

**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-23-31-1-2025-1A**

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, 2025

**EXPIRATION DATE:** June 30, 2026\*\*

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	\$66.41
Residential Hardwood Floorlayers	\$66.56
Residential Shinglers	\$66.56
Residential Power Saw Operators	\$66.56
Residential Steel Scaffold and Steel Shoring Erectors	\$66.56
Residential Saw Filers	\$66.56

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

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$14.37 per hour worked
Pension	\$11.55 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.

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Employer Payments	Amount
Vacation/Dues	\$6.08 per hour worked <sup>1</sup>
Training	\$1.31 per hour worked
Other	\$3.77 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

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 RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL ELECTRICIAN #**

**RESIDENTIAL DETERMINATION: R-61-595-1-2025-1**

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, 2025

**EXPIRATION DATE:** May 31, 2026\*\*

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 County

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Electrician: Inside Wireman	\$76.00
Residential Electrician: Inside Wireman Second Shift	\$89.17
Residential Electrician: Inside Wireman Third Shift	\$99.89
Residential Electrician: Cable Splicer	\$87.40
Residential Electrician: Cable Splicer Second Shift	\$102.55
Residential Electrician: Cable Splicer Third Shift	\$114.87

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# Indicates an apprenticeable craft. There are no separate residential apprentice wage rates for this determination. To obtain apprentice wage rates applicable to residential work, please refer to the General Prevailing Wage Apprentice Determinations (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

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

<b>Employer Payments: Residential Electrician: Inside Wireman</b>	<b>Amount</b>
Health & Welfare	\$20.46 per hour worked
Pension	\$26.25 per hour worked <sup>1</sup>
Training	\$2.36 per hour worked
Other	\$1.45 per hour worked <sup>2</sup>

<b>Employer Payments: Residential Electrician: Inside Wireman Second Shift</b>	<b>Amount</b>
Health & Welfare	\$21.82 per hour worked
Pension	\$28.25 per hour worked <sup>1</sup>
Training	\$2.62 per hour worked
Other	\$1.63 per hour worked <sup>2</sup>

<b>Employer Payments: Residential Electrician: Inside Wireman Third Shift</b>	<b>Amount</b>
Health & Welfare	\$23.38 per hour worked
Pension	\$30.39 per hour worked <sup>1</sup>
Training	\$2.84 per hour worked
Other	\$1.79 per hour worked <sup>2</sup>

<sup>1</sup> Includes an amount equal to 3% of the Basic Hourly Rate for the National Employees Benefit Fund (NEBF) which is factored at the applicable overtime multiplier. 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 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>2</sup> Includes amounts for the Electrical Contractors Trust of Alameda County (ALA ECT), the Labor Management Cooperation Committee Fund (LMCC), and an amount equal to 1.05% of the Basic Hourly Rate for Contract Administration Fund (CAF). Amount for Contract Administration Fund is factored at the applicable overtime multiplier:  
**Residential Electrician: Inside Wireman:** ALA ECT is \$0.15, LMCC is \$0.50, CAF is \$0.80.  
**Residential Electrician: Inside Wireman Second Shift:** ALA ECT is \$0.16, LMCC is \$0.53, CAF is \$0.94.  
**Residential Electrician: Inside Wireman Third Shift:** ALA ECT is \$0.17, LMCC is \$0.57, CAF is \$1.05.  
**Residential Electrician: Cable Splicer:** ALA ECT is \$0.15, LMCC is \$0.50, CAF is \$0.92.  
**Residential Electrician: Cable Splicer Second Shift:** ALA ECT is \$0.16, LMCC is \$0.53, CAF is \$1.08.  
**Residential Electrician: Cable Splicer Third Shift:** ALA ECT is \$0.17, LMCC is \$0.57, CAF is \$1.21.

<b>Employer Payments: Residential Electrician: Cable Splicer</b>	<b>Amount</b>
Health & Welfare	\$20.46 per hour worked
Pension	\$26.59 per hour worked <sup>1</sup>
Training	\$2.36 per hour worked
Other	\$1.57 per hour worked <sup>2</sup>

<b>Employer Payments: Residential Electrician: Cable Splicer Second Shift</b>	<b>Amount</b>
Health & Welfare	\$21.82 per hour worked
Pension	\$28.65 per hour worked <sup>1</sup>
Training	\$2.62 per hour worked
Other	\$1.77 per hour worked <sup>2</sup>

<b>Employer Payments: Residential Electrician: Cable Splicer Third Shift</b>	<b>Amount</b>
Health & Welfare	\$23.38 per hour worked
Pension	\$30.84 per hour worked <sup>1</sup>
Training	\$2.84 per hour worked
Other	\$1.95 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

Effective June 1, 2026: \$4.95 to be 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, shall constitute a workweek.

**OVERTIME:**

One and one-half times (1½x) the basic straight-time hourly rate shall be paid for all overtime hours worked Monday through Saturday. Double (2x) the basic straight-time hourly rate will be paid for all other work including all work performed on Sundays and Holidays. Saturdays, Sundays and Holidays shall be paid at the non-shift rate. Workers employed on the 2nd shift shall receive eight (8) hours pay for seven and one-half (7.5) hours of work. Workers employed on the 3rd shift shall receive (8) hours pay for seven (7) hours of work.

**RECOGNIZED HOLIDAYS:**

Martin Luther King Jr. Day, New Year's Day, Washington's Birthday (Presidents' Day), Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, or days celebrated as such, shall be paid for at double the straight time rate of pay.

When holidays fall on a Saturday, they shall be celebrated on the previous Friday.  
When holidays fall on a Sunday, they shall be celebrated on the following Monday.  
When Christmas Day falls on a Saturday, the holiday will be celebrated on the following Monday. When Christmas Eve falls on a Sunday, the holiday will be celebrated on the previous Friday.

The following days will be Designated Off-Days:  
February 13, 2026, February 12, 2027  
May 22, 2026, May 28, 2027  
July 6, 2026  
September 4, 2026

No work shall be performed on Labor Day, except in case of emergency, and then only after the Business Manager of the Union grants permission.

**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 PLASTER TENDER #**

**RESIDENTIAL DETERMINATION: R-102-166-1-2025-1**

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, 2025

**EXPIRATION DATE:** June 30, 2026\*

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 10 days from the expiration date, if no subsequent determination is issued.

**LOCALITY:**

All localities within Alameda and Contra Costa Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Plaster Tender	\$42.21

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

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$11.10 per hour worked
Pension	\$16.31 per hour worked
Vacation & Holiday	\$5.56 per hour worked <sup>1</sup>
Training	\$0.50 per hour worked
Other	\$0.48 per hour worked <sup>2</sup>

# 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.

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

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

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**PREDETERMINED INCREASE(S):**

No Predetermined Increases.

**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 Day, and Christmas Day. If any holiday falls on a Sunday, the Monday following shall be considered a legal holiday. If any of the holidays falls 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-204-342-3-2025-1**

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, 2025

**EXPIRATION DATE:** December 31, 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 County.

**WAGE RATES:**

<b>Classification(s)</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Journeyman	\$53.95
Residential Helper Class 1 (0-1500 hours) <sup>1</sup>	\$32.32 <sup>2</sup>
Residential Helper Class 2 (1501 - 3000 hours) <sup>1</sup>	\$37.57 <sup>2</sup>
Residential Helper Class 3 (3001 - 4500 hours) <sup>1</sup>	\$42.82 <sup>2</sup>
Residential Helper Class 4 (4501 - 6000 hours) <sup>1</sup>	\$46.08 <sup>2</sup>

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# 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.

<sup>1</sup> The Employer may employ two (2) Residential Helpers for each Residential Journeyman on each project.

<sup>2</sup> Includes an amount for Dues check off (\$1.82 for Journeyman; \$1.12 for Helper 1; \$1.30 for Helper 2; \$1.47 for Helper 3; \$1.56 for Helper 4; \$0.94 for Trainee).

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Classification(s)	Basic Straight-Time Hourly Rate
Residential Trainee <sup>3</sup>	\$27.82 <sup>2</sup>

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

Employer Payments (Residential Journeyman)	Amount
Health & Welfare:	\$12.50 per hour worked
Pension:	\$8.25 per hour worked
Training:	\$1.10 per hour worked
Other:	\$0.35 per hour worked <sup>4</sup>

Employer Payments (Residential Helper 1-3)	Amount
Health & Welfare:	\$12.50 per hour worked
Pension:	\$6.25 per hour worked
Training:	\$1.10 per hour worked
Other:	\$0.35 per hour worked <sup>4</sup>

Employer Payments (Residential Helper 4)	Amount
Health & Welfare:	\$12.50 per hour worked
Pension:	\$8.25 per hour worked
Training:	\$1.10 per hour worked
Other:	\$0.35 per hour worked <sup>4</sup>

Employer Payments (Residential Trainee)	Amount
Health & Welfare:	\$12.50 per hour worked
Pension:	\$0.25 per hour worked
Training:	\$1.10 per hour worked
Other:	\$0.35 per hour worked <sup>4</sup>

**PREDETERMINED INCREASE(S):**

There are no increases applicable to this determination.

<sup>3</sup> The Employer may employ one (1) Residential Trainee for every four (4) Residential Journeymen and Helpers per project. Residential Trainees can advance to Class 1 after working 1500 hours.

<sup>4</sup> Includes an amount (\$0.30) for Contract Administration.

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**STRAIGHT TIME HOURS:**

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

**OVERTIME:**

When the workweek consists of five (5) eight (8) hour days, Monday through Friday, all hours performed in excess of the eight (8) hour workday and all hours performed on Saturday, shall be paid at one and one-half (1 1/2) times the straight time rate. All work performed on Sundays and holidays shall be paid at the double time rate.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, November 11th, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve. 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 and when a holiday falls on Thursday, the following Friday shall also be considered a legal holiday. When a holiday falls on a Friday, the following Saturday shall be paid at the holiday rate. When a holiday falls on Monday, the preceding Saturday shall be paid at the holiday rate.

**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 RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

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

**RESIDENTIAL DETERMINATION: R-204-483-1-2025-1**

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, 2025

**EXPIRATION DATE:** August 2, 2026\*\*

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	\$49.82 <sup>12</sup>

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

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare:	\$7.75 per hour worked
Pension:	\$9.40 per hour worked
Training:	\$0.90 per hour worked
Other:	\$0.40 per hour worked

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates, please send an email 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.

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

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

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**PREDETERMINED INCREASE(S):**

Effective August 3, 2026, there will be an increase of \$2.00 allocated to wages and/or fringes.

Effective August 2, 2027, there will be an increase of \$2.00 allocated to wages and/or fringes.

Effective July 31, 2028, there will be an increase of \$2.00 allocated to wages and/or fringes.

Effective July 30, 2029, there will be an increase of \$2.00 allocated 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 (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, Presidents Day, Memorial Day, July 4th, Labor Day, Veterans 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.

Designated days off, if worked, shall be paid at the Saturday Rate. The following days will be considered designated days off:

- 2026: February 13, May 22, July 6, September 4
- 2027: February 12, May 28, September 3, December 23
- 2028: February 18, May 26, September 1, December 22
- 2029: February 16, May 25, July 5, August 31
- 2030: February 15, May 24, July 5, August 30

**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 SHEET METAL WORKER#**

**RESIDENTIAL DETERMINATION: R-166-104-1-2025-1**

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, 2025

**EXPIRATION DATE:** June 28, 2026\*

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	\$52.31 <sup>1</sup>
Residential Sheet Metal Worker (Special Shift)	\$58.59 <sup>1</sup>
Residential Sheet Metal Worker (Second Shift)	\$57.54 <sup>1</sup>
Residential Sheet Metal Worker (Third Shift)	\$60.16 <sup>1</sup>
Residential A/C Pro	\$40.55 <sup>1</sup>
Residential A/C Pro (Special Shift)	\$45.42 <sup>1</sup>
Residential A/C Pro (Second Shift)	\$44.61 <sup>1</sup>
Residential A/C Pro (Third Shift)	\$46.63 <sup>1</sup>
Residential A/C Specialist	\$35.25 <sup>1</sup>

# Indicates an apprenticeable craft. There are no separate residential apprentice wage rates for this determination. To obtain apprentice wage rates applicable to residential work, please refer to the General Prevailing Wage Apprentice Determinations (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

<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 (Special Shift)	\$39.48 <sup>1</sup>
Residential A/C Specialist (Second Shift)	\$38.78 <sup>1</sup>
Residential A/C Specialist (Third Shift)	\$40.54 <sup>1</sup>
Residential Service Mechanic	\$44.53 <sup>1</sup>
Residential Service Mechanic (Special Shift)	\$49.87 <sup>1</sup>
Residential Service Mechanic (Second Shift)	\$48.98 <sup>1</sup>
Residential Service Mechanic (Third Shift)	\$51.21 <sup>1</sup>
Residential Service Technician	\$40.17 <sup>1</sup>
Residential Service Technician (Special Shift)	\$44.99 <sup>1</sup>
Residential Service Technician (Second Shift)	\$44.19 <sup>1</sup>
Residential Service Technician (Third Shift)	\$46.20 <sup>1</sup>

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

<b>Employer Payments: Residential Sheet Metal Worker</b>	<b>Amount</b>
Health & Welfare:	\$17.67 per hour worked
Pension:	\$25.49 per hour worked <sup>2</sup>
Training:	\$1.55 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:	\$17.07 per hour worked
Pension:	\$12.59 per hour worked <sup>2</sup>
Training:	\$1.29 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<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; \$1.10 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>
Health & Welfare:	\$17.07 per hour worked
Pension:	\$5.33 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 Mechanic</b>	<b>Amount</b>
Health & Welfare:	\$17.07 per hour worked
Pension:	\$17.36 per hour worked <sup>2</sup>
Training:	\$1.31 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential Service Technician</b>	<b>Amount</b>
Health & Welfare:	\$17.07 per hour worked
Pension:	\$11.15 per hour worked <sup>2</sup>
Training:	\$1.31 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, Veterans 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.