TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE CARPENTER AGREEMENT PROVIDES FOUR WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne and Yuba

* Western Placer County includes territory west of and including Highway 49. Western El Dorado County includes territory west of and including Highway 49 and territory inside the city limits of Placerville.

MILLWRIGHT WAGE RATES EFFECTIVE 9/1/2026

	Area 1	Area 2	Area 3	Area 4
Carpenters	$74.56	$71.08	$71.08	$69.73

FOREMAN RATE: $5.50 per hour above applicable Journeyman Rate.
GENERAL FOREMAN: $3.50 above the Millwrights Foreman Rate

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective:	9/1/2026
Health & Welfare (H&W)	$15.87
Pension (PEN)	7.50
Annuity (ANN)	5.00
**Vacation (VAC)	3.40
**Work Fee (WF)	2.97
Apprentice/Journeyman Training (TR)	1.36
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.10
Millwright Industry Promotion (IP)	0.15
Carpenters International Training Fund (CITF)	0.15
Contract Work Preservation (CWP)	0.05

MILLWRIGHT APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 9/1/2026

Period		Percent	Fringes	Area 1	Area 2	Area 3	Area 4
First	0-6 Mos.	60%	H&W, WF, TR, VHSLA, IP, CITF, CWP,	$44.74	$42.65	$42.65	$41.84
Second	7-12 Mos.	65%	H&W, WF, TR, VHSLA, IP, CITF, CWP, VAC	$48.46	$46.20	$46.20	$45.32
Third	13-19 Mos	70%	H&W, WF, TR, VHSLA, IP, CITF, CWP, VAC, ANN	$52.19	$49.76	$49.76	$48.81
Fourth.	19-24 Mos.	75%	H&W, WF, TR, VHSLA, IP, CITF, CWP, VAC, ANN	$55.92	$53.31	$53.31	$52.30
Fifth	25-30 Mos.	80%	All Fringes	$59.65	$56.86	$56.86	$55.78
Sixth	31-36 Mos.	85%	All Fringes	$63.38	$60.42	$60.42	$59.27
Seventh	37-42 Mos.	90%	All Fringes	$67.10	$63.97	$63.97	$62.76
Eighth	43-48 Mos.	95%	All Fringes	$70.83	$67.53	$67.53	$66.24

**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