



CALIFORNIA FIELD IRON WORKERS Administrative Trust

P.O. Box 1208
Roseville, California 95678

Linda Mayrand
Administrator

Phone: (916) 930-9500

Fax: (916) 784-9120

Email: administrator@admin-trust.org

May 1, 2023

In accordance with the provisions of the current Agreement effective July 1, 2020, through December 31, 2024, between the District Council of Iron Workers of the State of California and Vicinity and the California Ironworker Employers Council, Inc., we take this means of notifying you of the changes in our Agreement. Below is a summary of changes effective June 1, 2023:

Summary Sheet

*Reallocation of funds for Pension triggers per May 6, 2021, agreement between the California Ironworker Employers Council and the District Council of Iron Workers of the State of California and Vicinity as follows:

6/1/23 Reallocation of Contributions

- **All Zones & Fence Erectors: \$3.00 from Pension Fund.**
 - **\$1.50 to Defined Contribution Pension Fund (Annuity)**
 - **\$1.50 to Welfare Plan**

See attachments for clarification of changes. Any questions should be directed to your Association or Local.

To be added to our distribution list for future email notifications; email your name, company name and email address to: administrator@Admin-Trust.org

California Field Iron Workers Administrative Trust

Linda Mayrand
Administrator



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May 1, 2023

JOURNEYMAN IRON WORKER

**** (ZONE 1) ****

City and County of San Francisco

REINFORCING, STRUCTURAL & ORNAMENTAL ALL AWARDING AGENCIES, EMPLOYERS, CONTRACTORS AND LABOR COUNCILS

In accordance with the provisions of the current Agreement effective July 1, 2020, through December 31, 2024, between the District Council of Iron Workers of the State of California and Vicinity and the California Ironworker Employers Council, Inc., we take this means of notifying you of the changes in our Agreement effective June 1, 2023.

Effective June 1, 2023, the \$3.00 per hour reallocation of contributions has been allocated by the Union to wages and trust fund contributions as follows:

WAGES (Section 7.)

The minimum hourly wage rate remains the same for each hour paid for and/or worked as follows:

Reinforcing, Structural & Ornamental.....\$50.38 per hour

The Foremen's rate remains the same. A Foremen shall be paid not less than 10% more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

To the above wage rates the Vacation Contribution is to be added to figure gross wages for tax purposes.

APPRENTICESHIP-RETRAINING FUND (Section 10.)

The contribution rate to the Apprenticeship-Retraining Fund remains the same for each hour paid for and/or worked.

Apprenticeship-Retraining Fund.....\$.72 per hour

VACATION/PERSONAL TIME OFF (PTO) PLAN (Section 11.)

The contribution rate to the Vacation/Personal Time Off (PTO) Plan remains the same for each hour paid for and/or worked.

Vacation/Personal Time Off (PTO) Plan.....\$6.00 per hour

**** (ZONE 1) ****

WELFARE PLAN (Section 12.)

Effective June 1, 2023, the contribution rate to the Welfare Plan is **increased \$1.50** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan.....\$11.70 per hour

PENSION PLAN (Section 13.)

Effective June 1, 2023, the contribution rate to the Pension Plan is **decreased \$3.00** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Pension Plan.....\$9.32 per hour

ADMINISTRATIVE TRUST (Section 14A.)

The contribution rate to the Administrative Trust remains the same for each hour paid for and/or worked.

Administrative Trust.....\$.03 per hour

LABOR MANAGEMENT COOPERATIVE TRUST (Section 14B.)

The contribution rate to the Labor Management Cooperative Trust remains the same each hour paid for and/or worked.

Labor Management Cooperative Trust.....\$.44 per hour

DEFINED CONTRIBUTION PENSION FUND (ANNUITY) (Section 16.)

Effective June 1, 2023, the contribution rate to the Defined Contribution Pension Fund (Annuity) is **increased \$1.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.56 per hour

IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)

The contribution rate to the Ironworkers Negotiated Workers' Compensation Program remains the same for each hour paid for and/or worked.

Ironworkers Negotiated Workers' Compensation Program.....\$.035 per hour

The total monetary increase of \$2.80 per hour effective January 1, 2024, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2024.

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL

ZONE 1										
City and County of San Francisco										
Journeyman										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/23	\$50.38	\$6.00	\$6.56	\$11.70	\$9.32	\$0.72	\$0.03	\$0.44	\$0.035	\$85.185
Apprentices										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period Apprentice 50%										
06/01/23	\$25.19	\$6.00	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.035	\$37.445
2nd Period Apprentice 55%										
06/01/23	\$27.71	\$6.00	n/a	\$11.70	n/a	\$0.72	\$0.03	\$0.44	\$0.035	\$46.635
3rd Period Apprentice 60%										
06/01/23	\$30.23	\$6.00	n/a	\$11.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$51.485
4th Period Apprentice 65%										
06/01/23	\$32.75	\$6.00	\$3.28	\$11.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$57.285
5th Period Apprentice 75%										
06/01/23	\$37.79	\$6.00	\$3.28	\$11.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$64.655
6th Period Apprentice 80%										
06/01/23	\$40.30	\$6.00	\$3.28	\$11.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$67.165
7th Period Apprentice 90%										
06/01/23	\$45.34	\$6.00	\$6.56	\$11.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$77.815
8th Period Apprentice 95%										
06/01/23	\$47.86	\$6.00	\$6.56	\$11.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$80.335
Effective -	6/1/2023									
Key -	Apprent = Apprenticeship Fund			Admin = Administrative Trust			LMCT = Labor Management Cooperative Trust			
	Vacation = Vacation/Personal Time Off (PTO)						WCTF = Workers Compensation Trust Fund			
	DC Pen. = Defined Contribution Pension Fund (Annuity)									
*Wage rate includes the conversion of the daily Congestion Zone to an hourly wage rate of \$1.63.										



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May 1, 2023

JOURNEYMAN IRON WORKER

**** (ZONE 2) ****

Alameda, Contra Costa, San Mateo, and Santa Clara Counties

**REINFORCING, STRUCTURAL & ORNAMENTAL
ALL AWARDING AGENCIES, EMPLOYERS, CONTRACTORS
AND LABOR COUNCILS**

In accordance with the provisions of the current Agreement effective July 1, 2020, through December 31, 2024, between the District Council of Iron Workers of the State of California and Vicinity and the California Ironworker Employers Council, Inc., we take this means of notifying you of the changes in our Agreement effective June 1, 2023.

Effective June 1, 2023, the \$3.00 per hour reallocation of contributions has been allocated by the Union to wages and trust fund contributions as follows:

WAGES (Section 7.)

The minimum hourly wage rate remains the same for each hour paid for and/or worked as follows:

Reinforcing, Structural & Ornamental.....\$49.88 per hour

The Foremen's rate remains the same. A Foremen shall be paid not less than 10% more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

To the above wage rates the Vacation Contribution is to be added to figure gross wages for tax purposes.

APPRENTICESHIP-RETRAINING FUND (Section 10.)

The contribution rate to the Apprenticeship-Retraining Fund remains the same for each hour paid for and/or worked.

Apprenticeship-Retraining Fund.....\$.72 per hour

VACATION/PERSONAL TIME OFF (PTO) PLAN (Section 11.)

The contribution rate to the Vacation/Personal Time Off (PTO) Plan remains the same for each hour paid for and/or worked.

Vacation/Personal Time Off (PTO) Plan.....\$6.00 per hour

**** (ZONE 2) ****

WELFARE PLAN (Section 12.)

Effective June 1, 2023, the contribution rate to the Welfare Plan is **increased \$1.50** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan.....\$11.70 per hour

PENSION PLAN (Section 13.)

Effective June 1, 2023, the contribution rate to the Pension Plan is **decreased \$3.00** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Pension Plan.....\$9.32 per hour

ADMINISTRATIVE TRUST (Section 14A.)

The contribution rate to the Administrative Trust remains the same for each hour paid for and/or worked.

Administrative Trust.....\$.03 per hour

LABOR MANAGEMENT COOPERATIVE TRUST (Section 14B.)

The contribution rate to the Labor Management Cooperative Trust remains the same for each hour paid for and/or worked.

Labor Management Cooperative Trust.....\$.44 per hour

DEFINED CONTRIBUTION PENSION FUND (ANNUITY) (Section 16.)

Effective June 1, 2023, the contribution rate to the Defined Contribution Pension Fund (Annuity) is **increased \$1.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.56 per hour

IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)

The contribution rate to the Ironworkers Negotiated Workers' Compensation Program remains the same for each hour paid for and/or worked.

Ironworkers Negotiated Workers' Compensation Program.....\$.035 per hour

The total monetary increase of \$2.80 per hour effective January 1, 2024, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2024.

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL

ZONE 2										
Alameda, Contra Costa, San Mateo and Santa Clara Counties										
Journeyman										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/23	\$49.88	\$6.00	\$6.56	\$11.70	\$9.32	\$0.72	\$0.03	\$0.44	\$0.035	\$84.685
Apprentices										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period Apprentice 50%										
06/01/23	\$24.94	\$6.00	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.035	\$37.195
2nd Period Apprentice 55%										
06/01/23	\$27.43	\$6.00	n/a	\$11.70	n/a	\$0.72	\$0.03	\$0.44	\$0.035	\$46.355
3rd Period Apprentice 60%										
06/01/23	\$29.93	\$6.00	n/a	\$11.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$51.185
4th Period Apprentice 65%										
06/01/23	\$32.42	\$6.00	\$3.28	\$11.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$56.955
5th Period Apprentice 75%										
06/01/23	\$37.41	\$6.00	\$3.28	\$11.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$64.275
6th Period Apprentice 80%										
06/01/23	\$39.90	\$6.00	\$3.28	\$11.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$66.765
7th Period Apprentice 90%										
06/01/23	\$44.89	\$6.00	\$6.56	\$11.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$77.365
8th Period Apprentice 95%										
06/01/23	\$47.39	\$6.00	\$6.56	\$11.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$79.865
Effective - 6/1/2023										
Key -	Apprent = Apprenticeship Fund			Admin = Administrative Trust			LMCT = Labor Management Cooperative Trust			
	Vacation = Vacation/Personal Time Off (PTO)						WCTF = Workers Compensation Trust Fund			
	DC Pen. = Defined Contribution Pension Fund (Annuity)									
*Wage rate includes the conversion of the daily Congestion Zone to an hourly wage rate of \$1.13.										



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May 1, 2023

JOURNEYMAN IRON WORKER

**** (ZONE 3) ****

Los Angeles City including the cities of Baldwin Hills, Beverly Hills, Burbank, Culver City, El Segundo, Gardena, Hawthorne, Hermosa Beach, Inglewood, Lawndale, Lennox, Lomita, Manhattan Beach, Marina Del Rey, Rancho Palos Verdes, Redondo Beach, Rolling Hills Estates, San Fernando, Santa Monica, Torrance, Universal City, West Hollywood and Westwood Veterans Affairs

REINFORCING, STRUCTURAL & ORNAMENTAL ALL AWARDING AGENCIES, EMPLOYERS, CONTRACTORS AND LABOR COUNCILS

In accordance with the provisions of the current Agreement effective July 1, 2020, through December 31, 2024, between the District Council of Iron Workers of the State of California and Vicinity and the California Ironworker Employers Council, Inc., we take this means of notifying you of the changes in our Agreement effective June 1, 2023.

Effective June 1, 2023, the \$3.00 per hour reallocation of contributions has been allocated by the Union to wages and trust fund contributions as follows:

WAGES (Section 7.)

The minimum hourly wage rate remains the same for each hour paid for and/or worked as follows:

Reinforcing, Structural & Ornamental.....\$47.73 per hour

The Foremen's rate remains the same. A Foremen shall be paid not less than 10% more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

To the above wage rates the Vacation Contribution is to be added to figure gross wages for tax purposes.

APPRENTICESHIP-RETRAINING FUND (Section 10.)

The contribution rate to the Apprenticeship-Retraining Fund remains the same for each hour paid for and/or worked.

Apprenticeship-Retraining Fund.....\$.72 per hour

VACATION/PERSONAL TIME OFF (PTO) PLAN (Section 11.)

The contribution rate to the Vacation/Personal Time Off (PTO) Plan remains the same for each hour paid for and/or worked.

Vacation/Personal Time Off (PTO) Plan.....\$6.00 per hour

**** (ZONE 3) ****

WELFARE PLAN (Section 12.)

Effective June 1, 2023, the contribution rate to the Welfare Plan is **increased \$1.50** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan.....\$11.70 per hour

PENSION PLAN (Section 13.)

Effective June 1, 2023, the contribution rate to the Pension Plan is **decreased \$3.00** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Pension Plan.....\$9.32 per hour

ADMINISTRATIVE TRUST (Section 14A.)

The contribution rate to the Administrative Trust remains the same for each hour paid for and/or worked.

Administrative Trust.....\$.03 per hour

LABOR MANAGEMENT COOPERATIVE TRUST (Section 14B.)

The contribution rate to the Labor Management Cooperative Trust remains the same for each hour paid for and/or worked.

Labor Management Cooperative Trust.....\$.44 per hour

DEFINED CONTRIBUTION PENSION FUND (ANNUITY) (Section 16.)

Effective June 1, 2023, the contribution rate to the Defined Contribution Pension Fund (Annuity) is **increased \$1.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.56 per hour

IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)

The contribution rate to the Ironworkers Negotiated Workers' Compensation Program remains the same for each hour paid for and/or worked.

Ironworkers Negotiated Workers' Compensation Program.....\$.035 per hour

The total monetary increase of \$2.45 per hour effective January 1, 2024, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2024.

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL

ZONE 3										
Los Angeles City including the cities of Baldwin Hills, Beverly Hills, Burbank, Culver City, El Segundo, Gardena, Hawthorne, Hermosa Beach, Inglewood, Lawndale, Lennox, Lomita, Manhattan Beach, Marina Del Rey, Rancho Palos Verdes, Redondo Beach, Rolling Hills Estates, San Fernando, Santa Monica, Torrance, Universal City, West Hollywood, Westwood Veterans Affairs										
Journeyman										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/23	\$47.73	\$6.00	\$6.56	\$11.70	\$9.32	\$0.72	\$0.03	\$0.44	\$0.035	\$82.535
Apprentices										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period Apprentice 50%										
06/01/23	\$23.87	\$6.00	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.035	\$36.125
2nd Period Apprentice 55%										
06/01/23	\$26.25	\$6.00	n/a	\$11.70	n/a	\$0.72	\$0.03	\$0.44	\$0.035	\$45.175
3rd Period Apprentice 60%										
06/01/23	\$28.64	\$6.00	n/a	\$11.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$49.895
4th Period Apprentice 65%										
06/01/23	\$31.02	\$6.00	\$3.28	\$11.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$55.555
5th Period Apprentice 75%										
06/01/23	\$35.80	\$6.00	\$3.28	\$11.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$62.665
6th Period Apprentice 80%										
06/01/23	\$38.18	\$6.00	\$3.28	\$11.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$65.045
7th Period Apprentice 90%										
06/01/23	\$42.96	\$6.00	\$6.56	\$11.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$75.435
8th Period Apprentice 95%										
06/01/23	\$45.34	\$6.00	\$6.56	\$11.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$77.815
Effective - 6/1/2023										
Key -	Apprent = Apprenticeship Fund			Admin = Administrative Trust			LMCT = Labor Management Cooperative Trust			
	Vacation = Vacation/Personal Time Off (PTO)						WCTF = Workers Compensation Trust Fund			
	DC Pen. = Defined Contribution Pension Fund (Annuity)									
*Wage rate includes the conversion of the daily Congestion Zone to an hourly wage rate of \$.63.										



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May 1, 2023

JOURNEYMAN IRON WORKER

**** (ZONE 4) ****

California Counties of Amador, Butte, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Imperial, Kern, Kings, Lake, Los Angeles (portions not covered in Zone 3), Madera, Marin, Mariposa, Mendocino, Merced, Monterey, Napa, Nevada, Orange, Placer, Plumas, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Shasta, Sierra, Solano, Sonoma, Stanislaus, Sutter, Tehama, Tulare, Tuolumne, Ventura, Yolo, Yuba

Nevada Counties of Carson City, Clark, Douglas, Nye, Storey, Washoe

REINFORCING, STRUCTURAL & ORNAMENTAL ALL AWARDING AGENCIES, EMPLOYERS, CONTRACTORS AND LABOR COUNCILS

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Effective June 1, 2023, the \$3.00 per hour reallocation of contributions has been allocated by the Union to wages and trust fund contributions as follows:

WAGES (Section 7.)

The minimum hourly wage rate remains the same for each hour paid for and/or worked as follows:

Reinforcing, Structural & Ornamental.....\$46.20 per hour

The Foremen's rate remains the same. A Foremen shall be paid not less than 10% more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

To the above wage rates the Vacation Contribution is to be added to figure gross wages for tax purposes.

APPRENTICESHIP-RETRAINING FUND (Section 10.)

The contribution rate to the Apprenticeship-Retraining Fund remains the same for each hour paid for and/or worked.

Apprenticeship-Retraining Fund.....\$.72 per hour

VACATION/PERSONAL TIME OFF (PTO) PLAN (Section 11.)

The contribution rate to the Vacation/Personal Time Off (PTO) Plan remains the same for each hour paid for and/or worked.

Vacation/Personal Time Off (PTO) Plan.....\$6.00 per hour

**** (ZONE 4) ****

WELFARE PLAN (Section 12.)

Effective June 1, 2023, the contribution rate to the Welfare Plan is **increased \$1.50** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan.....\$11.70 per hour

PENSION PLAN (Section 13.)

Effective June 1, 2023, the contribution rate to the Pension Plan is **decreased \$3.00** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Pension Plan.....\$9.32 per hour

ADMINISTRATIVE TRUST (Section 14A.)

The contribution rate to the Administrative Trust remains the same for each hour paid for and/or worked.

Administrative Trust.....\$.03 per hour

LABOR MANAGEMENT COOPERATIVE TRUST (Section 14B.)

The contribution rate to the Labor Management Cooperative Trust remains the same for each hour paid for and/or worked.

Labor Management Cooperative Trust.....\$.44 per hour

DEFINED CONTRIBUTION PENSION FUND (ANNUITY) (Section 16.)

Effective June 1, 2023, the contribution rate to the Defined Contribution Pension Fund (Annuity) is **increased \$1.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.56 per hour

IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)

The contribution rate to the Ironworkers Negotiated Workers' Compensation Program remains the same for each hour paid for and/or worked.

Ironworkers Negotiated Workers' Compensation Program.....\$.035 per hour

The total monetary increase of \$1.85 per hour effective January 1, 2024, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2024.

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL

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May 1, 2023

JOURNEYMAN IRON WORKER

**** (ZONE 5) ****

**California Counties of Alpine, Del Norte, Inyo, Lassen, Modoc, Mono, Siskiyou, Trinity
Nevada Counties of Churchill, Esmeralda, Humboldt, Lander, Lincoln, Lyon, Mineral, Pershing**

*Excluding all renewable energy and energy storage new construction projects,
which shall be considered under the wage and fringe benefits as indicated in Zone 4.

REINFORCING, STRUCTURAL & ORNAMENTAL ALL AWARDING AGENCIES, EMPLOYERS, CONTRACTORS AND LABOR COUNCILS

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Effective June 1, 2023, the \$3.00 per hour reallocation of contributions has been allocated by the Union to wages and trust fund contributions as follows:

WAGES (Section 7.)

The minimum hourly wage rate remains the same for each hour paid for and/or worked as follows:

Reinforcing, Structural & Ornamental.....\$41.00 per hour

The Foremen's rate remains the same. A Foremen shall be paid not less than 10% more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

To the above wage rates the Vacation Contribution is to be added to figure gross wages for tax purposes.

APPRENTICESHIP-RETRAINING FUND (Section 10.)

The contribution rate to the Apprenticeship-Retraining Fund remains the same for each hour paid for and/or worked.

Apprenticeship-Retraining Fund.....\$.72 per hour

VACATION/PERSONAL TIME OFF (PTO) PLAN (Section 11.)

The contribution rate to the Vacation/Personal Time Off (PTO) Plan remains the same for each hour paid for and/or worked.

Vacation/Personal Time Off (PTO) Plan.....\$5.40 per hour

**** (ZONE 5) ****

WELFARE PLAN (Section 12.)

Effective June 1, 2023, the contribution rate to the Welfare Plan is **increased \$1.50** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan.....\$11.70 per hour

PENSION PLAN (Section 13.)

Effective June 1, 2023, the contribution rate to the Pension Plan is **decreased \$3.00** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Pension Plan.....\$9.32 per hour

ADMINISTRATIVE TRUST (Section 14A.)

The contribution rate to the Administrative Trust remains the same for each hour paid for and/or worked.

Administrative Trust.....\$.03 per hour

LABOR MANAGEMENT COOPERATIVE TRUST (Section 14B.)

The contribution rate to the Labor Management Cooperative Trust remains the same for each hour paid for and/or worked.

Labor Management Cooperative Trust.....\$.44 per hour

DEFINED CONTRIBUTION PENSION FUND (ANNUITY) (Section 16.)

Effective June 1, 2023, the contribution rate to the Defined Contribution Pension Fund (Annuity) is **increased \$1.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.56 per hour

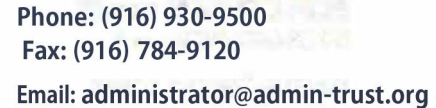
IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)

The contribution rate to the Ironworkers Negotiated Workers' Compensation Program remains the same for each hour paid for and/or worked.

Ironworkers Negotiated Workers' Compensation Program.....\$.035 per hour

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL

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****(FENCE ERECTORS)****

WELFARE PLAN (Section 12.)

Effective June 1, 2023, the contribution rate to the Welfare Plan is **increased \$1.50** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan.....\$9.53 per hour

PENSION PLAN (Section 13.)

Effective June 1, 2023, the contribution rate to the Pension Plan is **decreased \$3.00** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Pension Plan.....\$5.99 per hour

ADMINISTRATIVE TRUST (Section 14A.)

The contribution rate to the Administrative Trust remains the same for each hour paid for and/or worked.

Administrative Trust.....\$.03 per hour

LABOR MANAGEMENT COOPERATIVE TRUST (Section 14B.)

The contribution rate to the Labor Management Cooperative Trust remains the same for each hour paid for and/or worked.

Labor Management Cooperative Trust.....\$.11 per hour

DEFINED CONTRIBUTION PENSION FUND (ANNUITY) (Section 16.)

Effective June 1, 2023, the contribution rate to the Defined Contribution Pension Fund (Annuity) is **increased \$1.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$5.01 per hour

IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)

The contribution rate to the Ironworkers Negotiated Workers' Compensation Program remains the same for each hour paid for and/or worked.

Ironworkers Negotiated Workers' Compensation Program.....\$.035 per hour

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR FENCE ERECTOR JOURNEYMEN IRONWORKERS AND APPRENTICES

All Areas of California and Nevada - Fence Erector										
Covered by the Collective Bargaining Agreement										
Journeyman Fence Erector										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/23	\$41.28	\$4.62	\$5.01	\$9.53	\$5.99	\$0.51	\$0.03	\$0.11	\$0.035	\$67.115
Apprentice Fence Erector										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period Apprentice 50%										
06/01/23	\$20.64	\$4.62	n/a	\$5.50	n/a	\$0.51	n/a	n/a	\$0.035	\$31.305
2nd Period Apprentice 55%										
06/01/23	\$22.70	\$4.62	n/a	\$9.53	n/a	\$0.51	\$0.03	\$0.11	\$0.035	\$37.535
3rd Period Apprentice 60%										
06/01/23	\$24.77	\$4.62	n/a	\$9.53	\$1.50	\$0.51	\$0.03	\$0.11	\$0.035	\$41.105
4th Period Apprentice 65%										
06/01/23	\$26.83	\$4.62	\$2.51	\$9.53	\$1.50	\$0.51	\$0.03	\$0.11	\$0.035	\$45.675
5th Period Apprentice 75%										
06/01/23	\$30.96	\$4.62	\$2.51	\$9.53	\$3.00	\$0.51	\$0.03	\$0.11	\$0.035	\$51.305
6th Period Apprentice 80%										
06/01/23	\$33.02	\$4.62	\$2.51	\$9.53	\$3.00	\$0.51	\$0.03	\$0.11	\$0.035	\$53.365
7th Period Apprentice 90%										
06/01/23	\$37.15	\$4.62	\$5.01	\$9.53	\$4.50	\$0.51	\$0.03	\$0.11	\$0.035	\$61.495
8th Period Apprentice 95%										
06/01/23	\$39.22	\$4.62	\$5.01	\$9.53	\$4.50	\$0.51	\$0.03	\$0.11	\$0.035	\$63.565
Effective - 6/1/2023										
Key -	Apprent = Apprenticeship Fund			Admin = Administrative Trust			LMCT = Labor Management Cooperative Trust			
	Vacation = Vacation/Personal Time Off (PTO)					WCTF = Workers Compensation Trust Fund				
DC Pen. = Defined Contribution Pension Fund (Annuity)										