



# CALIFORNIA FIELD IRON WORKERS Administrative Trust

P.O. Box 1208  
Roseville, California 95678

**Linda Mayrand**  
*Administrator*

Phone: (916) 930-9500

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Email: [administrator@admin-trust.org](mailto: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](mailto:administrator@Admin-Trust.org)

California Field Iron Workers Administrative Trust

*Linda Mayrand*  
Administrator



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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.

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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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**

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

**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.

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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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 AWARDDING 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.....\$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.

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]



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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.

**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 \$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.

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]



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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 AWARDDING 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.....\$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**

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

**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.

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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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**

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

All Areas of California and Nevada - Fence Erector										
Covered by the Collective Bargaining Agreement										
Journeyman Fence Erector										
Effective	Wage	Vacation	DC Pen.	Welfare	Pension	Apprent	Admin	LMCT	WCTF	Total
06/01/25	\$45.78	\$4.97	\$5.01	\$10.78	\$5.99	\$0.51	\$0.03	\$0.11	\$0.035	\$73.215
Apprentice Fence Erector										
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
3rd Period Apprentice 60%										
06/01/25	\$27.47	\$4.97	n/a	\$10.78	\$1.50	\$0.51	\$0.03	\$0.11	\$0.035	\$45.405
4th Period Apprentice 65%										
06/01/25	\$29.76	\$4.97	\$2.51	\$10.78	\$1.50	\$0.51	\$0.03	\$0.11	\$0.035	\$50.205
5th Period Apprentice 75%										
06/01/25	\$34.34	\$4.97	\$2.51	\$10.78	\$3.00	\$0.51	\$0.03	\$0.11	\$0.035	\$56.285
6th Period 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
7th Period Apprentice 90%										
06/01/25	\$41.20	\$4.97	\$5.01	\$10.78	\$4.49	\$0.51	\$0.03	\$0.11	\$0.035	\$67.135
8th Period Apprentice 95%										
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 = 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)										