March 19 2019

OFFICIAL NOTICE

According to Section 28E – Wage and Fringe Benefit Increase of the 2018-2023 Laborers’ Master Agreement the Union may elect at its option to allocate each increase to any or all of the following: Wages, Health and Welfare, Pension/Annuity, Vacation-Holiday-Dues Supplement, Training-Retraining/Apprenticeship or Laborers-Employers Cooperation and Education Trust (L.E.C.E.T.). Therefore, effective July 1, 2019, a one dollar ninety cents ($1.90) per hour wage and fringe benefit increase will be allocated as follows:

**July 1, 2019 – Wage and Fringe Benefits Allocation:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Additional</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages</td>
<td>additional</td>
<td>$1.00 per hour</td>
</tr>
<tr>
<td>Health and Welfare</td>
<td>additional</td>
<td>$0.25 per hour</td>
</tr>
<tr>
<td>Annuity</td>
<td>additional</td>
<td>$0.35 per hour</td>
</tr>
<tr>
<td>Vacation</td>
<td>additional</td>
<td>$0.30 per hour</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>additional</td>
<td><strong>$1.90 per hour</strong></td>
</tr>
</tbody>
</table>

The additional $0.25 per hour allocation to Annuity, effective June 25, 2018, remains in effect for Individual Employers who did not extend the agreement.

Please also note the following change pursuant to Supplement No. 1 of the 2018-2023 Laborers’ Master Agreement, effective July 1, 2019:

**July 1, 2019 – Labor Foreman Rate:**

$2.50 per hour above any classification in this Agreement working under his/her direction.

Please also note the following change:

**July 1, 2019 – Industry Stabilization and Training:**

$0.05 per hour shall be redirected from Industry Stabilization Funds to Training.

Sincerely,

Oscar De La Torre
Business Manager
Northern California District Council of Laborers

ODLT:asa

REV. 03/27/19