



**Effective June 25<sup>th</sup> 2018**

On June 25<sup>th</sup> the Construction Craft Laborer Apprenticeship Program will transition from a 6 Period Apprenticeship Program to a 4 Period Apprenticeship Program per the Laborers' Master Agreement. Below is additional information and comparative graphs regarding changes to the Program.

- A) All Level 1 Apprentices (65%) will remain Level 1 Apprentices (65%)
- B) All Level 2 Apprentices (70%) will remain Level 2 Apprentices (70%) and will receive Full Fringes
- C) All Level 3 (75%) Apprentices will now become Level 3 Apprentices at (80%)
  - New Level 3 Apprentices missing the Fundamentals of Construction will need to successfully complete Fundamentals before advancing to Level 4
- D) All Level 5 (85%) Apprentices will now become Level 4 (90%) Apprentices

Period	Percentage (%)	Hours (Per Period)	Wage Rate "A" \$29.54 <small>(Alameda, Contra Costa, Marin, San Francisco, San Mateo &amp; Santa Clara Counties)</small>	Wage Rate "B" \$28.54 <small>(All other Counties)</small>	School Requirements Contact your Coordinator or Hall for Enrollment into classes
			Rate A	Rate B	Requirements to progress in program and to remain in good standing
1	65%	1 - 600	\$ 19.20 <small>(28.78)</small>	\$ 18.55 <small>(28.13)</small>	Safety Week (OSHA 10, Flagging, Traffic Control, Confined Space, CFR)
2*	70%	601 - 1200	\$ 20.68 <small>(30.26)</small>	\$ 19.98 <small>(29.56)</small>	2 Week Fundamentals of Construction, & 1 Week Elective
3	75%	1201 - 1900	\$ 22.16 <small>(45.46)</small>	\$ 21.41 <small>(44.17)</small>	
4**	80%	1901 - 2600	\$ 23.63 <small>(46.99)</small>	\$ 22.83 <small>(46.13)</small>	1 Week Elective
5	85%	2601 - 3300	\$ 25.11 <small>(48.41)</small>	\$ 24.26 <small>(47.56)</small>	1 Week Elective
6***	90%	3301 - 4000	\$ 26.59 <small>(49.89)</small>	\$ 25.69 <small>(48.99)</small>	6 Weeks/240 Hours Total to qualify for Graduation

Period	Percentage (%)	Hours (Per Period)	Wage Rate "A" \$30.54 <small>(Alameda, Contra Costa, Marin, San Francisco, San Mateo &amp; Santa Clara Counties)</small>	Wage Rate "B" \$29.54 <small>(All other Counties)</small>	School Requirements Contact your Coordinator or Hall for Enrollment into classes
			Rate A	Rate B	Requirements to progress in program and to remain in good standing
1	65%	1 - 1000	\$ 19.85 <small>(29.76)</small>	\$ 19.20 <small>(29.11)</small>	Safety Week (OSHA 10, Flagging, Traffic Control, First Aid & CPR, Confined Space)
2'	70%	1001 - 2000	\$ 21.38 <small>(45.33)</small>	\$ 20.68 <small>(44.63)</small>	2 Week Fundamentals of Construction
3''	80%	2001 - 3000	\$ 24.43 <small>(48.58)</small>	\$ 23.63 <small>(47.55)</small>	120 hours (3 weeks) of Elective Classes
4'''	90%	3001 - 4000	\$ 27.49 <small>(51.41)</small>	\$ 26.59 <small>(50.54)</small>	

The School Requirements listed in blue indicate the class that must be completed before advancing to the next level.

**Notable Changes:**

- Full Fringes will now be awarded with completion of 1000 Hours of OJT & the 1-week Safety Certification Course.
- 3 Weeks of RSI will be required to advance to the 2<sup>nd</sup> half of the Apprenticeship Program differing from the 6 period model which required 4 weeks of RSI to advance to 2<sup>nd</sup> half of Program.
- Raises in the new 4 Period Program will go into effect every 1000 hours as long as RSI is met, rather than every 600-700 hours.

Attached are spreadsheets signifying the Level change for each Apprentice based on our records. Please let us know if you feel that there are any errors or concerns based on the records in your Local's database.

We understand that there will be many questions about this change moving forward.