TO ALL SIGNATORY MILLMEN AND CABINETMAKER EMPLOYERS PERFORMING WORK IN THE 9 NORTHERN CALIFORNIA COUNTIES

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, MONTEREY, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, and SANTA CRUZ

WAGE RATES EFFECTIVE 9/1/2026

Journeyman	$45.74
Journeyman Outside Rate	$63.29
Foreman	$50.31
Layout	$48.03
Maintenance	$45.74
Truck Driver	$45.24
*Production Worker	$32.02

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective:	9/1/2026
Health & Welfare (H&W)	$14.72
Pension (PEN)	7.50
Pension – Production Worker (PEN PW)	4.55
Annuity (ANN)	2.50
Annuity – Production Worker (ANN PW)	1.02
**Vacation (VAC)	3.44
**Work Fee (WF)	1.92
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.10
Apprenticeship/Employee Benefit Fund (APPR/EBF)	1.07
N.C.M.C.I.C.A.F	0.04

***Fringes for Production Workers:** H&W, PEN-PW, VAC, WF, ANN-PW, VHSLA, N.C.M.C.I.C.A.F.

Production Worker Hiring Ratio: Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer's shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 9/1/2026

Period		Percent	Fringes	Work Hours	School Hours	Shop Rates	Outside Rate†
First	0-6 Mos.	60%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	-	-	$27.44	$37.98
Second	7-12 Mos.	65%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	600	72	$29.73	$41.14
Third	13-19 Mos	70%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	1200	144	$32.02	$44.30
Fourth.	19-24 Mos.	75%	H&W, WF, APPR/EBF, VAC, VHSLA, N.C.M.C.I.C.A.F.	1800	216	$34.31	$47.47
Fifth	25-30 Mos.	80%	All Fringes	2400	288	$36.59	$50.63
Sixth	31-36 Mos.	85%	All Fringes	3000	360	$38.88	$53.80
Seventh	37-42 Mos.	90%	All Fringes	3600	432	$41.17	$56.96
Eighth	43-48 Mos.	95%	All Fringes	4200	504	$43.45	$60.13

† – Outside Rates apply for the first three (3) days or twenty-four (24) hours, whichever occurs first.- See Section 18 of Appendix E

**VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS PAY AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND