

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR  
OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE  
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL CARPENTER#**

**RESIDENTIAL DETERMINATION: R-23-31-1-2024-1A**

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates. The general commercial prevailing wage rates apply to all residential projects consisting of buildings of five or more stories. The residential prevailing wage rates apply to all residential projects consisting of buildings up to and including four stories.

**ISSUE DATE:** December 1, 2024

**EXPIRATION DATE:** June 30, 2025\*\*

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.

**LOCALITY:**

All localities within Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Solano Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Carpenter	\$63.41
Residential Hardwood Floorlayers	\$63.56
Residential Shinglers	\$63.56
Residential Power Saw Operators	\$63.56
Residential Steel Scaffold and Steel Shoring Erectors	\$63.56
Residential Saw Filers	\$63.56

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$12.87 per hour worked
Pension	\$11.40 per hour worked

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates please email a request to [statistics@dir.ca.gov](mailto:statistics@dir.ca.gov) or send to the Office of the Director – Research Unit at P.O. Box 420603, San Francisco, CA 94142-0603.

(Continued)

Employer Payments	Amount
Vacation/Dues	\$5.89 per hour worked <sup>1</sup>
Training	\$1.26 per hour worked
Other	\$3.59 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

Effective on July 1, 2025, there will be an increase of \$5.07 allocated to wages and/or fringes. Effective on July 1, 2026, there will be an increase of \$5.32 allocated to wages and/or fringes. There are no further increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) consecutive hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at a straight-time rate if a job is shut down during the normal workweek due to inclement weather.

**OVERTIME:**

One and one-half (1½x) the basic straight-time hourly rate will be paid for the first four (4) daily overtime hours and the first eight (8) hours worked on Saturday. Double (2x) the basic straight-time hourly rate will be paid for all hours worked in excess of the first four daily overtime hours and the first eight hours on Saturday and all hours worked on Sundays and Holidays. For the four designated off/holidays, one and one-half (1½x) the basic straight-time hourly rate will be paid for the first eight (8) hours worked.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. If any of the holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

The following days will be designated off/holidays:

2025: Friday, January 17th, Friday, May 23rd, Friday, August 29th, Friday, December 26th.

2026: Friday, January 2nd, Friday, February 13th, Friday, May 22nd, Friday, September 4th.

2027: Friday, January 15th, Friday, May 28th, Friday, September 3rd, Friday, November 12th.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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<sup>1</sup> Includes an amount for work fees.

<sup>2</sup> Includes an amount for Annuity Trust Fund, Industry Promotion Fund, Contract Work Preservation, Carpenter Employers Contract Administration, Carpenters International Training Fund, and Vacation/Holiday/Sick Leave Admin.

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL  
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ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL ELECTRICIAN #**

**RESIDENTIAL DETERMINATION:** R-61-332-2-2024-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates. The general commercial prevailing wage rates apply to all residential projects consisting of buildings of five or more stories. The residential prevailing wage rates apply to all residential projects consisting of buildings up to and including four stories.

**ISSUE DATE:** December 1, 2024

**EXPIRATION DATE:** May 31, 2025\*\*

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 at (415) 703-4774.

**LOCALITY:**

All localities within Santa Clara County.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Electrician: Inside Wireman	\$45.25

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare:	\$14.75 per hour worked
Pension:	\$5.27 per hour worked <sup>1</sup>
Training:	\$1.05 per hour worked
Other:	\$0.07 per hour worked <sup>2</sup>

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<sup>1</sup> In addition, an amount equal to 3% of the Basic Hourly Rate for National Employees Benefit Fund (NEBF) is added into the total hourly rate and factored at the applicable overtime multiplier for each overtime hour.

<sup>2</sup> In addition, an amount equal to 0.5% of the Basic Hourly Rate for Administrative Maintenance Fund (AMF) is added into the total hourly rate and factored at the applicable overtime multiplier for each overtime hour. Includes an amount (\$0.06) for Joint Electrical Industry Fund and an amount (\$0.01) for National Labor Management Cooperation Committee.

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**PREDETERMINED INCREASE(S):**

Effective on June 1, 2025, there will be an increase of \$3.10 to wages and/or fringes.

Effective on June 1, 2026, there will be an increase of \$3.15 to wages and/or fringes.

Effective on June 1, 2027, there will be an increase of \$4.00 to wages and/or fringes.

There are no further increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday, shall constitute a day's work.

**OVERTIME:**

One and one-half times (1½X) the basic straight-time hourly rate shall be paid for the first two (2) daily overtime hours Monday through Friday, and for the first ten (10) hours of work performed on Saturdays. Double (2X) the basic straight-time hourly rate will be paid for all other work including all work performed on Sundays and Holidays. A maximum of ten (10) hours of overtime at the time and one-half (1½X) rate is allowed for work performed on Saturday. If overtime is worked Monday through Friday, subtract that amount of time from the time allowed at time and one-half (1½X) on Saturday.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. In addition, there is a 10<sup>th</sup> and 11<sup>th</sup> Holidays for each calendar year that will occur on the following dates: Dec. 26, 2024; August 29, 2025, December 26, 2025; September 4, 2026, December 24, 2026; September 3, 2027 and December 27, 2027. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL PLASTER TENDER #**

**RESIDENTIAL DETERMINATION:** R-102-270-7-2024-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates. The general commercial prevailing wage rates apply to all residential projects consisting of buildings of five or more stories. The residential prevailing wage rates apply to all residential projects consisting of buildings up to and including four stories.

**ISSUE DATE:** December 1, 2024

**EXPIRATION DATE:** June 30, 2025\*\*

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.

**LOCALITY:**

All localities within Monterey, San Benito, Santa Clara, and Santa Cruz Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Plaster Tender	\$39.56

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$10.60 per hour worked
Pension	\$15.49 per hour worked
Vacation & Holiday	\$5.06 per hour worked <sup>1</sup>
Training	\$0.50 per hour worked
Other	\$0.48 per hour worked <sup>2</sup>

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<sup>1</sup> Includes Supplemental Dues.

<sup>2</sup> Amount is for Industry Fund.

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**PREDETERMINED INCREASE(S):**

Effective July 1, 2025, an increase of \$2.65 to be allocated to wages and/or employer payments.

There are no further increases applicable to this determination.

**STRAIGHT TIME HOURS:**

The regular workweek shall consist of eight (8) hours per day, Monday through Friday.

**OVERTIME:**

The first four (4) daily overtime hours worked in excess of the eight (8) hour workday and the first twelve (12) hours worked on Saturday shall be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime is paid at double (2x) the basic straight-time hourly rate, including all hours worked on Sundays and holidays.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas. If any of the holidays fall on Sunday, the Monday following shall be considered a legal holiday. If any of the holidays fall on a Saturday, the preceding Friday shall be observed as a holiday. No work shall be required on Labor Day, except in cases of an extreme emergency.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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**CRAFT: RESIDENTIAL PLUMBER #**

**RESIDENTIAL DETERMINATION: R-204-393-1-2024-1**

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates. The general commercial prevailing wage rates apply to all residential projects consisting of buildings of five or more stories. The residential prevailing wage rates apply to all residential projects consisting of buildings up to and including four stories.

**ISSUE DATE:** December 1, 2024

**EXPIRATION DATE:** November 11, 2025\*\*

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 at (415) 703-4774.

**LOCALITY:**

All localities within San Benito and Santa Clara Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Plumber	\$41.40 <sup>1</sup>
Residential Plumber Tradesman	\$20.13 <sup>2</sup>

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Residential Plumber Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$9.90 per hour worked
Pension	\$2.00 per hour worked <sup>3</sup>

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<sup>1</sup> Includes an amount (\$0.73) for Dues Check-Off.

<sup>2</sup> Includes an amount (\$0.28) for Dues Check-Off.

<sup>3</sup> Includes an amount (\$2.00) for 401a-part b pension which is factored at the applicable overtime multiplier. Pursuant to labor code sections 1773.1 and 1773.8, the amount

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<b>Residential Plumber Employer Payments</b>	<b>Amount</b>
Training	\$0.40 per hour worked
Other	\$0.30 per hour worked <sup>4</sup>

<b>Residential Plumber Tradesman Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$9.90 per hour worked
Pension	\$0.00 per hour worked
Training	\$0.00 per hour worked
Other	\$0.30 per hour worked <sup>4</sup>

**PREDETERMINED INCREASE(S):**

Residential Plumber:

Effective November 12, 2025, an increase of \$3.50 to be allocated to wages and/or employer payments.

There are no further increases applicable to this determination.

There are no predetermined increases applicable to the Residential Plumber Tradesman classification.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, forty (40) hours per week, Monday through Friday.

**OVERTIME:**

Time and one-half shall be paid for all overtime in excess of any eight (8) hour workday or a forty (40) hour workweek, as well as the first ten (10) hours on Saturday. All other hours worked after the first ten (10) hours on a Saturday shall be paid at double time. Sundays and Holidays shall be paid at double time.

**RECOGNIZED HOLIDAYS:**

New Year's Day, President's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Indigenous People Day, Veteran's Day (2nd Monday in November), Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas Day and Day before New Year's Day. If any of said holidays fall on Sunday, the Monday following shall be considered a legal holiday. When a holiday falls on Saturday, the Friday before shall be considered a holiday.

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paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

<sup>4</sup> Amount is for Contract Administration.



*Residential Determination: R-204-393-1-2024-1*

*Residential Plumber*

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**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL  
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ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL SPRINKLER FITTER (FIRE PROTECTION AND FIRE  
CONTROL SYSTEMS) #**

**RESIDENTIAL DETERMINATION:** R-204-483-1-2024-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates. The general commercial prevailing wage rates apply to all residential projects consisting of buildings of five or more stories. The residential prevailing wage rates apply to all residential projects consisting of buildings up to and including four stories.

**ISSUE DATE:** December 1, 2024

**EXPIRATION DATE:** December 31, 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 at (415) 703-4774.

**LOCALITY:**

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

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Sprinkler Fitter	\$47.82 <sup>12</sup>

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare:	\$7.10 per hour worked
Pension:	\$9.30 per hour worked
Training:	\$0.90 per hour worked
Other:	\$0.40 per hour worked

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<sup>1</sup> Includes an amount withheld for Vacation.

<sup>2</sup> Includes an amount withheld for Working Dues.

(Continued)

**PREDETERMINED INCREASE(S):**

Effective January 1, 2025, there will be an increase of \$0.10 to Pension.

There are no further increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday, shall constitute a day's work.

**OVERTIME:**

One and one-half (1½x) the basic straight-time hourly rate will be paid for work performed in excess of eight (8) hours of the regular work day and over forty (40) hours during the regular work week and for all work on Saturdays. Saturday in the same work week may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather. Double (2x) the basic straight-time hourly rate will be paid for all work performed on Sundays and Holidays.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Day, Washington's Birthday (President's Day), Decoration Day (Memorial Day), Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve. If a Holiday falls on Sunday, the Monday following the holiday will be considered the Holiday. If the Holiday falls on Saturday, the preceding Friday will be considered the Holiday.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL ROOFER #**

**RESIDENTIAL DETERMINATION:** R-232-95-1-2024-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates. The general commercial prevailing wage rates apply to all residential projects consisting of buildings of five or more stories. The residential prevailing wage rates apply to all residential projects consisting of buildings up to and including four stories.

**ISSUE DATE:** December 1, 2024

**EXPIRATION DATE:** July 31, 2025\*\*

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 at (415) 703-4774.

**LOCALITY:**

All localities within Santa Clara and Santa Cruz Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Roofer – Concrete Tile All laying, cutting, felting, battens, cementing, or flashing of tile.	\$46.74 <sup>1</sup>

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$11.50 per hour worked
Pension	\$9.34 per hour worked
Vacation	\$4.50 per hour worked
Training	\$0.95 per hour worked

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<sup>1</sup> Includes an amount (\$1.57) for Dues Check-Off which is not factored at the overtime hourly rate.

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Employer Payments	Amount
Other	\$0.44 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

Effective on August 1, 2025, there will be an increase of \$3.50 allocated to wages and/or employer payments.

Effective on August 1, 2026, there will be an increase of \$4.00 allocated to wages and/or employer payments.

There are no further increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, forty (40) hours per week, Monday through Friday.

**OVERTIME:**

The first two (2) hours performed in excess of eight (8) hours worked Monday through Friday and all hours worked Saturday shall be paid at one and one-half times (1½x) the basic straight-time hourly rate. All hours worked in excess of two daily overtime hours and all hours worked on Sunday and holidays shall be paid at double (2x) the basic straight-time hourly rate. In the event that conditions on one or more days during the regular work week prevent employees from working on scheduled work during such week, work may be performed on Saturday at straight time rates of pay.

**RECOGNIZED HOLIDAYS:**

New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day. If a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. If a holiday falls on a Sunday, the following Monday shall be observed as the holiday.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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<sup>2</sup> Includes an amount (\$0.09) for Labor Management Fund and (\$0.35) for Industry Promotion Fund.

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ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL SHEET METAL WORKER#**

**RESIDENTIAL DETERMINATION: R-166-104-1-2024-1**

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates. The general commercial prevailing wage rates apply to all residential projects consisting of buildings of five or more stories. The residential prevailing wage rates apply to all residential projects consisting of buildings up to and including four stories.

**ISSUE DATE:** December 1, 2024

**EXPIRATION DATE:** June 29, 2025\*

Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

**LOCALITY:**

All localities within Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma and Trinity Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Sheet Metal Worker	\$49.97 <sup>1</sup>
Residential Sheet Metal Worker (Special Shift)	\$55.97 <sup>1</sup>
Residential Sheet Metal Worker (Second Shift)	\$54.97 <sup>1</sup>
Residential Sheet Metal Worker (Third Shift)	\$57.47 <sup>1</sup>
Residential A/C Pro	\$39.13 <sup>1</sup>
Residential A/C Pro (Special Shift)	\$43.83 <sup>1</sup>
Residential A/C Pro (Second Shift)	\$43.04 <sup>1</sup>
Residential A/C Pro (Third Shift)	\$45.00 <sup>1</sup>
Residential A/C Specialist	\$34.32 <sup>1</sup>
Residential A/C Specialist (Special Shift)	\$38.44 <sup>1</sup>

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<sup>1</sup> Includes amounts for Vacation/Holiday and Dues Check-Off.

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential A/C Specialist (Second Shift)	\$37.75 <sup>1</sup>
Residential A/C Specialist (Third Shift)	\$39.47 <sup>1</sup>
Residential Service Mechanic	\$42.79 <sup>1</sup>
Residential Service Mechanic (Special Shift)	\$47.92 <sup>1</sup>
Residential Service Mechanic (Second Shift)	\$47.07 <sup>1</sup>
Residential Service Mechanic (Third Shift)	\$49.21 <sup>1</sup>
Residential Service Technician	\$38.82 <sup>1</sup>
Residential Service Technician (Special Shift)	\$43.48 <sup>1</sup>
Residential Service Technician (Second Shift)	\$42.70 <sup>1</sup>
Residential Service Technician (Third Shift)	\$44.64 <sup>1</sup>

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments: Residential Sheet Metal Worker</b>	<b>Amount</b>
Health & Welfare:	\$16.52 per hour worked
Pension:	\$25.49 per hour worked <sup>2</sup>
Training:	\$1.53 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential A/C Pro</b>	<b>Amount</b>
Health & Welfare:	\$15.92 per hour worked
Pension:	\$12.59 per hour worked <sup>2</sup>
Training:	\$1.27 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential A/C Specialist</b>	<b>Amount</b>
Health & Welfare:	\$15.92 per hour worked

<sup>2</sup> Includes an amount for Profit Sharing Plan (\$5.50) that is factored at the applicable overtime multiplier (\$2.44 for Residential A/C Pro; \$1.06 for Residential A/C Specialist; \$2.50 for Residential Service Mechanic; \$1.50 for Residential Service Technician). Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

<sup>3</sup> Includes an amount for the Industry Promotion Fund (\$0.15).

<b>Employer Payments: Residential A/C Specialist</b>	<b>Amount</b>
Pension:	\$5.29 per hour worked <sup>2</sup>
Training:	\$1.27 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential Service Mechanic</b>	<b>Amount</b>
Health & Welfare:	\$15.92 per hour worked
Pension:	\$17.36 per hour worked <sup>2</sup>
Training:	\$1.29 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential Service Technician</b>	<b>Amount</b>
Health & Welfare:	\$15.92 per hour worked
Pension:	\$11.15 per hour worked <sup>2</sup>
Training:	\$1.29 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

**PREDETERMINED INCREASE(S):**

No Predetermined Increases.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather. The Special Shift shall be 8 hours worked for 8 hours pay. The Second Shift shall be 7.5 hours worked for 8 hours of pay. The Third Shift shall be 7 hours worked for 8 hours pay.

**OVERTIME:**

The first two (2) overtime hours, Monday through Friday, and the first eight (8) hours worked on Saturday (First 7.5 hours for Second Shift, first 7 hours for Third Shift) will be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime hours including Sundays and Holidays will be paid at double (2x) the basic straight-time hourly rate.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, and the day after Christmas. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday. If any of the holidays fall on Saturday, the Friday preceding shall be considered a holiday. When Christmas falls on Friday, Saturday, or Sunday, Friday and Monday shall be observed as holidays.



**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.