

2022-2027 Laborers' Master Agreement  
 Associated General Contractors (AGC)  
 Northern California District Council of Laborers  
 Wage & Fringe Benefit Rates  
 Effective June 30, 2025

WAGES

<u>Construction Specialist</u>		<u>06/30/25</u>	<u>Group 2</u>		<u>06/30/25</u>
	Rate A	\$39.85		Rate A	\$39.00
	Rate B	\$38.85		Rate B	\$38.00
<u>Group 1</u>			<u>Group 3 &amp; 3(a)</u>		
	Rate A	\$39.15		Rate A	\$38.90
	Rate B	\$38.15		Rate B	\$37.90
<u>Group 1(a)</u>			<u>Group 4</u>		
	Rate A	\$39.37		Rate A	\$32.59
	Rate B	\$38.37		Rate B	\$31.59
<u>Group 1(c)</u>					
	Rate A	\$39.20			
	Rate B	\$38.20			
<u>Group 1(e)</u>					
	Rate A	\$39.70			
	Rate B	\$38.70			

<u>Group 1(g) Contra Costa County</u>	\$39.35	<u>Labor Foreman:</u>	10% above the highest paid classification working under his direction.
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FRINGE BENEFITS

	<u>06/30/25</u>		<u>06/30/25</u>
Health & Welfare	\$11.10	Health & Welfare	\$11.10
Pension	\$10.46	Pension	\$10.46
Annuity *	\$4.85	Annuity *	\$5.10
Vacation/Holiday/Dues Supplement**	\$3.91	Vacation/Holiday/Dues Supplement**	\$3.91
Training/Retraining/L.E.C.E.T.	\$0.52	Training/Retraining/L.E.C.E.T.	\$0.52
Contract Administration	\$0.10	Contract Administration	\$0.10
Industry Stabilization	\$0.22	Industry Stabilization	\$0.22
	\$31.16		\$31.41

\* Individual Employers who do not sign the 2022-2027 extension agreement shall be subject to an additional \$0.25 to Annuity.

\*\*Includes \$1.00 Dues Supplement

06/30/25

Supplement No. 2 - Gunite, Shotcrete, Panelcrete, and Similar Type Work

<u>Structural Nozzleman</u>	Rate A	\$40.11
	Rate B	\$39.11
<u>Nozzleman, Gunman, and Potman</u>	Rate A	\$39.61
	Rate B	\$38.61
<u>Rodman</u>	Rate A	\$39.61
	Rate B	\$38.61
<u>Wire Winding Machine in Connection with Guniting or Shot Crete</u>		
<u>Aligner</u>	Rate A	\$39.73
	Rate B	\$38.73
<u>Helper</u>	Rate A	\$38.75
	Rate B	\$37.75
<u>Groundman</u>	Rate A	\$39.61
	Rate B	\$38.61
<u>Gunite Trainee</u>	Rate A	\$32.59
	Rate B	\$31.59
<u>Reboundman</u>	Rate A	\$39.02
	Rate B	\$38.02
<u>General Laborers</u>	Rate A	\$38.90
	Rate B	\$37.90
<u>Gunite Foreman</u>	Rate A	\$40.61
	Rate B	\$39.61

Supplement No. 3 - Wrecking Work

<u>Skilled Wrecker</u>	Rate A	\$39.15
(Group 1)	Rate B	\$38.15
<u>Semi-Skilled Wrecker</u>	Rate A	\$39.00
(Group 2)	Rate B	\$38.00

Supplement No. 4 - Gardeners, Horticultural & Landscape Workers

Gardeners, Horticultural, and Landscape Laborers

(New Construction)	Rate A	\$38.90
	Rate B	\$37.90

Service Landscape Laborers

(Establishment Warranty Period)	Rate A	\$32.59
	Rate B	\$31.59

Landscape Laborer Trainee

1st 6 months @ 70%	Rate A	\$27.23
2nd 6 months @ 80%	Rate A	\$31.12
3rd 6 months @ 90%	Rate A	\$35.01
1st 6 months @ 70%	Rate B	\$26.53
2nd 6 months @ 80%	Rate B	\$30.32
3rd 6 months @ 90%	Rate B	\$34.11

Supplement No. 5 - Refinery Work

	Rate A	\$38.90
	Rate B	\$37.90

<b><u>APPRENTICES</u></b>		<u>06/30/25</u>	<u>06/30/25</u>
		<u>Rate A</u>	<u>Rate B</u>
1st Period, 1-1000 Hours	65%	\$25.29	\$24.64
2nd Period, 1001-2000 Hours	70%	\$27.23	\$26.53
3rd Period, 2001-3000 Hours	80%	\$31.12	\$30.32
4th Period, 3001-4000 Hours	90%	\$35.01	\$34.11

**APPRENTICE FRINGE BENEFITS**

<u>1-1000 Hours</u>	<u>06/30/25</u>	<u>1001-4000 Hours</u>	<u>06/30/25</u>
Health & Welfare	\$11.10	Health & Welfare	\$11.10
Pension	\$0.00	Pension	\$10.46
Annuity	\$0.00	Annuity	\$4.85
Vacation/Holiday/Dues Supplement**	\$1.00	Vacation/Holiday/Dues Supplement**	\$3.91
Training/Retraining/L.E.C.E.T.	\$0.52	Training/Retraining/L.E.C.E.T.	\$0.52
Other	\$0.32	Other	\$0.32
	<u>\$12.94</u>		<u>\$31.16</u>

\*\*Includes \$1.00 Dues Supplement