**NORTHERN CALIFORNIA MILLWRIGHTS LOCAL UNION #102**

3128 CONSTITUTION DRIVE
LIVERMORE, CA 94551

Office Phone
(925) 294-3540
Toll Free 1-877-562-5102
FAX (925) 294-5360
Dispatch Email: Local102dispatch@nccrc.org

Edward Gable
Sr. Field Representative............(510) 385-5664
egable@nccrc.org

Mario Santacruz
Field Representative..............(510) 604-3317
msantacruz@nccrc.org

Noel Varela
Field Representative.............(510) 932-4681
nvarela@nccrc.org

Jeff Wright
Field Representative.............(510) 332-0806
jwright@nccrc.org

Sal Parisi
Field Representative............(510) 679-9487
sparsi@nccrc.org

**INDOOR MEETING 1ST MONDAY 7:00 P.M.**
HELD AT LOCAL 102
3128 CONSTITUTION DRIVE
LIVERMORE, CA 94551

**SERVING ALL OF NORTHERN CALIFORNIA**

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE MILLWRIGHT AGREEMENT PROVIDES FOUR WAGE BASES RATED BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

**Area 1:** Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

**Area 2:** Counties of: Monterey, San Benito and Santa Cruz

**Area 3:** Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado**

**Area 4:** Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne and Yuba

* Western Placer County includes territory west of and including Highway 49. Western El Dorado County includes territory west of and including Highway 49 and territory inside the city limits of Placerville.

**MILLWRIGHT WAGE RATES EFFECTIVE 7/1/2020**

- **Journeyman:** $52.75
- **Area 2:** $49.27
- **Area 3:** $49.27
- **Area 4:** $47.92

**FOREMAN RATE:** $4.50 per hour above applicable Journeyman rate.

**GENERAL FOREMAN:** $2.50 above the Millwrights Foreman rate.

**FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA**

**Effective:** 7/1/2020

- **Health & Welfare (H&W)** .................................................. $11.70
- **Pension (PEN)** ................................................................. 10.65
- **Annuity (ANN)** ............................................................... 3.75
- **Vacation (VAC)** ............................................................. 2.85
- **Work Fee (WF)** .............................................................. 2.33
- **Apprentice/Journeyman Training (TR)** ................................. 1.03
- **Vacation/Holiday/Sick Leave Admin. (VHSLA)** ............... 0.10
- **Millwright Industry Promotion (IP)** .................................. 0.15
- **Carpenters International Training Fund (CITF)** .................. 0.05
- **Contract Work Preservation (CWP)** ................................ 0.05

**MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULES OF BENEFITS EFFECTIVE 7/1/2020**

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage</th>
<th>Fringes</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 6-6 Mos.</td>
<td>60% H&amp;W, WF, TR, HSLA, P, CIT, CWP</td>
<td>$31.65</td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65% H&amp;W, WF, TR, HSLA, P, CIT, CWP, VAC</td>
<td>$34.29</td>
</tr>
<tr>
<td>Third 13-18 Mos.</td>
<td>70% H&amp;W, WF, TR, HSLA, P, CIT, CWP, VAC, ANN</td>
<td>$36.93</td>
</tr>
<tr>
<td>Fourth 19-24 Mos.</td>
<td>75% H&amp;W, WF, TR, HSLA, P, CIT, CWP, VAC, ANN</td>
<td>$39.56</td>
</tr>
<tr>
<td>Fifths 25-30 Mos.</td>
<td>80% All Fringes</td>
<td>$42.20</td>
</tr>
<tr>
<td>Sixth 31-36 Mos.</td>
<td>85% All Fringes</td>
<td>$44.84</td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90% All Fringes</td>
<td>$47.48</td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95% All Fringes</td>
<td>$50.11</td>
</tr>
</tbody>
</table>

**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.**
## NORTHERN CALIFORNIA MILLWORKS
### LOCAL UNION #102

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**Dispatch Email:** Local102dispatch@nccrc.org

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## MILLWRIGHT WAGE RATES EFFECTIVE 7/1/2020

### Effective:

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<thead>
<tr>
<th>Health &amp; Welfare (H&amp;W)</th>
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</tr>
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<tbody>
<tr>
<td>Pension (PEN)</td>
<td>$10.65</td>
</tr>
<tr>
<td>Annuity (ANN)</td>
<td>$3.75</td>
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<tr>
<td><strong>Vacation (VAC)</strong></td>
<td>$2.85</td>
</tr>
<tr>
<td><strong>Work Fee (WF)</strong></td>
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<tr>
<td>Apprentice/Journeyman Training (TR)</td>
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<td>Contract Work Preservation (CWP)</td>
<td>$0.05</td>
</tr>
</tbody>
</table>

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## MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2020

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage Fringes</th>
<th>Area 1</th>
<th>Area 2</th>
<th>Area 3</th>
<th>Area 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 6 Mos.</td>
<td>60% H&amp;W, V, TR, HSLA, P, CITF, CWP</td>
<td>$31.65</td>
<td>$29.56</td>
<td>$29.56</td>
<td>$28.75</td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65% H&amp;W, V, TR, HSLA, P, CITF, CWP, VAC</td>
<td>$34.29</td>
<td>$32.03</td>
<td>$32.03</td>
<td>$31.15</td>
</tr>
<tr>
<td>Third 13-18 Mos.</td>
<td>70% H&amp;W, V, TR, HSLA, P, CITF, CWP, VAC, ANN</td>
<td>$36.93</td>
<td>$34.49</td>
<td>$34.49</td>
<td>$33.54</td>
</tr>
<tr>
<td>Fourth 19-24 Mos.</td>
<td>75% H&amp;W, V, TR, HSLA, P, CITF, CWP, VAC, ANN</td>
<td>$39.56</td>
<td>$36.95</td>
<td>$36.95</td>
<td>$35.94</td>
</tr>
<tr>
<td>Fifths 25-30 Mos.</td>
<td>80% All Fringes</td>
<td>$42.20</td>
<td>$39.42</td>
<td>$39.42</td>
<td>$38.34</td>
</tr>
<tr>
<td>Sixth 31-36 Mos.</td>
<td>85% All Fringes</td>
<td>$44.84</td>
<td>$41.88</td>
<td>$41.88</td>
<td>$40.73</td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90% All Fringes</td>
<td>$47.48</td>
<td>$44.34</td>
<td>$44.34</td>
<td>$43.13</td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95% All Fringes</td>
<td>$50.11</td>
<td>$46.81</td>
<td>$46.81</td>
<td>$45.52</td>
</tr>
</tbody>
</table>

**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.**

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**To All Signatory Employers Performing Work in the 46 Northern California Counties:**

The Millwright Agreement Provides Four Wage Rates Based Upon the Counties in Which the Work is Performed.

**Area 1:** Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

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