

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Carpenter#

Determination:

NC-23-31-1-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:

Area 1: All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

Area 2: All localities within Monterey, San Benito, and Santa Cruz Counties.

Area 3: All localities within El Dorado^a, Placer^a, Sacramento, San Joaquin and Yolo Counties.

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

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^{d e}	Daily Overtime Hourly Rate (2 X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{d f g}	Saturday Overtime Hourly Rate (2X) ^{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) ^{d h}
Carpenter (Area 1)	\$60.39	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$94.20	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 1)	\$60.54	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$94.35	\$124.62	\$154.89	\$124.62	\$154.89	\$154.89
Carpenter (Area 2)	\$54.51	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.32	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 2)	\$54.66	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.47	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 3)	\$54.51	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.32	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 3)	\$54.66	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.47	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 4)	\$53.16	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$86.97	\$113.55	\$140.13	\$113.55	\$140.13	\$140.13
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 4)	\$53.31	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$87.12	\$113.78	\$140.43	\$113.78	\$140.43	\$140.43

Wages and Employer Payments (2nd Shift):

Classification (Journey person) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Carpenter (Area 1)	\$64.42	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$98.23	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 1)	\$64.58	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$98.39	\$124.62	\$154.89	\$124.62	\$154.89	\$154.89
Carpenter (Area 2)	\$58.14	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$91.95	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 2)	\$58.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$92.11	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 3)	\$58.14	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$91.95	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83

Classification (Journeyman) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 3)	\$58.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$92.11	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 4)	\$56.70	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$90.51	\$113.55	\$140.13	\$113.55	\$140.13	\$140.13
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 4)	\$56.86	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$90.67	\$113.78	\$140.43	\$113.78	\$140.43	\$140.43

Wages and Employer Payments (3rd Shiftⁱ):

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Carpenter (Area 1)	\$69.02	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$102.83	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{dk}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{dfg}	Saturday Overtime Hourly Rate (2X) _{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{dh}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 1)	\$69.19	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$103.00	\$124.62	\$154.89	\$124.62	\$154.89	\$154.89
Carpenter (Area 2)	\$62.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.11	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 2)	\$62.47	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.28	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 3)	\$62.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.11	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 3)	\$62.47	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.28	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours ^j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^{dk}	Daily Overtime Hourly Rate (2 X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{dfg}	Saturday Overtime Hourly Rate (2X) ^{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) ^{dh}
Carpenter (Area 4)	\$60.75	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$94.56	\$113.55	\$140.13	\$113.55	\$140.13	\$140.13
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 4)	\$60.93	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$94.74	\$113.78	\$140.43	\$113.78	\$140.43	\$140.43

Determination:

NC-23-31-1-2023-2A

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:

All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours.	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday / Holiday Overtime Hourly Rate (2 X) _{d h}
Bridge Builder/ Highway Carpenter	\$60.39	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$94.20	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59
Bridge Builder/ Highway Carpenter (Special Single Shift)	\$67.94	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$101.75	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Wages and Employer Payments (2nd Shift):

Classification (Journeyman) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Bridge Builder/Highway Carpenter	\$64.42	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$98.23	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Wages and Employer Payments (3rd Shift):

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
---	-------------------------	--------------------------	---------	--	----------	-----------------------	-----------------------	-------------------------	--	--	---	--	---

Bridge Builder/Highway Carpenter	\$69.02	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$102.83	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59
--	---------	---------	---------	--------	--------	--------	-----	----------	----------	----------	----------	----------	----------

Determination:

NC-23-31-1-2023-2B

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:

Area 1: All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

Area 2: All localities within Monterey, San Benito, and Santa Cruz Counties.

Area 3: All localities within El Dorado^a, Placer^a, Sacramento, San Joaquin and Yolo Counties.

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

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ⁱ	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday / Holiday Overtime Hourly Rate (2 X) _{d h}
Millwright (Area 1)	\$60.49	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$95.90	\$126.15	\$156.39	\$126.15	\$156.39	\$156.39
Millwright (Area 2)	\$57.01	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$92.42	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 3)	\$57.01	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$92.42	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 4)	\$55.66	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$91.07	\$118.90	\$146.73	\$118.90	\$146.73	\$146.73

Wages and Employer Payments (2nd Shift):

Classification (Journeyman) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _i	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{dk}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{dfg}	Saturday Overtime Hourly Rate (2X) _{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{dh}
Millwright (Area 1)	\$64.52	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$99.93	\$126.15	\$156.39	\$126.15	\$156.39	\$156.39
Millwright (Area 2)	\$60.81	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$96.22	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 3)	\$60.81	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$96.22	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 4)	\$59.37	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$94.78	\$118.90	\$146.73	\$118.90	\$146.73	\$146.73

Wages and Employer Payments (3rd Shift):

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _i	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{dk}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{dfg}	Saturday Overtime Hourly Rate (2X) _{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{dh}
Millwright (Area 1)	\$69.13	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$104.54	\$126.15	\$156.39	\$126.15	\$156.39	\$156.39
Millwright (Area 2)	\$65.15	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$100.56	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 3)	\$65.15	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$100.56	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 4)	\$63.61	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$99.02	\$118.90	\$146.73	\$118.90	\$146.73	\$146.73

Recognized holidays:

Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the

[Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a Area 3 includes the portion of Placer County west of and including Highway 49 and the portion of El Dorado County west of and including Highway 49 and the territory inside the city limits of Placerville. Area 4 includes the portions of Placer and El Dorado Counties not covered in Area 3.

^b Includes an amount per hour worked for Work Fees. The Vacation amount is \$2.95 per hour worked for Carpenter; \$2.85 per hour worked for Millwright.

^c Includes Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, Carpenter Employers Contract Administration, and Vacation/Holiday/Sick Leave Admin.

^d The overtime rates for shift work are based on the non-shift overtime rates.

^e For building construction, rate applies to the first 4 hours daily overtime. For all heavy, highway and engineering construction overtime worked, Monday through Friday, rate applies to the first 4 hours daily overtime.

^f In the event that work cannot be performed Monday through Friday because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Saturday and shall be paid at the applicable straight time rates.

^g Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.

^h Time and one-half shall be paid for the first eight (8) hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

ⁱ Does not apply to tenant improvement or renovation projects in occupied buildings with a total contract value of \$5 million or less.

^j Daily overtime applies after 7 ½ hours worked at the straight-time rate for second shift and after 7 hours worked at the straight-time rate for third shift.

^k For building construction, rate applies to the first 2 hours prior to the start of the regular or approved day, or the first 4 hours after the end of the approved or regular work day, not to exceed a total of 4 hours in any 1 work day. For heavy, highway and engineering construction rate applies to the first 4 hours prior to the start of the regular or approved day, or the first 4 hours after the end of the approved or regular work day, not to exceed a total of 4 hours in any 1 work day

^l Millwright Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, and Vacation/Holiday/Sick Leave Admin.