

CALIFORNIA FIELD IRON WORKERS Administrative Trust

Roseville, California 95678

Linda Mayrand Administrator

Phone: (916) 930-9500 Fax: (916) 784-9120

Email: administrator@admin-trust.org

May 5, 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.

All current Zones received a monetary increase from the extension. Wages were effective 1-1-25 and Welfare is effective 6-1-25.

Below is a summary of changes effective June 1, 2025:

Summary Sheet

• 6/1/25 - \$1.50 Increase to Welfare Trust Fund, all Zones :

Zone 1--San Francisco City and County:

\$1.50 Welfare = \$1.50 Total Increase

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

\$1.50 Welfare = \$1.50 Total Increase

Zone 3--Los Angeles:

\$1.50 Welfare = \$1.50 Total Increase

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

\$1.50 Welfare = \$1.50 Total Increase

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

\$1.50 Welfare = \$1.50 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

\$0.75 Welfare = \$0.75 Total Increase

- See attached sheets 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

Línda Mayrand Administrator



Roseville, California 95678

Fax: (916) 784-9120

Email: administrator@admin-trust.org

May 5, 2025

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 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 June 1, 2025.

The monetary increase of \$1.50 per hour effective June 1, 2025, has been allocated by the Union to Welfare Trust Fund contribution as follows:

WAGES (Section 7.)

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

Reinforcing, Structural & Ornamental......\$55.83 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.....\$6.35 per hour

** (ZONE 1) **

WELFARE PLAN (Section 12.)

Effective June 1, 2025, 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.....\$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.)

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

The total monetary increase of \$2.975 per hour effective January 1, 2026, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026. The increase of \$2.96 shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026.

The increase of \$0.01 has been allocated to Labor Management Cooperative Trust effective January 1, 2026.

The increase of \$0.005 has been allocated to Workers Compensation Trust Fund effective January 1, 2026.

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.



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

				0:5	ZONE 1					
Journeym	on			City and C	ounty of S	an Francis	SCO			
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/25	\$55.83	\$6.35	\$6.56	\$13.70	\$9.32	\$0.72	\$0.03	\$0.44	\$0.035	\$92.985
00/01/20	Ψ00.00	ψ0.00	Ψ0.50	ψ13.70	ψ3.32	Ψ0.12	ψ0.00	ΨΟ	ψ0.000	Ψ32.300
Apprentic	es									
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period	Apprentice	e 50%								
06/01/25	\$27.92	\$6.35	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.035	\$40.525
2nd Perio	d Apprentic	e 55%								
06/01/25	\$30.71	\$6.35	n/a	\$13.70	n/a	\$0.72	\$0.03	\$0.44	\$0.035	\$51.985
3rd Period	l Apprentice	e 60%								
06/01/25	\$33.50	\$6.35	n/a	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$57.105
4th Period	Apprentice	65%								
06/01/25	\$36.29	\$6.35	\$3.28	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$63.175
5th Period	Apprentice	75%								
06/01/25	\$41.87	\$6.35	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$71.085
6th Period	Apprentice	e 80%								
06/01/25	\$44.66	\$6.35	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$73.875
7th Period	I Apprentice	90%								
06/01/25	\$50.25	\$6.35	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$85.075
8th Period	I Apprentice	95%								
06/01/25	\$53.04	\$6.35	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$87.865
Effective -	06/01/25									
Key -	Apprent = Ap		ministrative 7							
	Vacation = V			, ,	** \		WCTF = W	orkers Com	pensation Tru	st Fund
	DC Pen. = D	etined Contri	bution Pensi	ion Fund (An	nuity)					
				1						

Roseville, California 95678

Fax: (916) 784-9120

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May 5, 2025

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 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 June 1, 2025.

The monetary increase of \$1.50 per hour effective June 1, 2025, has been allocated by the Union to Welfare Trust Fund contribution as follows:

WAGES (Section 7.)

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

Reinforcing, Structural & Ornamental.....\$55.33 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......\$6.35 per hour

WELFARE PLAN (Section 12.)

Effective June 1, 2025, 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.....\$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.)

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

The total monetary increase of \$2.965 per hour effective January 1, 2026, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026. The increase of \$2.95 shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026.

The increase of \$0.01 has been allocated to Labor Management Cooperative Trust effective January 1, 2026.

The increase of \$0.005 has been allocated to Workers Compensation Trust Fund effective January 1, 2026.

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.

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

ZONE 2	4. Olana Oannii -				
la, Contra Costa, San Mateo and Santa	ta Clara Counties				
en. Welfare Pension Apprent A	Admin LMCT WCTF Total				
	\$0.03 \$0.44 \$0.035 \$92.485				
ψ10.70 ψ3.32 ψ0.72 ψ	ψ0.03 ψ0.44 ψ0.033 ψ32.403				
en. Welfare Pension Apprent A	Admin LMCT WCTF Total				
\$5.50 n/a \$0.72	n/a n/a \$0.035 \$40.275				
\$13.70 n/a \$0.72 \$	\$0.03 \$0.44 \$0.035 \$51.705				
\$13.70 \$2.33 \$0.72 \$	\$0.03 \$0.44 \$0.035 \$56.805				
8 \$13.70 \$2.33 \$0.72 \$	\$0.03 \$0.44 \$0.035 \$62.845				
8 \$13.70 \$4.66 \$0.72 \$	\$0.03 \$0.44 \$0.035 \$70.715				
8 \$13.70 \$4.66 \$0.72 \$	\$0.03 \$0.44 \$0.035 \$73.475				
66 \$13.70 \$6.99 \$0.72 \$	\$0.03 \$0.44 \$0.035 \$84.625				
66 \$13.70 \$6.99 \$0.72 \$	\$0.03 \$0.44 \$0.035 \$87.385				
Admin = Administrative Trust LM	LMCT = Labor Management Cooperative Trust				
	WCTF = Workers Compensation Trust Fund				
ension Fund (Annuity)					
Pension Fund (Annuity)					

Roseville, California 95678

Linda Mayrand

Administrator

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May 5, 2025

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 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 June 1, 2025.

The monetary increase of \$1.50 per hour effective June 1, 2025, has been allocated by the Union to Welfare Trust Fund contribution as follows:

WAGES (Section 7.)

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

Reinforcing, Structural & Ornamental.....\$52.98 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......\$6.35 per hour

** (ZONE 3) **

WELFARE PLAN (Section 12.)

Effective June 1, 2025, 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.....\$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.)

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

The total monetary increase of \$2.975 per hour effective January 1, 2026, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026. The increase of \$2.96 shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026.

The increase of \$0.01 has been allocated to Labor Management Cooperative Trust effective January 1, 2026.

The increase of \$0.005 has been allocated to Workers Compensation Trust Fund effective January 1, 2026.

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.

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

		, Sail i eiliai	uo, Santa W	Offica, Toff	ance, onive	Sai Oity, W	-st Hollywoo	u, westwoo	ou veterans An	alis
Journeym	en									
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/25	\$52.98	\$6.35	\$6.56	\$13.70	\$9.32	\$0.72	\$0.03	\$0.44	\$0.035	\$90.135
Apprentic	es									
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period	Apprentice	50%								
06/01/25	\$26.49	\$6.35	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.035	\$39.095
2nd Period	d Apprentic	e 55%								
06/01/25	\$29.14	\$6.35	n/a	\$13.70	n/a	\$0.72	\$0.03	\$0.44	\$0.035	\$50.415
3rd Period	Apprentice	e 60%								
06/01/25	\$31.79	\$6.35	n/a	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$55.395
4th Period	Apprentice	e 65%								
06/01/25	\$34.44	\$6.35	\$3.28	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$61.325
5th Period	Apprentice	e 75%								
06/01/25	\$39.74	\$6.35	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$68.955
6th Period	Apprentice	e 80%								
06/01/25	\$42.38	\$6.35	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$71.595
7th Period	Apprentice	e 90%								
06/01/25	\$47.68	\$6.35	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$82.505
8th Period	Apprentice	e 95%								
06/01/25	\$50.33	\$6.35	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$85.155
Effective -	06/01/25									
Key -		prenticeship F		Admin = Administrative Trust			LMCT = Labor Management Cooperative Trust			
		acation/Person		,			WCTF = Wor	kers Compen	sation Trust Fund	
	DC Pen. = D	efined Contri	bution Pensi	on Fund (An	nuity)					

Fax: (916) 784-9120 Email: administrator@admin-trust.org

May 5, 2025

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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The monetary increase of \$1.50 per hour effective June 1, 2025, has been allocated by the Union to Welfare Trust Fund contribution as follows:

WAGES (Section 7.)

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

Reinforcing, Structural & Ornamental......\$50.70 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......\$6.35 per hour

** (ZONE 4) **

WELFARE PLAN (Section 12.)

Effective June 1, 2025, 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.....\$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.

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.

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 \$3.015 per hour effective January 1, 2026, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026. The increase of \$3.00 shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026.

The increase of \$0.01 has been allocated to Labor Management Cooperative Trust effective January 1, 2026.

The increase of \$0.005 has been allocated to Workers Compensation Trust Fund effective January 1, 2026.

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.



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 Co	ounties of C	arson City,	Clark, Dou	ıglas, Nye,	Storey, Wa	shoe						
Journeyme	an an											
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total		
06/01/25	\$50.70	\$6.35	\$6.56	\$13.70	\$9.32	\$0.72	\$0.03	\$0.44	\$0.035	\$87.855		
Apprentice	es											
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total		
1st Period	Apprentice	50%										
06/01/25	\$25.35	\$6.35	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.035	\$37.955		
2nd Period	Apprentice	55%										
06/01/25	\$27.89	\$6.35	n/a	\$13.70	n/a	\$0.72	\$0.03	\$0.44	\$0.035	\$49.165		
3rd Period	Apprentice	60%										
06/01/25	\$30.42	\$6.35	n/a	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$54.025		
4th Period	Apprentice	65%										
06/01/25	\$32.96	\$6.35	\$3.28	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$59.845		
5th Period	Apprentice	75%										
06/01/25	\$38.03	\$6.35	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$67.245		
6th Period	Apprentice	80%										
06/01/25	\$40.56	\$6.35	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$69.775		
7th Period	Apprentice	90%										
06/01/25	\$45.63	\$6.35	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$80.455		
8th Period	Apprentice	95%										
06/01/25	\$48.17	\$6.35	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$82.995		
Effective -	06/01/25											
Key -	Apprent = Ap				Iministrative [*]	Trust						
	Vacation = V			/			WCTF = W	orkers Com	pensation Tru	st Fund		
	DC Pen. = D	etined Contr	ibution Pens	ion Fund (Ai	nnuity)							

Roseville, California 95678

Phone: (916) 930-9500 Fax: (916) 784-9120

Email: administrator@admin-trust.org

May 5, 2025

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 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 June 1, 2025.

The monetary increase of \$1.50 per hour effective June 1, 2025, has been allocated by the Union to Welfare Trust Fund contribution as follows:

WAGES (Section 7.)

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

Reinforcing, Structural & Ornamental......\$43.75 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.....\$5.65 per hour

WELFARE PLAN (Section 12.)

Effective June 1, 2025, 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.....\$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.)

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

The total monetary increase of \$1.515 per hour effective January 1, 2026, shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026. The increase of \$1.50 shall be allocated by the Union to wages and/or trust fund contributions prior to January 1, 2026.

The increase of \$0.01 has been allocated to Labor Management Cooperative Trust effective January 1, 2026.

The increase of \$0.005 has been allocated to Workers Compensation Trust Fund effective January 1, 2026.

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.



ZONE 5

California Counites 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.

Journeym	en									
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/25	\$43.75	\$5.65	\$6.56	\$13.70	\$9.32	\$0.72	\$0.03	\$0.44	\$0.035	\$80.205
Apprentice	es									
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period	Apprentice	50%								
06/01/25	\$21.88	\$5.65	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.035	\$33.785
2nd Period	d Apprentic	e 55%								
06/01/25	\$24.06	\$5.65	n/a	\$13.70	n/a	\$0.72	\$0.03	\$0.44	\$0.035	\$44.635
3rd Period	Apprentice	e 60%								
06/01/25	\$26.25	\$5.65	n/a	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$49.155
4th Period	Apprentice	65%								
06/01/25	\$28.44	\$5.65	\$3.28	\$13.70	\$2.33	\$0.72	\$0.03	\$0.44	\$0.035	\$54.625
5th Period	Apprentice	75%								
06/01/25	\$32.81	\$5.65	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$61.325
6th Period	Apprentice	80%								
06/01/25	\$35.00	\$5.65	\$3.28	\$13.70	\$4.66	\$0.72	\$0.03	\$0.44	\$0.035	\$63.515
7th Period	Apprentice	90%								
06/01/25	\$39.38	\$5.65	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$73.505
8th Period	Apprentice	95%								
06/01/25	\$41.56	\$5.65	\$6.56	\$13.70	\$6.99	\$0.72	\$0.03	\$0.44	\$0.035	\$75.685
Effective -	06/01/25									
Key -		pprenticeship			ministrative ⁻	Γrust	LMCT = Labor Management Cooperative Trust			
		/acation/Pers					WCTF = W	orkers Com	pensation Trus	st Fund
	DC Pen. = D	efined Contr	ibution Pens	ion Fund (Ar	nuity)					

Roseville, California 95678

Phone: (916) 930-9500 Fax: (916) 784-9120

Email: administrator@admin-trust.org

May 5, 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 June 1, 2025.

The monetary increase of \$0.75 per hour effective June 1, 2025, has been allocated by the Union to Welfare Trust Fund contribution as follows:

WAGES (Section 7.)

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

Fence Erectors......\$45.78 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.)

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......\$4.97 per hour

(FENCE ERECTORS)

WELFARE PLAN (Section 12.)

Effective June 1, 2025, the contribution rate to the Welfare Plan is **increased \$0.75 per hour** for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan.....\$10.78 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

		Al	AREAS OF	CALIFORNIA	AND NEV	ADA - FENC	CE ERECTO	R		
		C	OVERED BY	THE COLLE	CTIVE BARG	AINING A	GREEMENT	Γ		
Journeyme	n Fence Ere	ctor								
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/25	\$45.78	\$4.97	\$5.01	\$10.78	\$5.99	\$0.51	\$0.03	\$0.11	\$0.035	\$73.215
Apprentice	Fence Erec	tor								
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
1st Period	Apprentice !	50%								
06/01/25	\$22.89	\$4.97	n/a	\$5.50	n/a	\$0.51	n/a	n/a	\$0.035	\$33.905
2nd Period	Apprentice	55%								
06/01/25	\$25.18	\$4.97	n/a	\$10.78	n/a	\$0.51	\$0.03	\$0.11	\$0.035	\$41.615
	Apprentice									
06/01/25	\$27.47	\$4.97	n/a	\$10.78	\$1.50	\$0.51	\$0.03	\$0.11	\$0.035	\$45.405
	Apprentice	65%								
06/01/25	·	\$4.97	\$2.51	\$10.78	\$1.50	\$0.51	\$0.03	\$0.11	\$0.035	\$50.205
	Apprentice	75%								
06/01/25	· .	\$4.97	\$2.51	\$10.78	\$3.00	\$0.51	\$0.03	\$0.11	\$0.035	\$56.285
	Apprentice	80%								
06/01/25	\$36.62	\$4.97	\$2.51	\$10.78	\$3.00	\$0.51	\$0.03	\$0.11	\$0.035	\$58.565
	Apprentice									
06/01/25		\$4.97	\$5.01	\$10.78	\$4.49	\$0.51	\$0.03	\$0.11	\$0.035	\$67.135
	Apprentice									
06/01/25	\$43.49	\$4.97	\$5.01	\$10.78	\$4.49	\$0.51	\$0.03	\$0.11	\$0.035	\$69.425
Effective -	06/01/25									
Key -	Apprent = A	Apprenticesh	nip Fund	Admin = Ad	lministrative	Trust	LMCT = La	bor Manag	ement Coope	rative Trust
	Vacation = \	• •	•						npensation Tr	
DC Pen. =	Defined Con	tribution Pe	nsion Fund	(Annuity)						
						•	•			
						1				