

<b>NORTHERN CALIFORNIA MASTER CONSTRUCTION</b>					
<b>2023 Wage &amp; Fringe Benefits - United Contractors - UCON</b>					
<b>Effective June 26, 2023</b>					
<b>Classifications – 01.03.00</b>	<b>Area 1</b>	<b>Area 2</b>	<b>Special Single &amp; Second Shift</b>	<b>Area 1</b>	<b>Area 2</b>
Group 1	\$60.72	\$62.72	Group 1	\$66.72	\$68.72
Group 2	\$59.19	\$61.19	Group 2	\$65.19	\$67.19
Group 3	\$57.71	\$59.71	Group 3	\$63.71	\$65.71
Group 4	\$56.33	\$58.33	Group 4	\$62.33	\$64.33
Group 5	\$55.06	\$57.06	Group 5	\$61.06	\$63.06
Group 6	\$53.74	\$55.74	Group 6	\$59.74	\$61.74
Group 7	\$52.60	\$54.60	Group 7	\$58.60	\$60.60
Group 8	\$51.46	\$53.46	Group 8	\$57.46	\$59.46
Group 8A	\$49.25	\$51.25	Group 8A	\$55.25	\$57.25
<b>01.03.01 All Cranes and Attachments</b>			<b>All Cranes and Attachments</b>		
<b>Straight-Time Hourly</b>	<b>Area 1</b>	<b>Area 2</b>	<b>Special Single &amp; Second Shift</b>	<b>Area 1</b>	<b>Area 2</b>
Group 1	\$62.35	\$64.35	Group 1	\$68.35	\$70.35
Group 1-A	\$61.60	\$63.60	Group 1-A	\$67.60	\$69.60
Group 2-A	\$59.84	\$61.84	Group 2-A	\$65.84	\$67.84
Group 3-A	\$58.10	\$60.10	Group 3-A	\$64.10	\$66.10
Group 4-A	\$55.06	\$57.06	Group 4-A	\$61.06	\$63.06
Group 5-A Foreman			Group 5-A Foreman		
Crane Foreman & Shifter	\$64.57	\$66.57	Crane Foreman & Shifter	\$70.57	\$72.57
Crane Working Foreman	\$63.57	\$65.57	Crane Working Foreman	\$69.57	\$71.57
Crane Master Mechanic	\$64.57	\$66.57	Crane Master Mechanic	\$70.57	\$72.57
<b>5183 Truck Crane Assistant to Engineer</b>			<b>5183 Truck Crane Assistant to Engineer</b>		
Group 1	\$55.38	\$57.38	Group 1	\$61.38	\$63.38
Group 1-A	\$54.63	\$56.63	Group 1-A	\$60.63	\$62.63
Group 2-A	\$54.37	\$56.37	Group 2-A	\$60.37	\$62.37
Group 3-A	\$54.13	\$56.13	Group 3-A	\$60.13	\$62.13
5183 Hydraulic			5183 Hydraulic		
Group 3-A	\$53.74	\$55.74	Group 3-A	\$59.74	\$55.38
<b>5173 -Crane-Assistant to Engineer</b>			<b>5173 -Crane-Assistant to Engineer</b>		
Group 1	\$53.09	\$55.09	Group 1	\$59.09	\$61.09
Group 1-A	\$52.34	\$54.34	Group 1-A	\$58.34	\$60.34
Group 2-A	\$52.13	\$54.13	Group 2-A	\$58.13	\$60.13
Group 3-A	\$51.85	\$53.85	Group 3-A	\$57.85	\$59.85
<b>01.03.02 Steel Erectors and Fabricators</b>			<b>01.03.02 Steel Erectors and Fabricators</b>		
<b>Straight-Time Hourly</b>	<b>Area 1</b>		<b>Special Single &amp; Second Shift</b>	<b>Area 1</b>	
Group A-1	\$63.32		Group A-1	\$69.32	
Group 1	\$62.57		Group 1	\$68.57	
Group 2	\$60.80		Group 2	\$66.80	
Group 3	\$59.32		Group 3	\$65.32	
Group 4	\$57.30		Group 4	\$63.30	
Group 5	\$56.00		Group 5	\$62.00	
<b>5183-Truck Crane Assistant to Engineer</b>			<b>5183-Truck Crane Assistant to Engineer</b>		
Group A-1	\$56.00		Group A-1	\$62.00	
Group 1	\$55.25		Group 1	\$61.25	
Group 2	\$55.03		Group 2	\$61.03	
Group 3	\$54.76		Group 3	\$60.76	

<b>01.03.02 Steel Erectors and Fabricators</b>			<b>01.03.02 Steel Erectors and Fabricators</b>		
<b>Straight-Time Hourly</b>		<b>Area 1</b>	<b>Special Single &amp; Second Shift</b>		<b>Area 1</b>
<b>5183-Hydraulic</b>			<b>5183-Hydraulic</b>		
Group 3		\$54.37	Group 3		\$60.37
<b>5173 -Assistant to Engineer</b>			<b>5173 -Assistant to Engineer</b>		
Group A-1		\$53.77	Group A-1		\$59.77
Group 1		\$53.02	Group 1		\$59.02
Group 2		\$52.75	Group 2		\$58.75
Group 3		\$52.53	Group 3		\$58.53
<b>01.03.03 Piledrivers</b>			<b>01.03.03 Piledrivers</b>		
<b>Straight-Time Hourly</b>		<b>Area 1</b>	<b>Special Single &amp; Second Shift</b>		<b>Area 1</b>
Group A-1		\$62.69	Group A-1		\$68.69
Group 1		\$61.94	Group 1		\$67.94
Group 2		\$60.12	Group 2		\$66.12
Group 3		\$58.44	Group 3		\$64.44
Group 4		\$56.67	Group 4		\$62.67
Group 5		\$55.37	Group 5		\$61.37
Group 6		\$54.03	Group 6		\$60.03
Group 7		\$52.94	Group 7		\$58.94
Group 8		\$51.80	Group 8		\$57.80
<b>5183-Truck Crane Assistant to Engineer</b>			<b>5183-Truck Crane Assistant to Engineer</b>		
Group A-1		\$55.71	Group A-1		\$61.71
Group 1		\$54.96	Group 1		\$60.96
Group 2		\$54.71	Group 2		\$60.71
Group 3		\$54.42	Group 3		\$60.42
<b>5173 -Assistant to Engineer</b>			<b>5173 -Assistant to Engineer</b>		
Group A-1		\$53.43	Group A-1		\$59.43
Group 1		\$52.68	Group 1		\$58.68
Group 2		\$52.41	Group 2		\$58.41
Group 3		\$52.19	Group 3		\$58.19
<b>01.03.06 Tunnel and Underground</b>			<b>01.03.06 Tunnel and Underground</b>		
<b>Straight-Time Hourly</b>			<b>Special Single &amp; Second Shift</b>		
<b>Underground Rate</b>	<b>Area 1</b>	<b>Area 2</b>	<b>Underground Rate</b>	<b>Area 1</b>	<b>Area 2</b>
Group 1A	\$59.19	\$61.19	Group 1A	\$65.19	\$67.19
Group 1	\$56.72	\$58.72	Group 1	\$62.72	\$64.72
Group 2	\$55.46	\$57.46	Group 2	\$61.46	\$63.46
Group 3	\$54.13	\$56.13	Group 3	\$60.13	\$62.13
Group 4	\$52.99	\$54.99	Group 4	\$58.99	\$60.99
Group 5	\$51.85	\$53.85	Group 5	\$57.85	\$59.85
<b>Shafts, Stopes and Raises</b>			<b>Shafts, Stopes and Raises</b>		
<b>Straight-Time Hourly</b>			<b>Special Single &amp; Second Shift</b>		
Group 1A	\$59.29	\$61.29	Group 1A	\$65.29	\$67.29
Group 1	\$56.82	\$58.82	Group 1	\$62.82	\$64.82
Group 2	\$55.56	\$57.56	Group 2	\$61.56	\$63.56
Group 3	\$54.23	\$56.23	Group 3	\$60.23	\$62.23
Group 4	\$53.09	\$55.09	Group 4	\$59.09	\$61.09
Group 5	\$51.95	\$53.95	Group 5	\$57.95	\$59.95
<b>01.04.00 Foreman</b>			<b>01.04.00 Foreman</b>		
<b>Straight-Time Hourly</b>		<b>Area 1</b>	<b>Area 2</b>	<b>Special Single &amp; Second Shift</b>	
2921 Foreman & Shifters, over 9	\$60.72	\$62.72	2921 Foreman & Shifters, over 9	\$66.72	\$68.72
2931 Foreman [Working], under 9	\$59.19	\$61.19	2931 Foreman [Working], under 9	\$65.19	\$67.19
3341 Master Mechanic, over 5	\$60.72	\$62.72	3341 Master Mechanic, over 5	\$66.72	\$68.72

<b>NORTHERN CALIFORNIA MASTER CONSTRUCTION</b>					
<b>UCON FRINGE BENEFITS - Effective June 26, 2023 - JOURNEYMAN</b>					
Health and Welfare					\$10.84
Pensioned Health & Welfare					\$2.54
Pension					\$10.78
Affirmative Action Training Fund					\$1.21
IUOE National Training Fund					\$0.05
Vacation, Holiday and Sick Pay*					\$5.96
Vacation Administrative Fee					\$0.03
Heavy & Highway					\$0.14
Annuity Fund					\$1.00
Contract Administration Fund					\$0.10
Industry Stabilization Fund					\$0.06
Job Placement Center and Market Area Committee Administration Market Preservation					\$0.11
Business Development Fund					\$0.11
<b>Total Fringe Package</b>					<b>\$32.93</b>
*Vacation Pay (\$4.47) and Supplemental Dues (\$1.49)					
<b>Apprentice Wage Rates and Fringe Benefits</b>					
<b>07.10.02 Apprentices</b>			<b>07.10.02 Apprentices</b>		
<i><b>Straight-Time Hourly</b></i>	<b>Area 1</b>	<b>Area 2</b>	<i><b>Special Single &amp; Second Shift</b></i>	<b>Area 1</b>	<b>Area 2</b>
1st Period [55% of Group 4]	\$30.98	\$32.98	1st Period [55% of Group 4]	\$34.28	\$36.28
2nd Period [60% of Group 4]	\$33.80	\$35.80	2nd Period [60% of Group 4]	\$37.40	\$39.40
3rd Period [65% of Group 4]	\$36.61	\$38.61	3rd Period [65% of Group 4]	\$40.51	\$42.51
4th Period [70% of Group 4]	\$39.43	\$41.43	4th Period [70% of Group 4]	\$43.63	\$45.63
5th Period [85% of Group 4]	\$47.88	\$49.88	5th Period [85% of Group 4]	\$52.98	\$54.98
100% thereafter	\$56.33	\$58.33	100% thereafter	\$62.33	\$64.33
<i><b>Surveyors</b></i>			<i><b>Surveyors</b></i>		
1st Period [60% of Group 7]	\$31.56	\$33.56	1st Period [60% of Group 7]	\$35.16	\$37.16
2nd Period [70% of Group 7]	\$36.82	\$38.82	2nd Period [70% of Group 7]	\$41.02	\$43.02
3rd Period [80% of Group 7]	\$42.08	\$44.08	3rd Period [80% of Group 7]	\$46.88	\$48.88
4th Period [90% of Group 7]	\$47.34	\$49.34	4th Period [90% of Group 7]	\$52.74	\$54.74
5th thru 8th 100%	\$52.60	\$54.60	5th thru 8th 100%	\$58.60	\$60.60
<b>Apprentice Fringes</b>					
Health and Welfare					\$10.84
Pensioned Health & Welfare					\$2.54
Pension					\$9.18
Affirmative Action Training Fund					\$2.21
IUOE National Training Fund					\$0.05
Vacation, Holiday and Sick Pay*					\$5.46
Vacation Administrative Fee					\$0.03
Annuity Fund					\$1.00
Heavy & Highway					\$0.14
Contract Administration Fund					\$0.10
Industry Stabilization Fund					\$0.06
Job Placement Center and Market Area Committee Administration Market Preservation					\$0.11
Business Development Fund					\$0.11
<b>Total Fringe Package</b>					<b>\$31.83</b>
*Vacation Pay (\$3.97) and Supplemental Dues (\$1.49)					