S 4 11 18 25	S 6 13 20 27	S 2 9 16 23 30	S 4 11 18 25	S 7 14 21 22	S 3 10 17 24 31
5 12	M 7 14	M 3 10 17 24 31	29 M 5 12 19 26	M 1 8 15 22	M 11 18 25
T 6 13 20	T 1 8 15 22	T 4 11 18 25	30 T 6 13 20 27	T 2 9 16 23	T 5 12
21	W 2 9 16 23 30	5 12 19 26	31 W 7 14 21 28	1 <i>7</i> 24	02 W 6 13 20 27
T 1 8 15 22	T 3 10 17	6 13 20 27	T 1 8 15 22 29	T 4 11 18 25	
F 2 9 16 23 30	F 4 11	F 7 14 21 28	F 2 9 16 23 30	F 5 12 19	F 1 8 15 22 29
S 3 10 17 24 31		S 1 8 15 22 29	S 3 10 17 24	S 6 13 20 27	S 2 9 16 23 30
S 4 11 18 25	S 7 14 21 28	S 2 9 16 23 30	5 12 19 26	5 12 19 26	
		17	M 6 13 20 27	M 6 13	M 2 9 (16) 23 30
T 6 13 20 27	T 2 9 16 23	T 4	7 14 21 28	7 7 14 21 28	T 3 10 17 24 31
7 14 21 28		5 12 19 26	N 1 8 15 22 29	W 1 8 15	02 W 4 11 18 25
T 1 8 15 22 29	T 4 11 18 25	T 6 13 20 27	T 2 9 16 23 30	T 2 9 16 23	T 5 12 19 26
F 2 9 16 23 30	F 5 12 19 26	F 7 14 21 28	F 3 10 17 24 31	F 3 10 17 24	F 6 13 20 27
S 3 10 17 24	S 6 13 20 27	S 1 8 15 22 29	S 4 11 18 25	S 4 11 18 25	S 7 14 21 28

MILLMEN AND CABINET MAKERS

NINE NORTHERN CALIFORNIA COUNTIES

MASTER AGREEMENT

WAGE & FRINGE BENEFIT RATES WORK WEEK CALENDAR

INDUSTRIAL CARPENTERS LOCAL UNION 2236

115 Broadway Oakland, CA 94607 (510) 446-2236

COUNTIES OF:

ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ



LOOK FOR THE UNION LABEL



9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

WAGE SCHEDULE "A"

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

	Effective	Effective Date				07/0	01/2022
JOB CLASSIFICATION	07/01/2022	Apprentice	Work	School	Shop	Rate	Outside
Journeyman	\$36.75	Training Period	Hours	Hours	Rates	of %	Rate ¹
Foreman	\$40.43	First Destard			¢22.05	400/	¢20.12
Layout	\$38.59	First Period 0 to 6 months			\$22.05	60%	\$29.12
Maintenance	\$36.75	o lo o monins					
Truck Driver	\$36.25	Second Period	600	72	\$23.89	65%	\$31.55
*Production Worker	\$25.73	7 to 12 months					
		Third Period	1200	144	\$25.73	70%	\$33.98
		13 to 18 months					
FRINGE BENEFITS	Effective 07/01/2022	Fourth Period 19 to 24 months	1800	216	\$27.56	75%	\$36.41
Health & Welfare (H&W)	\$10.95	-61					
Pension (PEN)	\$ 7.23	Fifth Period 25 to 30 months	2400	288	\$29.40	80%	\$38.83
Pension - Production Worker (PEN PW)	\$ 3.95	25 10 50 1110111118					
Annuity (ANN)	\$ 1.50	Sixth Period	3000	360	\$31.24	85%	\$41.26
Annuity - Production Worker (ANN PW)	\$ 0.35	31 to 36 months					
**Vacation (VAC)	\$ 2.96	Seventh Period	3600	432	\$33.08	90%	\$43.69
**Work Fee (WF)	\$ 1.55	37 to 42 months	3000	452	ψ55.00	7076	Ψ43.07
Vacation/Holiday/Sick Leave Admin. (VI	HSLA) \$ 0.10	0, 10 12 110111110					
Apprenticeship/Employee Benefit Fund (APPR	/EBF) \$ 0.80	Eighth Period	4200	504	\$34.91	95%	\$46.11
N.C.M.C.I.C.A.F.	\$ 0.04	43 to 48 months					
		Journeyman	4800	576	\$36.75	100%	\$48.54

^{*}Fringes for Production Worker: H&W, PEN-PW, VAC, WF, ANN-PW, VHSLA, N.C.M.C.I.C.A.F.

PRODUCTION WORKER HIRING RATIO

Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer's shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).

Fifth six (6) month period through eighth six (6) month period: All Fringes

Effective Date of Fringe Benefit Increases:	07/0)1/2022
H&W	\$ 10.95	per hour
WORK FEE	\$ 1.55	per hour
APPR/EBF	\$ 0.80	per hour
PENSION	\$ 7.23	per hour
VACATION	\$ 2.96	per hour
VACATION/HOLIDAY/SICK LEAVE ADMIN.	\$ 0.10	per hour
ANNUITY	\$ 1.50	per hour
N.C.M.C.I.C.A.F.	\$ 0.04	per hour

^{1 -} Outside Rates apply for the first three (3) days or twenty-four (24) hours, whichever occurs first. - See Section 18 of Appendix E

First six (6) month period through fourth six (6) month period: H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.

^{**} VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

(EXT)

2022	2023
JULY	JANUARY
S M T W T F S	S M T W T F S 1 (2) 3 4 5 6 7
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10 11 12 13 14 15 16	15 16 17 18 19 20 21
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31	FEBRUARY
AUGUST	S M T W T F S
S M T W T F S	1 2 3 4
1 2 3 4 5 6 7 8 9 10 11 12 13	5 6 7 8 9 10 11 12 13 14 15 16 17 18
14 15 16 17 18 19 20	19 20 21 22 23 24 25
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	MARCH
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4 (5) 6 7 8 9 10	12 13 14 15 16 17 18
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OCTOBER	APRIL
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MILLMEN AND CABINET MAKERS NINE NORTHERN CALIFORNIA COUNTIES

MASTER AGREEMENT

WAGE & FRINGE BENEFIT RATES
WORK WEEK CALENDAR

INDUSTRIAL CARPENTERS LOCAL UNION 2236

115 Broadway Oakland, CA 94607 (510) 446-2236

COUNTIES OF:

ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ



LOOK FOR THE UNION LABEL

253



9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

WAGE SCHEDULE "A"

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

	Eff	ective	Effective Date				07/0	01/2022
JOB CLASSIFICATION	07/01/2022		Apprentice	Work	School	Shop	Rate	Outside
Journeyman	\$:	36.75	Training Period	Hours	Hours	Rates	of %	Rate ¹
Foreman	-	40.43	F: . D I			¢00.05	400/	¢00.10
Layout	\$	38.59	First Period 0 to 6 months			\$22.05	60%	\$29.12
Maintenance	\$	36.75	o to o monins					
Truck Driver	\$	36.25	Second Period	600	72	\$23.89	65%	\$31.55
*Production Worker	\$:	25.73	7 to 12 months					
			Third Period	1200	144	\$25.73	70%	\$33.98
	Ett.	octivo	13 to 18 months					
RINGE BENEFITS Effective 07/01/2022		Fourth Period 19 to 24 months	1800	216	\$27.56	75%	\$36.41	
Health & Welfare (H&W)	\$	10.95	-61 - 1			***		
Pension (PEN)	\$	8.23	Fifth Period 25 to 30 months	2400	288	\$29.40	80%	\$38.83
Pension - Production Worker (PEN PW)	\$	4.95	23 10 30 monins					
Annuity (ANN)	\$	1.50	Sixth Period	3000	360	\$31.24	85%	\$41.26
Annuity - Production Worker (ANN PW)	\$	0.35	31 to 36 months					
**Vacation (VAC)	\$	2.96	Seventh Period	3600	432	\$33.08	90%	\$43.69
**Work Fee (WF)	\$	1.55	37 to 42 months	3000	402	ψ55.00	7078	Ψ45.07
Vacation/Holiday/Sick Leave Admin. (V	HSLA) \$	0.10						
Apprenticeship/Employee Benefit Fund (APPR	/EBF) \$	0.80	Eighth Period	4200	504	\$34.91	95%	\$46.11
N.C.M.C.I.C.A.F.	\$	0.04	43 to 48 months					
			Journeyman	4800	576	\$36.75	100%	\$48.54

^{*}Fringes for Production Worker: H&W, PEN-PW, VAC, WF, ANN-PW, VHSLA, N.C.M.C.I.C.A.F.

PRODUCTION WORKER HIRING RATIO

Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer's shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).

Fifth six (6) month period through eighth six (6) month period: All Fringes

Effective Date of Fringe Benefit Increases:	07/0	01/2022
H&W	\$ 10.95	per hour
WORK FEE	\$ 1.55	per hour
APPR/EBF	\$ 0.80	per hour
PENSION	\$ 8.23	per hour
VACATION	\$ 2.96	per hour
VACATION/HOLIDAY/SICK LEAVE ADMIN.	\$ 0.10	per hour
ANNUITY	\$ 1.50	per hour
N.C.M.C.I.C.A.F.	\$ 0.04	per hour

^{1 -} Outside Rates apply for the first three (3) days or twenty-four (24) hours, whichever occurs first. - See Section 18 of Appendix E

First six (6) month period through fourth six (6) month period: H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.

^{**} VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

(NON-EXT)