vacation/Holiday/Dues Supp.	\$2.28	\$2.28	
Health & Welfare	\$5.54	\$5.54	
Pension	\$4.96	\$5.76	
Annuity	\$1.01	\$1.01	
Training	<u>\$0.34</u>	<u>\$0.34</u>	
TOTAL	\$41.41	\$43.21	

Special Single Shift \$30.29 \$31.28

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages plus Vac./Holiday/Dues Supp.	\$29.56	\$30.56	

LOCAL 270 – County of Santa Clara

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages (only)	\$27.93	**\$1.80	
Vacation/Holiday/Dues Supp.	\$2.75		
Health & Welfare/Dental	\$6.33		
Defined Contribution	\$2.00		
Defined Benefit Plan	\$2.30		
Mason Tender Training	<u>\$0.10</u>		
	\$41.41		

Special Single Shift \$30.93

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages plus Vac./Holiday/Dues Supp.	\$30.68		

* \$1.80 total increase effective 07/01/09 -- allocations for Santa Clara and Santa Cruz counties to be submitted separately.

LOCAL 270 – County of Santa Cruz

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages (only)	\$26.93	**\$1.80	
Vacation/Holiday/Dues Supp.	\$2.75		
Health & Welfare/Dental	\$6.33		
Pension Defined Contribution	\$2.00		
Pension Defined Benefit	\$2.30		
Mason Tender Training	<u>\$0.10</u>		
	\$40.41		

Special Single Shift \$29.93

	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Wages plus			
Vac./Holiday/Dues Supp.	\$29.68		

* \$1.80 total increase effective 07/01/09 -- allocations for Santa Clara and Santa Cruz counties to be submitted separately.

APPRENTICESHIP WAGES

For Locals 73, 185, 294, 297, and 1130

First 500 Hours of employment 60% \$16.22
 Special Single Shift \$18.02
 Full benefits except for annuity, pension and vacation and/holiday except for dues

501-1000 Hours of employment 65% \$17.57
 Special Single Shift \$19.52
 Full benefits except for annuity, pension and vacation and/holiday except for dues

1001-1500 Hours of employment 70% \$18.92
 Special Single Shift \$21.02
 Full fringe benefit contributions

1501-2000 Hours of employment 75% \$20.27
 Special Single Shift \$22.52
 Full fringe benefit contributions

2001-2500 Hours of employment 80% \$21.62
 Special Single Shift \$24.02
 Full fringe benefit contributions

2501-3000 Hours of employment 90% \$24.33
 Special Single Shift \$27.03
 Full fringe benefit contributions

Fringe Benefits	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Health and Welfare	\$5.54	\$5.54	
Pension	\$4.96	\$5.76	
Annuity	\$1.00	\$1.00	
Vacation/Holiday/Dues Supplement	\$2.28	\$2.28	
Training	<u>\$0.34</u>	<u>\$0.34</u>	
Total	\$14.12	\$14.92	

For Locals 139, 291 and 324

First 500 Hours of employment 60% \$16.37
Special Single Shift \$18.17
Full benefits except for annuity, pension and vacation and/holiday except for dues

501-1000 Hours of employment 65% \$17.73
Special Single Shift \$19.68
Full benefits except for annuity, pension and vacation and/holiday except for dues

1001-1500 Hours of employment 70% \$19.10
Special Single Shift \$21.20
Full fringe benefit contributions

1501-2000 Hours of employment 75% \$20.46
Special Single Shift \$22.71
Full fringe benefit contributions

2001-2500 Hours of employment 80% \$21.82
Special Single Shift \$24.22
Full fringe benefit contributions

2501-3000 Hours of employment 90% \$24.55
Special Single Shift \$27.25
Full fringe benefit contributions

Fringe Benefits	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Health and Welfare	\$5.54	\$5.54	
Pension	\$4.96	\$5.76	
Annuity	\$1.00	\$1.00	
Vacation/Holiday/Dues Supplement	\$2.28	\$2.28	
Training	<u>\$0.34</u>	<u>\$0.34</u>	
Total	\$14.12	\$14.92	

For Local 291 - Marin County

First 500 Hours of employment 60% \$16.97
Special Single Shift \$18.77
Full benefits except for annuity, pension and vacation and/holiday except for dues

501-1000 Hours of employment 65% \$18.38
Special Single Shift \$20.33
Full benefits except for annuity, pension and vacation and/holiday except for dues

1001-1500 Hours of employment 70% \$19.80
Special Single Shift \$21.90
Full fringe benefit contributions

1501-2000 Hours of employment 75% \$21.21
Special Single Shift \$23.46
Full fringe benefit contributions

2001-2500 Hours of employment 80% \$22.62
 Special Single Shift \$25.02
 Full fringe benefit contributions

2501-3000 Hours of employment 90% \$25.45
 Special Single Shift \$28.15
 Full fringe benefit contributions

Fringe Benefits	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Health and Welfare	\$5.54	\$5.54	
Pension	\$4.96	\$5.76	
Annuity	\$1.00	\$1.00	
Vacation/Holiday/Dues Supplement	\$2.28	\$2.28	
Training	<u>\$0.34</u>	<u>\$0.34</u>	
Total	\$14.12	\$14.92	

For Local 270 - Santa Clara County

First 500 Hours of employment 60% *
 Special Single Shift *
 Full benefits except for annuity, pension and vacation and/holiday except for dues

501-1000 Hours of employment 65% *
 Special Single Shift *
 Full benefits except for annuity and vacation and/holiday except for dues

1001-1500 Hours of employment 70% *
 Special Single Shift *
 Full fringe benefit contributions

1501-2000 Hours of employment 75% *
 Special Single Shift *
 Full fringe benefit contributions

2001-2500 Hours of employment 80% *
 Special Single Shift *
 Full fringe benefit contributions

2501-3000 Hours of employment 90% *
 Special Single Shift *
 Full fringe benefit contributions

Fringe Benefits	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Health and Welfare	\$6.33	*	
Vacation/Holiday/Dues Supplement	\$2.75	*	
Pension	\$4.30	*	
Training	<u>\$0.10</u>	*	
Total	\$13.48	*	

** Rate increase for Santa Clara and Santa Cruz counties to be submitted separately.*

For Local 270 - Santa Cruz County

First 500 Hours of employment 60% *

Special Single Shift *

Full benefits except for annuity, pension and vacation and/holiday except for dues

501-1000 Hours of employment 65% *

Special Single Shift *

Full benefits except for annuity and vacation and/holiday except for dues

1001-1500 Hours of employment 70% *

Special Single Shift *

Full fringe benefit contributions

1501-2000 Hours of employment 75% *

Special Single Shift *

Full fringe benefit contributions

2001-2500 Hours of employment 80% *

Special Single Shift *

Full fringe benefit contributions

2501-3000 Hours of employment 90% *

Special Single Shift *

Full fringe benefit contributions

Fringe Benefits	<u>7/1/2008</u>	<u>7/1/2009</u>	<u>7/1/2010</u>
Health and Welfare	\$6.33	*	
Vacation/Holiday/Dues Supplement	\$2.75	*	
Pension	\$4.30	*	
Training	<u>\$0.10</u>	*	
Total	\$13.48	*	

** Rate increase for Santa Clara and Santa Cruz counties to be submitted separately.*