



CALIFORNIA FIELD IRON WORKERS Administrative Trust

P.O. Box 1208
Roseville, California 95678

Linda Mayrand
Administrator

Phone: (916) 930-9500
Email: administrator@admin-trust.org

***Disregard 11/25/25 email copy - Zone 4 spreadsheet had typo for DC Pension (Annuity)**

December 2, 2025

In accordance with the provisions of the current Agreement effective January 1, 2025, through December 31, 2027, 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 the monetary changes taking effect on January 1, 2026. Increases to Subsistence Pay, Show-Up Expense, Travel Reimbursement & Dedicated Shift Work are included; see pages 2 & 3 for full details.

***NEW ZONES EFFECTIVE 1/1/26**

Summary Sheet

- **1/1/26 Increase – Allocation for each Zone is listed below:**

Zone 1 (New) -- California City and County of San Francisco and Counties of Santa Clara and San Mateo:

Zone 1 Increase-- \$2.61 Wages + \$0.05 Vacation + \$0.30 Annuity + \$0.01 LMCT + \$0.005 WCTF = **\$2.975 Total**

Zone 2 (New)-- California Counties of Alameda and Contra Costa:

Zone 2 Increase-- \$2.60 Wages + \$0.05 Vacation + \$0.30 Annuity + \$0.01 LMCT + \$0.005 WCTF = **\$2.965 Total**

Zone 3 (New)-- California Port of Long Beach and City of Los Angeles including 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:

Zone 3 Increase-- \$2.61 Wages + \$0.05 Vacation + \$0.30 Annuity + \$0.01 LMCT + \$0.005 WCTF = **\$2.975 Total**

Zone 4 (New) -- California Counties of Orange and San Diego and City of Long Beach:

Zone 4 Increase-- \$2.65 Wages + \$0.05 Vacation + \$0.30 Annuity + \$0.01 LMCT + \$0.005 WCTF = **\$3.015 Total**

Zone 5-- (New, merge old Zone 5 into old Zone 4) California Counties of Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Imperial, Inyo, Kern, Kings, Lake, Lassen, Los Angeles (portions not covered in Zone 3), Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Riverside, Sacramento, San Benito, San Bernardino, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Tulare, Trinity, Tuolumne, Ventura, Yolo, Yuba.

Nevada Counties of Carson City, Clark, Churchill, Douglas, Esmeralda, Humbolt, Lander, Lincoln, Lyon, Mineral, Nye, Pershing, Storey, Washoe:

Zone 5 Increase-- \$1.15 Wages + \$0.05 Vacation + \$0.30 Annuity + \$0.01 LMCT + \$0.005 WCTF = **\$1.515 Total**

Continued next page



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Fence Erectors-- All areas of California & Nevada

Fence Erectors Increase-- \$.72 Wages + \$0.03 Vacation + \$.24 Annuity + \$.51 Pension + \$.01 LMCT
+ \$.005 WCTF = **\$1.515 Total**

- See attached sheets for clarification of changes.

Additional Changes effective 1/1/26:

Section 9. A – Subsistence Pay ... Where a job is located 60 miles or more from the City Hall of San Francisco, Oakland, San Jose, Sacramento, Stockton, Fresno, Bishop, Bakersfield, Eureka, Redding, Napa, Los Angeles, San Diego, San Bernardino and Ventura of the State of California, and Reno and Las Vegas of the State of Nevada, a workmen will be compensated per scheduled workday for the job. Subsistence pay is determined by ascertaining the city hall enumerated above which is closest to the job. **The city hall must be within the jurisdiction of the same Local Union supplying the labor.** If the job is more than 60 miles from that city hall, subsistence shall be owed as follows:

<u>Effective</u>	<u>1/1/2026</u>
Sixty (60) miles to seventy (75) miles	<u>\$30.00</u>
Seventy-five (75) miles to one hundred (100) miles	<u>\$40.00</u>
One hundred (100) miles and over	<u>\$95.00</u>

Section 6. E – Work Day – When an employee is ordered by the individual employer or his representative to report for work and then through no fault of the employee is not put to work, said employee shall be paid a “show up” expense of ~~\$60.00~~...change to read: **Effective January 1, 2026 - \$80**

Section 9. J – “Show Up Expense” ... On jobs located outside the free zones, workmen who report for work and for whom no work is provided shall be paid a “show up” expense ~~of \$60.00~~**per section 6 paragraph E** in addition to subsistence Mondays through Fridays. On Saturdays, Sundays and holidays “show up” expense will be based on the applicable overtime factor; provided that, to qualify for “show up” expense on any day the workman must remain at the job site for two (2) hours, available for work, unless released by the individual employer or his representative. If a workman is put to work, he will be paid in accordance with Section 6-E. Note: The intent of both parties is that “show up” expense shall not be paid when the workman appears for work in an unfit condition or without proper tools or qualifications.

Effective January 1, 2026 - \$80

Continued next page



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Section 9. D - Travel Reimbursement – Travel reimbursement will be paid by the individual employer as follows:

<u>Effective</u>	<u>1/1/2026</u>
Sixty (60) miles to seventy (75) miles	<u>\$35.00</u>
Seventy-five (75) miles to one hundred (100) miles	<u>\$65.00</u>
One hundred (100) miles and over	<u>\$80.00</u>
Each additional fifty (50) miles	<u>\$35.00</u>

Section 6. – Dedicated Shift Work –

Effective 1/1/26 - Replace current language with the following:

Dedicated Shift Work- By mutual agreement by the individual employer and the Business Manager/Agent of the appropriate Local Union or the District Council of Iron Workers, and with one week's notice, the employer may establish a dedicated shift outside of the regular work day of not less than three (3) days duration on the basis of eight (8) hours worked for eight (8) hours paid, or a proportionate part thereof for the time worked, the basic wage rate plus a premium equal to 7% of the basic wage rate when the shift starts before between 5:00 p.m. and 11:59 p.m. When the shift starts between 12:00 a.m. and 4:59 a.m., the premium will equal 13% of the basic wage rate. Dedicated shifts may not be used for amusement park facilities currently covered by an existing Project Labor Agreement (PLA).

- 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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December 2, 2025

JOURNEYMAN IRON WORKER

**** (NEW - ZONE 1) ****

California City and County of San Francisco and Counties of Santa Clara and San Mateo

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

In accordance with the provisions of the current Agreement effective January 1, 2025, through December 31, 2027, 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 January 1, 2026.

The monetary increase of \$2.975 per hour effective January 1, 2026, has been allocated by the Union to Wages and Trust Fund contributions as follows:

WAGES (Section 7.)

Effective January 1, 2026, the minimum hourly wage rate is increased **\$2.61** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Reinforcing, Structural & Ornamental.....\$58.44 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.)

Effective January 1, 2026, the contribution rate to the Welfare Plan is increased **\$.05** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Vacation/Personal Time Off (PTO) Plan.....\$6.40 per hour

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

WELFARE PLAN (Section 12.)

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

Welfare Plan.....\$13.70 per hour

PENSION PLAN (Section 13.)

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

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.)

Effective January 1, 2026, the contribution rate to the Labor Management Cooperative Trust is **increased \$.01** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Labor Management Cooperative Trust.....\$.45 per hour

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

Effective January 1, 2026, the contribution rate to the Defined Contribution Pension Fund is **increased \$.30** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.86 per hour

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

Effective January 1, 2026, the contribution rate to the Ironworkers Negotiated Workers' Compensation Program is **increased \$.005** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Ironworkers Negotiated Workers' Compensation Program.....\$.04 per hour

The monetary increase of \$1.60 per hour effective June 1, 2026, has been allocated by the Union to the Welfare Plan.

The total monetary increase of \$2.95 per hour effective January 1, 2027, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2027.

Effective June 1, 2027, monetary increase TBD by the Union to the Welfare Plan.

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

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December 2, 2025

JOURNEYMAN IRON WORKER

**** (NEW - ZONE 2) ****

California Counties of Alameda and Contra Costa

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

In accordance with the provisions of the current Agreement effective January 1, 2025, through December 31, 2027, 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 January 1, 2026.

The monetary increase of \$2.965 per hour effective January 1, 2026, has been allocated by the Union to Wages and Trust Fund contributions as follows:

WAGES (Section 7.)

Effective January 1, 2026, the minimum hourly wage rate is increased **\$2.60** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Reinforcing, Structural & Ornamental.....\$57.93 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.)

Effective January 1, 2026, the contribution rate to the Welfare Plan is increased **\$.05** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Vacation/Personal Time Off (PTO) Plan.....\$6.40 per hour

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

WELFARE PLAN (Section 12.)

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

Welfare Plan.....\$13.70 per hour

PENSION PLAN (Section 13.)

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

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.)

Effective January 1, 2026, the contribution rate to the Labor Management Cooperative Trust **is increased \$.01** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Labor Management Cooperative Trust.....\$.45 per hour

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

Effective January 1, 2026, the contribution rate to the Defined Contribution Pension Fund **is increased \$.30** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.86 per hour

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

Effective January 1, 2026, the contribution rate to the Ironworkers Negotiated Workers' Compensation Program **is increased \$.005** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Ironworkers Negotiated Workers' Compensation Program.....\$.04 per hour

The monetary increase of \$1.60 per hour effective June 1, 2026, has been allocated by the Union to the Welfare Plan.

The total monetary increase of \$2.96 per hour effective January 1, 2027, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2027.

Effective June 1, 2027, monetary increase TBD by the Union to the Welfare Plan.

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

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December 2, 2025

JOURNEYMAN IRON WORKER

**** (NEW - ZONE 3) ****

California Port of Long Beach and City of Los Angeles including 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 January 1, 2025, through December 31, 2027, 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 January 1, 2026.

The monetary increase of \$2.975 per hour effective January 1, 2026, has been allocated by the Union to Wages and Trust Fund contributions as follows:

WAGES (Section 7.)

Effective January 1, 2026, the minimum hourly wage rate is increased \$2.61 per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Reinforcing, Structural & Ornamental.....\$55.59 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.)

Effective January 1, 2026, the contribution rate to the Welfare Plan is increased \$.05 per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Vacation/Personal Time Off (PTO) Plan.....\$6.40 per hour

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

WELFARE PLAN (Section 12.)

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

Welfare Plan.....\$13.70 per hour

PENSION PLAN (Section 13.)

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

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.)

Effective January 1, 2026, the contribution rate to the Labor Management Cooperative Trust is **increased \$.01** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Labor Management Cooperative Trust.....\$.45 per hour

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

Effective January 1, 2026, the contribution rate to the Defined Contribution Pension Fund is **increased \$.30** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.86 per hour

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

Effective January 1, 2026, the contribution rate to the Ironworkers Negotiated Workers' Compensation Program is **increased \$.005** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Ironworkers Negotiated Workers' Compensation Program.....\$.04 per hour

The monetary increase of \$1.60 per hour effective June 1, 2026, has been allocated by the Union to the Welfare Plan.

The total monetary increase of \$4.29 per hour effective January 1, 2027, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2027.

Effective June 1, 2027, monetary increase TBD by the Union to the Welfare Plan.

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

*NEW - ZONE 3										
*California Port of Long Beach and City of Los Angeles including 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										
Affairs										
Journeymen										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
01/01/26	\$55.59	\$6.40	\$6.86	\$13.70	\$9.32	\$0.72	\$0.03	\$0.45	\$0.04	\$93.11
Apprentices										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period Apprentice 50%										
01/01/26	\$27.80	\$6.40	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.04	\$40.46
2nd Period Apprentice 55%										
01/01/26	\$30.57	\$6.40	n/a	\$13.70	n/a	\$0.72	\$0.03	\$0.45	\$0.04	\$51.91
3rd Period Apprentice 60%										
01/01/26	\$33.35	\$6.40	n/a	\$13.70	\$2.33	\$0.72	\$0.03	\$0.45	\$0.04	\$57.02
4th Period Apprentice 65%										
01/01/26	\$36.13	\$6.40	\$3.43	\$13.70	\$2.33	\$0.72	\$0.03	\$0.45	\$0.04	\$63.23
5th Period Apprentice 75%										
01/01/26	\$41.69	\$6.40	\$3.43	\$13.70	\$4.66	\$0.72	\$0.03	\$0.45	\$0.04	\$71.12
6th Period Apprentice 80%										
01/01/26	\$44.47	\$6.40	\$3.43	\$13.70	\$4.66	\$0.72	\$0.03	\$0.45	\$0.04	\$73.90
7th Period Apprentice 90%										
01/01/26	\$50.03	\$6.40	\$6.86	\$13.70	\$6.99	\$0.72	\$0.03	\$0.45	\$0.04	\$85.22
8th Period Apprentice 95%										
01/01/26	\$52.81	\$6.40	\$6.86	\$13.70	\$6.99	\$0.72	\$0.03	\$0.45	\$0.04	\$88.00
Effective -	01/01/26									
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)									



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December 2, 2025

JOURNEYMAN IRON WORKER

**** (NEW - ZONE 4) ****

California Counties of Orange and San Diego and City of Long Beach

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

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The monetary increase of \$3.015 per hour effective January 1, 2026, has been allocated by the Union to Wages and Trust Fund contribution as follows:

WAGES (Section 7.)

Effective January 1, 2026, the minimum hourly wage rate is increased \$2.65 per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Reinforcing, Structural & Ornamental.....\$53.35 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.)

Effective January 1, 2026, the contribution rate to the Welfare Plan is increased \$.05 per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Vacation/Personal Time Off (PTO) Plan.....\$6.40 per hour

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

WELFARE PLAN (Section 12.)

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

Welfare Plan.....\$13.70 per hour

PENSION PLAN (Section 13.)

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

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.)

Effective January 1, 2026, the contribution rate to the Labor Management Cooperative Trust is **increased \$.01** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Labor Management Cooperative Trust.....\$.45 per hour

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

Effective January 1, 2026, the contribution rate to the Defined Contribution Pension Fund is **increased \$.30** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$6.86 per hour

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

Effective January 1, 2026, the contribution rate to the Ironworkers Negotiated Workers' Compensation Program is **increased \$.005** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Ironworkers Negotiated Workers' Compensation Program.....\$.04 per hour

The monetary increase of \$1.60 per hour effective June 1, 2026, has been allocated by the Union to the Welfare Plan.

The total monetary increase of \$3.40 per hour effective January 1, 2027, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2027.

Effective June 1, 2027, monetary increase TBD by the Union to the Welfare Plan.

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

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December 2, 2025

JOURNEYMAN IRON WORKER

**** (NEW - ZONE 5) ****

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

Nevada Counties of Carson City, Clark, Churchill, Douglas, Esmeralda, Humboldt, Lander, Lincoln, Lyon, Mineral, Nye, Pershing, Storey, Washoe

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

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The monetary increase of \$1.515 per hour effective January 1, 2026, has been allocated by the Union to Wages and Trust Fund contributions as follows:

WAGES (Section 7.)

Effective January 1, 2026, the minimum hourly wage rate is **increased \$1.15** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Reinforcing, Structural & Ornamental.....\$51.85 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.)

Effective January 1, 2026, the contribution rate to the Welfare Plan is **increased \$.05** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Vacation/Personal Time Off (PTO) Plan.....\$6.40 per hour

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

WELFARE PLAN (Section 12.)

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

Welfare Plan.....\$13.70 per hour

PENSION PLAN (Section 13.)

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

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.)

Effective January 1, 2026, the contribution rate to the Labor Management Cooperative Trust is **increased \$.01** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Labor Management Cooperative Trust.....\$.45 per hour

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

Effective January 1, 2026, the contribution rate to the Defined Contribution Pension Fund is **increased \$.30** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund	\$6.86 per hour
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IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)

Effective January 1, 2026, the contribution rate to the Ironworkers Negotiated Workers' Compensation Program **is increased \$.005** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Ironworkers Negotiated Workers' Compensation Program.....\$.04 per hour

The monetary increase of \$1.60 per hour effective June 1, 2026, has been allocated by the Union to the Welfare Plan.

The total monetary increase of \$3.15 per hour effective January 1, 2027, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2027.

Effective June 1, 2027, monetary increase TBD by the Union to the Welfare Plan.

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

[illegible]



CALIFORNIA FIELD IRON WORKERS
Administrative Trust

P.O. Box 1208
Roseville, California 95678

Linda Mayrand
Administrator

Phone: (916) 930-9500

Email: administrator@admin-trust.org

December 2, 2025

JOURNEYMAN IRON WORKER

FENCE ERECTORS

****ALL AREAS OF CALIFORNIA AND NEVADA
COVERED BY THE COLLECTIVE BARGAINING AGREEMENT****

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

In accordance with the provisions of the current Agreement effective January 1, 2025, through December 31, 2027, 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 January 1, 2026.

The monetary increase of \$1.515 per hour effective January 1, 2026, has been allocated by the Union to Wages and Trust Fund contributions as follows:

WAGES (Section 7.)

Effective January 1, 2026, the minimum hourly wage rate is increased **\$.72** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Fence Erectors.....\$46.50 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.....\$.51 per hour

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

Effective January 1, 2026, the contribution rate to the Welfare Plan is increased **\$.03** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Vacation/Personal Time Off (PTO) Plan.....\$5.00 per hour

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

WELFARE PLAN (Section 12.)

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

Welfare Plan.....\$10.78 per hour

PENSION PLAN (Section 13.)

Effective January 1, 2026, the minimum hourly wage rate **is increased \$.51** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Pension Plan.....\$6.50 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.)

Effective January 1, 2026, the contribution rate to the Labor Management Cooperative Trust **is increased \$.01** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Labor Management Cooperative Trust.....\$.12 per hour

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

Effective January 1, 2026, the contribution rate to the Defined Contribution Pension Fund **is increased \$.24** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Defined Contribution Pension Fund\$5.25 per hour

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

Effective January 1, 2026, the contribution rate to the Ironworkers Negotiated Workers' Compensation Program **is increased \$.005** per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Ironworkers Negotiated Workers' Compensation Program.....\$.04 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
01/01/26	\$46.50	\$5.00	\$5.25	\$10.78	\$6.50	\$0.51	\$0.03	\$0.12	\$0.04	\$74.73
Apprentice Fence Erector										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period Apprentice 50%										
01/01/26	\$23.25	\$5.00	n/a	\$5.50	n/a	\$0.51	n/a	n/a	\$0.04	\$34.30
2nd Period Apprentice 55%										
01/01/26	\$25.58	\$5.00	n/a	\$10.78	n/a	\$0.51	\$0.03	\$0.12	\$0.04	\$42.06
3rd Period Apprentice 60%										
01/01/26	\$27.90	\$5.00	n/a	\$10.78	\$1.63	\$0.51	\$0.03	\$0.12	\$0.04	\$46.01
4th Period Apprentice 65%										
01/01/26	\$30.23	\$5.00	\$2.63	\$10.78	\$1.63	\$0.51	\$0.03	\$0.12	\$0.04	\$50.97
5th Period Apprentice 75%										
01/01/26	\$34.88	\$5.00	\$2.63	\$10.78	\$3.25	\$0.51	\$0.03	\$0.12	\$0.04	\$57.24
6th Period Apprentice 80%										
01/01/26	\$37.20	\$5.00	\$2.63	\$10.78	\$3.25	\$0.51	\$0.03	\$0.12	\$0.04	\$59.56
7th Period Apprentice 90%										
01/01/26	\$41.85	\$5.00	\$5.25	\$10.78	\$4.88	\$0.51	\$0.03	\$0.12	\$0.04	\$68.46
8th Period Apprentice 95%										
01/01/26	\$44.18	\$5.00	\$5.25	\$10.78	\$4.88	\$0.51	\$0.03	\$0.12	\$0.04	\$70.79
Effective - 01/01/26										
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)										