

**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-23-31-1-2025-1E**

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 Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, portions of El Dorado (includes territory east of Highway 49, excluding territory inside the city limits of Placerville), Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, portions of Placer (includes territory east of Highway 49), Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Carpenter	\$59.18
Residential Hardwood Floorlayers	\$59.33
Residential Shinglers	\$59.33
Residential Power Saw Operators	\$59.33
Residential Steel Scaffold and Steel Shoring Erectors	\$59.33
Residential Saw Filers	\$59.33

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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.

(Continued)

**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
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

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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.

*Residential Determination: R-23-31-1-2025-1E*

*Residential Carpenter*

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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 ELECTRICIAN #**

**RESIDENTIAL DETERMINATION:** R-61-551-2-2025-1A

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:** November 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 ten days after the expiration date if no subsequent determination is issued.

**LOCALITY:**

All localities within Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Marin, Mendocino, Napa, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Solano, Sonoma, Sutter, Tehama, Trinity, Yolo & Yuba Counties

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Electrician: Inside Wireman	\$41.00
Residential Electrician: Inside Wireman (Second Shift)	\$48.11
Residential Electrician: Inside Wireman (Third Shift)	\$53.89

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

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare:	\$17.25 per hour worked
Pension:	\$5.98 per hour worked <sup>1</sup>
Training:	\$1.03 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.

<sup>1</sup> Includes 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.

*(Continued)*

<b>Employer Payments</b>	<b>Amount</b>
Other:	\$0.72 per hour worked <sup>2</sup>

<b>Employer Payments (Second Shift)</b>	<b>Amount</b>
Health & Welfare:	\$18.40 per hour worked
Pension:	\$6.51 per hour worked <sup>1</sup>
Training:	\$1.10 per hour worked
Other:	\$0.81 per hour worked <sup>2</sup>

<b>Employer Payments (Third Shift)</b>	<b>Amount</b>
Health & Welfare:	\$19.71 per hour worked
Pension:	\$7.05 per hour worked <sup>1</sup>
Training:	\$1.18 per hour worked
Other:	\$0.89 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

There are no increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day (seven and one-half (7.5) hours per day for second shift and seven (7) hours per day for third shift), Monday through Friday, shall constitute a day's work.<sup>3</sup>

**OVERTIME:**

One and one-half (1½x) times the basic straight time hourly rate plus the non-shift employer payments (except NEBF and CAF which are percentage of the applicable wage) apply to the first four (4) daily overtime hours paid and the first eight (8) hours paid on Saturdays. Double (2x) the basic non-shift straight-time hourly rate plus the non-shift employer payments apply to all hours after twelve (12) hours paid on a normal workday, after eight (8) hours paid on a Saturday, and on all hours on Sundays and Holidays.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and the weekday before or after Christmas. When Christmas day falls on a Tuesday, Wednesday, Friday, or Saturday, the holiday shall be observed on the previous day (Monday, Tuesday, Thursday or Friday). When Christmas day falls on Sunday, Monday, or Thursday, the holiday shall be observed on the following day

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<sup>2</sup> Includes an amount equal to 1% of the Basic Hourly Rate for Contract Administration Fund (CAF) is added into the total hourly rate and factored at the applicable overtime multiplier for each overtime hour.

<sup>3</sup> For the second shift, wages and employer payments are based on eight (8) hours of non-shift pay for seven and one-half (7.5) hours worked. For the third shift, wages and employer payments are based on eight (8) hours of non-shift pay for seven (7) hours worked.

(Monday, Tuesday or Friday). If any of the above holidays fall on Sunday, the Monday following shall be considered a holiday. If any of the holidays fall on Saturday, the preceding Friday 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.

**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 PLUMBER #**

**RESIDENTIAL DETERMINATION:** R-204-290-1-2025-1

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:** March 31, 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 Del Norte and Humboldt Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Plumber	\$48.62 <sup>1</sup>

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

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare:	\$16.82 per hour worked
Pension:	\$18.36 per hour worked <sup>2</sup>
Vacation:	\$1.35 per hour worked <sup>3</sup>
Training:	\$1.65 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.

<sup>1</sup> Includes an amount for Dues Check-off and Vacation.

<sup>2</sup> 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> Amount is for Sick Leave.

(Continued)

<b>Employer Payments</b>	<b>Amount</b>
Other:	\$0.28 per hour worked <sup>4</sup>

**PREDETERMINED INCREASE(S):**

There are no increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday

**OVERTIME:**

All hours worked in excess of an eight (8) hour day and a forty (40) hour week will be paid at one and one-half (1 ½) times the straight time rate. All hours worked on Sundays, Holidays, in excess of twelve (12) hours Monday through Friday, or in excess of ten (10) hours on Saturday will be paid at two (2) times the straight time rate.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, the Day after Thanksgiving Day, Christmas Day, and Martin Luther King, Jr. Day. Holidays falling on Sunday shall be observed on Monday; holidays falling on Saturday shall be observed on Friday.

**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>4</sup> Includes amounts for Education Reimbursement and Labor Management Fund.

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

**CRAFT: RESIDENTIAL PLUMBER: FIRE SPRINKLER FITTER #**

**RESIDENTIAL DETERMINATION:** R-204-669-1-2025-1B

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\*\*

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 Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, and Yuba Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Fire Sprinkler Fitter: Building Trades Journeyman <sup>1</sup>	\$41.16
Residential Fire Sprinkler Fitter: Residential Tradesman <sup>1</sup>	\$41.16

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

<b>Building Trades Journeyman Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$12.40 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.

<sup>1</sup> Applies to Fire Protection Sprinkler Fitter work, does not apply to other plumbing work.

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<b>Building Trades Journeyman Employer Payments</b>	<b>Amount</b>
Pension	\$15.62 per hour worked
Training	\$0.54 per hour worked
Other	\$0.25 per hour worked <sup>2</sup>

<b>Residential Tradesman Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$5.40 per hour worked
Pension	\$1.15 per hour worked
Training	\$0.10 per hour worked
Other	\$0.25 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

*The following increases apply to Building Trades Journeyman only:*

Effective on January 1, 2026, there will be an increase of \$1.35 allocated as follows: \$1.20 to Health and Welfare, \$0.05 to Pension, \$0.05 to Training, and \$0.05 to Other.

Effective on April 1, 2026, there will be an increase of \$2.38 allocated as follows: \$2.38 to the Basic Hourly Rate.

Effective on January 1, 2027, there will be an increase of \$1.00 allocated as follows: \$0.95 to Health and Welfare and \$0.05 to Pension.

Effective on April 1, 2027, there will be an increase of \$2.37 allocated as follows: \$2.37 to the Basic Hourly Rate.

Effective on January 1, 2028, there will be an increase of \$1.00 allocated as follows: \$0.95 to Health and Welfare and \$0.05 to Pension.

Effective on April 1, 2028, there will be an increase of \$0.50 allocated as follows: \$0.50 to Pension.

Effective on January 1, 2029, there will be an increase of \$1.00 allocated as follows: \$0.95 to Health and Welfare and \$0.05 to Pension.

Effective on April 1, 2029, there will be an increase of \$0.50 allocated as follows: \$0.50 to Pension.

Effective on January 1, 2030, there will be an increase of \$1.00 allocated as follows: \$0.95 to Health and Welfare and \$0.05 to Pension.

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

There are no further increases applicable to this determination.

*The following increases apply to Residential Tradesman only:*

Effective on January 1, 2026, there will be an increase of \$0.55 allocated as follows: \$0.35 to Health and Welfare, \$0.15 to Pension, and \$0.05 to Other.

Effective on April 1, 2026, there will be an increase of \$2.38 allocated as follows: \$2.38 to the Basic Hourly Rate.

Effective on January 1, 2027, there will be an increase of \$0.50 allocated as follows: \$0.35 to Health and Welfare and \$0.15 to Pension.

Effective on April 1, 2027, there will be an increase of \$2.37 allocated as follows: \$2.37 to the Basic Hourly Rate.

Effective on January 1, 2028, there will be an increase of \$0.50 allocated as follows: \$0.35 to Health and Welfare and \$0.15 to Pension.

Effective on January 1, 2029, there will be an increase of \$0.50 allocated as follows: \$0.35 to Health and Welfare and \$0.15 to Pension.

Effective on January 1, 2030, there will be an increase of \$0.50 allocated as follows: \$0.35 to Health and Welfare and \$0.15 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:**

All residential overtime hours shall be paid at one and one-half (1½x) the basic straight-time hourly rate.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday. If any of the holidays should fall on Saturday, the Friday preceding shall be considered 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.

**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 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.