



# CALIFORNIA FIELD IRON WORKERS Administrative Trust

P.O. Box 1208  
Roseville, California 95678

Linda Mayrand  
Administrator

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November 6, 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 January 1, 2024:

## Summary Sheet

- **1/1/24 Increase** – Allocation for each Zone is listed below :

**Zone 1**--San Francisco City and County:

\$2.20 Wages + \$0.10 Vacation + \$0.50 Welfare = \$2.80 Total Increase

**Zone 2**--Alameda, Santa Clara, San Mateo, and Contra Costa:

\$2.20 Wages + \$0.10 Vacation + \$0.50 Welfare = \$2.80 Total Increase

**Zone 3**--Los Angeles:

\$1.85 Wages + \$0.10 Vacation + \$0.50 Welfare = \$2.45 Total Increase

**Zone 4**--All other counties not specifically identified in other Zones:

\$1.25 Wages + \$0.10 Vacation + \$0.50 Welfare = \$1.85 Total Increase

**Zone 5**--California: Alpine, Del Norte, Inyo, Lassen, Modoc, Mono, Siskiyou, Trinity:

\$0.50 Welfare = \$.50 Total Increase

\*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.

Nevada: 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.

**Fence Erectors**—All areas of California & Nevada

\$1.25 Wages + \$0.10 Vacation + \$0.50 Welfare = \$1.85 Total Increase

- NOTE : CONGESTION ZONE RATES ARE INCLUDED IN WAGE SPREADSHEETS ATTACHED.
- See attached 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](mailto:administrator@Admin-Trust.org)*

California Field Iron Workers Administrative Trust

*Linda Mayrand*  
Administrator



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**Administrative Trust**

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Linda Mayrand  
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**November 6, 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 January 1, 2024.

**The monetary increase of \$2.80 per hour effective January 1, 2024, has been allocated by the Union to wages and trust fund contributions as follows:**

**WAGES (Section 7.)**

**Effective January 1, 2024**, the minimum hourly wage rate is **increased \$2.20 per hour** for each hour paid for and/or worked. The new wage rate is as follows:

**Reinforcing, Structural & Ornamental.....\$52.58 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, 2024**, the contribution rate to the Vacation/Personal Time Off (PTO) Plan is **increased \$.10 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Vacation/Personal Time Off (PTO) Plan.....\$.10 per hour**

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

**WELFARE PLAN** (Section 12.)

Effective January 1, 2024, the contribution rate to the Welfare Plan is increased **\$.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Welfare Plan.....\$12.20 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.)

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.)

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

**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

| <b>ZONE 1</b>  |   |          |         |                              |  |         |   |        |         |          |
|--|---|----------|---------|------------------------------|--|---------|---|--------|---------|----------|
| <b>City and County of San Francisco</b>  |   |          |         |                              |  |         |   |        |         |          |
| <b>Journeymen</b>  |   |          |         |                              |  |         |   |        |         |          |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |
| 01/01/24   | \$52.58   | \$6.10   | \$6.56  | \$12.20                      | \$9.32                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$87.985 |
|  |   |          |         |                              |  |         |   |        |         |          |
| <b>Apprentices</b>   |   |          |         |                              |  |         |   |        |         |          |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |
| <b>1st Period Apprentice 50%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$26.29   | \$6.10   | n/a     | \$5.50                       | n/a                                    | \$0.72  | n/a                                       | n/a    | \$0.035 | \$38.645 |
| <b>2nd Period Apprentice 55%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$28.92   | \$6.10   | n/a     | \$12.20                      | n/a                                    | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$48.445 |
| <b>3rd Period Apprentice 60%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$31.55   | \$6.10   | n/a     | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$53.405 |
| <b>4th Period Apprentice 65%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$34.18   | \$6.10   | \$3.28  | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$59.315 |
| <b>5th Period Apprentice 75%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$39.44   | \$6.10   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$66.905 |
| <b>6th Period Apprentice 80%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$42.06   | \$6.10   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$69.525 |
| <b>7th Period Apprentice 90%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$47.32   | \$6.10   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$80.395 |
| <b>8th Period Apprentice 95%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$49.95   | \$6.10   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$83.025 |
| <b>Effective - 1/1/2024</b>  |   |          |         |                              |  |         |   |        |         |          |
| 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) |          |         |                              |  |         |   |        |         |          |
| <b>*Wage rate includes the conversion of the daily Congestion Zone to an hourly wage rate of \$1.63.</b> |   |          |         |                              |  |         |   |        |         |          |



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**November 6, 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 January 1, 2024.

**The monetary increase of \$2.80 per hour effective January 1, 2024, has been allocated by the Union to wages and trust fund contributions as follows:**

**WAGES** (Section 7.)

**Effective January 1, 2024**, the minimum hourly wage rate is **increased \$2.20 per hour** for each hour paid for and/or worked. The new wage rate is as follows:

**Reinforcing, Structural & Ornamental.....\$52.08 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, 2024**, the contribution rate to the Vacation/Personal Time Off (PTO) Plan is **increased \$.10 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Vacation/Personal Time Off (PTO) Plan.....\$.10 per hour**

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

**WELFARE PLAN** (Section 12.)

Effective January 1, 2024, the contribution rate to the Welfare Plan is increased **\$.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Welfare Plan.....\$12.20 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.)

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.)

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

**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

| <b>ZONE 2</b>  |   |          |         |                              |  |         |   |        |         |          |
|--|---|----------|---------|------------------------------|--|---------|---|--------|---------|----------|
| <b>Alameda, Contra Costa, San Mateo and Santa Clara Counties</b>   |   |          |         |                              |  |         |   |        |         |          |
| <b>Journeyman</b>  |   |          |         |                              |  |         |   |        |         |          |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |
| 01/01/24   | \$52.08   | \$6.10   | \$6.56  | \$12.20                      | \$9.32                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$87.485 |
| <b>Apprentices</b>   |   |          |         |                              |  |         |   |        |         |          |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |
| <b>1st Period Apprentice 50%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$26.04   | \$6.10   | n/a     | \$5.50                       | n/a                                    | \$0.72  | n/a                                       | n/a    | \$0.035 | \$38.395 |
| <b>2nd Period Apprentice 55%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$28.64   | \$6.10   | n/a     | \$12.20                      | n/a                                    | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$48.165 |
| <b>3rd Period Apprentice 60%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$31.25   | \$6.10   | n/a     | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$53.105 |
| <b>4th Period Apprentice 65%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$33.85   | \$6.10   | \$3.28  | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$58.985 |
| <b>5th Period Apprentice 75%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$39.06   | \$6.10   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$66.525 |
| <b>6th Period Apprentice 80%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$41.66   | \$6.10   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$69.125 |
| <b>7th Period Apprentice 90%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$46.87   | \$6.10   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$79.945 |
| <b>8th Period Apprentice 95%</b>   |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24   | \$49.48   | \$6.10   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$82.555 |
| Effective - 01/01/24   |   |          |         |                              |  |         |   |        |         |          |
| 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) |          |         |                              |  |         |   |        |         |          |
| <b>*Wage rate includes the conversion of the daily Congestion Zone to an hourly wage rate of \$1.13.</b> |   |          |         |                              |  |         |   |        |         |          |



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November 6, 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  
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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 January 1, 2024.

**The monetary increase of \$2.45 per hour effective January 1, 2024, has been allocated by the Union to wages and trust fund contributions as follows:**

### WAGES (Section 7.)

Effective January 1, 2024, the minimum hourly wage rate is **increased by \$1.85** for each hour paid for and/or worked. The new wage rate is as follows:

**Reinforcing, Structural & Ornamental.....\$49.58 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, 2024, the contribution rate to the Vacation/Personal Time Off (PTO) Plan is **increased \$ .10 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Vacation/Personal Time Off (PTO) Plan.....\$6.10 per hour**



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

**WELFARE PLAN** (Section 12.)

Effective January 1, 2024, the contribution rate to the Welfare Plan is increased **\$.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Welfare Plan.....\$12.20 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.)

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.)

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

**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

| <b>ZONE 3</b>  |   |          |         |                              |  |         |   |        |         |          |  |
|--|---|----------|---------|------------------------------|--|---------|---|--------|---------|----------|--|
| 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 |   |          |         |                              |  |         |   |        |         |          |  |
| <b>Journeyman</b>  |   |          |         |                              |  |         |   |        |         |          |  |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |  |
| 01/01/24   | \$49.58   | \$6.10   | \$6.56  | \$12.20                      | \$9.32                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$84.985 |  |
| <b>Apprentices</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |  |
| <b>1st Period Apprentice 50%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$24.79   | \$6.10   | n/a     | \$5.50                       | n/a                                    | \$0.72  | n/a                                       | n/a    | \$0.035 | \$37.145 |  |
| <b>2nd Period Apprentice 55%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$27.27   | \$6.10   | n/a     | \$12.20                      | n/a                                    | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$46.795 |  |
| <b>3rd Period Apprentice 60%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$29.75   | \$6.10   | n/a     | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$51.605 |  |
| <b>4th Period Apprentice 65%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$32.23   | \$6.10   | \$3.28  | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$57.365 |  |
| <b>5th Period Apprentice 75%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$37.19   | \$6.10   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$64.655 |  |
| <b>6th Period Apprentice 80%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$39.66   | \$6.10   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$67.125 |  |
| <b>7th Period Apprentice 90%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$44.62   | \$6.10   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$77.695 |  |
| <b>8th Period Apprentice 95%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$47.10   | \$6.10   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$80.175 |  |
| <b>Effective - 01/01/24</b>  |   |          |         |                              |  |         |   |        |         |          |  |
| 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) |          |         |                              |  |         |   |        |         |          |  |
| <b>*Wage rate includes the conversion of the daily Congestion Zone to an hourly wage rate of \$.63.</b>  |   |          |         |                              |  |         |   |        |         |          |  |



# CALIFORNIA FIELD IRON WORKERS Administrative Trust

P.O. Box 1208  
Roseville, California 95678

Linda Mayrand  
Administrator

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Email: administrator@admin-trust.org

November 6, 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

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 January 1, 2024.

**The monetary increase of \$1.85 per hour effective January 1, 2024, has been allocated by the Union to wages and trust fund contributions as follows:**

#### WAGES (Section 7.)

Effective January 1, 2024, the minimum hourly wage rate is increased by \$1.25 for each hour paid for and/or worked. The new wage rate is as follows:

**Reinforcing, Structural & Ornamental.....\$47.45 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, 2024, the contribution rate to the Vacation/Personal Time Off (PTO) Plan is increased \$ .10 per hour for each hour paid for and/or worked. The new contribution rate is as follows:

**Vacation/Personal Time Off (PTO) Plan.....\$6.10 per hour**

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

**WELFARE PLAN** (Section 12.)

Effective January 1, 2024, the contribution rate to the Welfare Plan is increased **\$.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Welfare Plan.....\$12.20 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.)

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.)

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

**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**





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November 6, 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**

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 January 1, 2024.

**Maintenance of Benefits increase of \$.50 per hour effective January 1, 2024, has been allocated by the Union to 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 January 1, 2024, the contribution rate to the Welfare Plan is increased **\$.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Welfare Plan.....\$12.20 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.)

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.)

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

**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

| <b>ZONE 5</b>  |   |          |         |                              |  |         |   |        |         |          |  |
|--|---|----------|---------|------------------------------|--|---------|---|--------|---------|----------|--|
| California Counties of Alpine, Del Norte, Inyo, Lassen, Modoc, Mono, Siskiyou, Trinity<br>Nevada Counties of Churchill, Esmeralda, Humboldt, Lander, Lincoln, Lyon, Mineral, Pershing<br>*Excluding all renewable energy and energy storage new construction projects, which shall be considered under the wage<br>and fringe benefits as indicated in Zone 4. |   |          |         |                              |  |         |   |        |         |          |  |
| <b>Journeyman</b>  |   |          |         |                              |  |         |   |        |         |          |  |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |  |
| 01/01/24   | \$41.00   | \$5.40   | \$6.56  | \$12.20                      | \$9.32                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$75.705 |  |
| <b>Apprentices</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| Effective  | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |  |
| <b>1st Period Apprentice 50%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$20.50   | \$5.40   | n/a     | \$5.50                       | n/a                                    | \$0.72  | n/a                                       | n/a    | \$0.035 | \$32.155 |  |
| <b>2nd Period Apprentice 55%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$22.55   | \$5.40   | n/a     | \$12.20                      | n/a                                    | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$41.375 |  |
| <b>3rd Period Apprentice 60%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$24.60   | \$5.40   | n/a     | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$45.755 |  |
| <b>4th Period Apprentice 65%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$26.65   | \$5.40   | \$3.28  | \$12.20                      | \$2.33                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$51.085 |  |
| <b>5th Period Apprentice 75%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$30.75   | \$5.40   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$57.515 |  |
| <b>6th Period Apprentice 80%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$32.80   | \$5.40   | \$3.28  | \$12.20                      | \$4.66                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$59.565 |  |
| <b>7th Period Apprentice 90%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$36.90   | \$5.40   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$69.275 |  |
| <b>8th Period Apprentice 95%</b>   |   |          |         |                              |  |         |   |        |         |          |  |
| 01/01/24   | \$38.95   | \$5.40   | \$6.56  | \$12.20                      | \$6.99                                 | \$0.72  | \$0.03                                    | \$0.44 | \$0.035 | \$71.325 |  |
| Effective - 01/01/24   |   |          |         |                              |  |         |   |        |         |          |  |
| 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) |          |         |                              |  |         |   |        |         |          |  |





# CALIFORNIA FIELD IRON WORKERS Administrative Trust

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November 6, 2023

## 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 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 January 1, 2024.

**The monetary increase of \$1.85 per hour effective January 1, 2024, has been allocated by the Union to wages and trust fund contributions as follows:**

#### WAGES (Section 7.)

Effective January 1, 2024, the minimum hourly wage rate is increased \$1.25 per hour for each hour paid for and/or worked as follows. The new wage rate is as follows:

**Fence Erectors.....\$42.53 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, 2024, the contribution rate to the Vacation/Personal Time Off (PTO) Plan is increased \$.10 per hour for each hour paid for and/or worked. The new contribution rate is as follows:

**Vacation/Personal Time Off (PTO) Plan.....\$4.72 per hour**

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

**WELFARE PLAN** (Section 12.)

Effective January 1, 2024, the contribution rate to the Welfare Plan is increased **\$.50 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

**Welfare Plan.....\$10.03 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.....\$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.)

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

**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        |   |          |         |                              |  |         |   |        |         |          |
| <b>Journeyman Fence Erector</b>                       |   |          |         |                              |  |         |   |        |         |          |
| Effective   | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |
| 01/01/24  | \$42.53                                     | \$4.72   | \$5.01  | \$10.03                      | \$5.99                                 | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$68.965 |
| <b>Apprentice Fence Erector</b>                       |   |          |         |                              |  |         |   |        |         |          |
| Effective   | Wage  | Vacation | DC Pen. | Welfare                      | Pension                                | Apprent | Admin                                     | LMCT   | WCTF    | Total    |
| <b>1st Period Apprentice 50%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$21.27                                     | \$4.72   | n/a     | \$5.50                       | n/a                                    | \$0.51  | n/a                                       | n/a    | \$0.035 | \$32.035 |
| <b>2nd Period Apprentice 55%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$23.39                                     | \$4.72   | n/a     | \$10.03                      | n/a                                    | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$38.825 |
| <b>3rd Period Apprentice 60%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$25.52                                     | \$4.72   | n/a     | \$10.03                      | \$1.50                                 | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$42.455 |
| <b>4th Period Apprentice 65%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$27.64                                     | \$4.72   | \$2.51  | \$10.03                      | \$1.50                                 | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$47.085 |
| <b>5th Period Apprentice 75%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$31.90                                     | \$4.72   | \$2.51  | \$10.03                      | \$3.00                                 | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$52.845 |
| <b>6th Period Apprentice 80%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$34.02                                     | \$4.72   | \$2.51  | \$10.03                      | \$3.00                                 | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$54.965 |
| <b>7th Period Apprentice 90%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$38.28                                     | \$4.72   | \$5.01  | \$10.03                      | \$4.49                                 | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$63.215 |
| <b>8th Period Apprentice 95%</b>                      |   |          |         |                              |  |         |   |        |         |          |
| 01/01/24  | \$40.40                                     | \$4.72   | \$5.01  | \$10.03                      | \$4.49                                 | \$0.51  | \$0.03                                    | \$0.11 | \$0.035 | \$65.335 |
| <b>Effective - 01/01/24</b>                           |   |          |         |                              |  |         |   |        |         |          |
| 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) |   |          |         |                              |  |         |   |        |         |          |
|   |   |          |         |                              |  |         |   |        |         |          |
|   |   |          |         |                              |  |         |   |        |         |          |