

MODULAR INSTALLERS

9 COUNTIES AREA: ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA

3 COUNTIES AREA: MONTEREY, SAN BENITO & SANTA CRUZ

34 COUNTIES AREA: ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN JOAQUIN, SHASTA, SIERRA, SISKIYOU, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO & YUBA

WAGE RATES EFFECTIVE JULY 1, 2018

	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
Master Installer	\$33.88	\$30.16	\$28.83
Lead Installer	\$29.66	\$26.53	\$25.41
Installer	\$26.21	\$23.56	\$22.61

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

7/1/2018

Health & Welfare (H&W)	\$10.30
Pension (PEN)	4.08
Annuity – Master & Lead (ANN)	3.44
Annuity – Installer & Apprentice (ANN)	2.94
*Vacation (VAC)	2.45
*Work Fee (WF)	1.29
Training (TR)	0.15
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.05
Carpenters International Training Fund (CITF)	0.10
Modular Installers Association (MIA)	0.22

*VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS 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.

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE JULY 1, 2018

Period	Percentage	Fringes	<u>9 Counties</u>	<u>3 Counties</u>	<u>34 Counties</u>
First 0 - 6 Mos.	80%	H&W, WF, TR, VHSLA, CITF	\$20.97	\$18.85	\$18.09
Second 7-12 Mos.	85%	H&W, WF, TR, VHSLA, CITF, VAC	\$22.28	\$20.03	\$19.22
Third 13-18 Mos.	90%	All Fringes.	\$23.59	\$21.20	\$20.35
Fourth 19-24 Mos.	95%	All Fringes.	\$24.90	\$22.38	\$21.48

EMPLOYEE RATIO

The company-wide ratio of employees shall be based on increments of eight (8) employees. For every eight (8) employees, the employer shall employ: One (1) Master Installer, Two (2) Lead Installers and Five (5) Installers.

An individual employer who is entitled to employ apprentices may employ not more than one (1) apprentice for the first three (3) installers (Master, Lead or Installer) regularly employed by him/her and not more than one (1) additional apprentice for each five (5) additional installers employed by him/her. The first apprentice may not be employed until at least three (3) installers are regularly employed by the individual employer. Any individual employer employing five (5) installers shall, while employing five (5) installers, also employ at least one (1) apprentice. For each additional five (5) installers then in his/her employ, he/she shall employ at least one (1) additional apprentice.

For Window Covering Installer ratios, see Section 8.03.00 of the Office Modular Systems Addendum.