TO ALL SIGNATORY PILE DRIVER EMPLOYERS PERFORMING WORK IN
THE 46 NORTHERN CALIFORNIA COUNTIES.

JOURNEYMAN WAGE RATES EFFECTIVE 9/1/2026

Journeyman	$73.71
Foreman	$81.08
General Foreman	$97.30

FOREMAN RATE: 10% per hour above applicable Journeyman Rate. GENERAL FOREMAN: 20% above the Foreman Rate

FRINGE BENEFITS – ENTIRE 46 COUNTIES AREA

Effective:	9/1/2026
Health & Welfare (H&W)	$15.87
Pension (PEN)	7.50
Annuity (ANN)	5.45
**Vacation (VAC)	4.70
**Work Fee (WF)	2.78
Apprentice/Journeyman Training (TR)	1.41
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.10
Industry Promotion (IP)	0.04
Pile Drivers Employers Contract Admin (PDECA)	0.10
Carpenters International Training Fund (CITF)	0.15
Contract Work Preservation (CWP)	0.01
Millwright Pile Driver Fund (MWPD)	0.05

PILE DRIVER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 9/1/2026

Period		Percent	Fringes	Wages
First	0-6 Mos.	60%	H&W, WF, IP, CITF, TR, VHSLA, PDECA, CWP, MWPD	$44.23
Second	7-12 Mos.	65%	H&W, WF, IP, CITF, TR, VAC, VHSLA, PDECA, CWP, MWPD	$47.91
Third	13-19 Mos	70%	H&W, WF, IP, CITF, TR, VAC, VHSLA, PDECA, CWP, MWPD, ANN	$51.60
Fourth.	19-24 Mos.	75%	H&W, WF, IP, CITF, TR, VAC, VHSLA, PDECA, CWP, MWPD, ANN	$55.28
Fifth	25-30 Mos.	80%	All Fringes	$58.97
Sixth	31-36 Mos.	85%	All Fringes	$62.65
Seventh	37-42 Mos.	90%	All Fringes	$66.34
Eighth	43-48 Mos.	95%	All Fringes	$70.02

**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