

**2022-2027 Laborers' Master Agreement
Associated General Contractors (AGC)
Northern California District Council of Laborers
Wage & Fringe Benefit Rates
Effective January 1, 2026**

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>			<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>		
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>	
		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	
<u>Construction Specialist</u>											
	Rate A	\$39.85	\$71.01	\$90.94	\$110.86	<u>Group 2</u>	Rate A	\$39.00	\$70.16	\$89.66	\$109.16
	Rate B	\$38.85	\$70.01	\$89.44	\$108.86		Rate B	\$38.00	\$69.16	\$88.16	\$107.16
<u>Group 1</u>						<u>Group 3 & 3(a)</u>					
	Rate A	\$39.15	\$70.31	\$89.89	\$109.46		Rate A	\$38.90	\$70.06	\$89.51	\$108.96
	Rate B	\$38.15	\$69.31	\$88.39	\$107.46		Rate B	\$37.90	\$69.06	\$88.01	\$106.96
<u>Group 1(a)</u>						<u>Group 4</u>					
	Rate A	\$39.37	\$70.53	\$90.22	\$109.90		Rate A	\$32.59	\$63.75	\$80.05	\$96.34
	Rate B	\$38.37	\$69.53	\$88.72	\$107.90		Rate B	\$31.59	\$62.75	\$78.55	\$94.34
<u>Group 1(c)</u>											
	Rate A	\$39.20	\$70.36	\$89.96	\$109.56						
	Rate B	\$38.20	\$69.36	\$88.46	\$107.56						
<u>Group 1(e)</u>											
	Rate A	\$39.70	\$70.86	\$90.71	\$110.56						
	Rate B	\$38.70	\$69.86	\$89.21	\$108.56						
<u>Group 1(g) Contra Costa County</u>											
		\$39.35	\$70.51	\$90.19	\$109.86						

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>
<u>Supplement No. 2 - Guniting, Shotcrete, Panelcrete, and Similar Type Work</u>					
<u>Structural Nozzleman</u>	Rate A	\$40.11	\$71.27	\$91.33	\$111.38
	Rate B	\$39.11	\$70.27	\$89.83	\$109.38
<u>Nozzleman, Gunman,</u>	Rate A	\$39.61	\$70.77	\$90.58	\$110.38
<u>and Potman</u>	Rate B	\$38.61	\$69.77	\$89.08	\$108.38
<u>Rodman</u>	Rate A	\$39.61	\$70.77	\$90.58	\$110.38
	Rate B	\$38.61	\$69.77	\$89.08	\$108.38
<u>Wire Winding Machine in Connection with Guniting or Shotcrete</u>					
<u>Aligner</u>	Rate A	\$39.73	\$70.89	\$90.76	\$110.62
	Rate B	\$38.73	\$69.89	\$89.26	\$108.62
<u>Helper</u>	Rate A	\$38.75	\$69.91	\$89.29	\$108.66
	Rate B	\$37.75	\$68.91	\$87.79	\$106.66
<u>Groundman</u>	Rate A	\$39.61	\$70.77	\$90.58	\$110.38
	Rate B	\$38.61	\$69.77	\$89.08	\$108.38
<u>Guniting Trainee</u>	Rate A	\$32.59	\$63.75	\$80.05	\$96.34
	Rate B	\$31.59	\$62.75	\$78.55	\$94.34
<u>Reboundman</u>	Rate A	\$39.02	\$70.18	\$89.69	\$109.20
	Rate B	\$38.02	\$69.18	\$88.19	\$107.20
<u>General Laborers</u>	Rate A	\$38.90	\$70.06	\$89.51	\$108.96
	Rate B	\$37.90	\$69.06	\$88.01	\$106.96
<u>Guniting Foreman</u>	Rate A	\$40.61	\$71.77	\$92.08	\$112.38
	Rate B	\$39.61	\$70.77	\$90.58	\$110.38
<u>Travel Time (per hour)</u>					
	<u>Effective 1/1/26</u>				\$21.97

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	<u>2X + Benefits</u>
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
<u>Supplement No. 3 - Wrecking Work</u>		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>
<u>Skilled Wrecker</u>	Rate A	\$39.15	\$70.31	\$89.89	\$109.46
(Group 1)	Rate B	\$38.15	\$69.31	\$88.39	\$107.46
<u>Semi-Skilled Wrecker</u>	Rate A	\$39.00	\$70.16	\$89.66	\$109.16
(Group 2)	Rate B	\$38.00	\$69.16	\$88.16	\$107.16

Supplement No. 4 - Gardeners, Horticultural & Landscape Workers

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	<u>2X + Benefits</u>
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
<u>Gardeners, Horticultural, and</u>		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>
<u>Landscape Laborers</u>					
(New Construction)	Rate A	\$38.90	\$70.06	\$89.51	\$108.96
	Rate B	\$37.90	\$69.06	\$88.01	\$106.96
<u>Service Landscape Laborers</u>					
(Establishment Warranty	Rate A	\$32.59	\$63.75	\$80.05	\$96.34
Period)	Rate B	\$31.59	\$62.75	\$78.55	\$94.34
<u>Landscape Laborer Trainee</u>					
1st 6 months	Rate A	\$27.23	\$58.39	\$72.01	\$85.62
2nd 6 months	Rate A	\$31.12	\$62.28	\$77.84	\$93.40
3rd 6 months	Rate A	\$35.01	\$66.17	\$83.68	\$101.18
1st 6 months	Rate B	\$26.53	\$57.69	\$70.96	\$84.22
2nd 6 months	Rate B	\$30.32	\$61.48	\$76.64	\$91.80
3rd 6 months	Rate B	\$34.11	\$65.27	\$82.33	\$99.38

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	<u>2X + Benefits</u>
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
<u>Supplement No. 5 - Refinery Work</u>		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>
	Rate A	\$38.90	\$70.06	\$89.51	\$108.96
	Rate B	\$37.90	\$69.06	\$88.01	\$106.96

Supplement No. 7 - Laborers Work for Concrete Sawing, Drilling, Coring, and Breaking Industry

Travel Time \$21.97
Effective 1/1/26

SPECIAL SINGLE AND SECOND SHIFT

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>			<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>		
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>	
		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	
<u>Construction Specialist</u>	Rate A	\$42.85	\$74.01	\$95.44	\$116.86	<u>Group 2</u>	Rate A	\$42.00	\$73.16	\$94.16	\$115.16
	Rate B	\$41.85	\$73.01	\$93.94	\$114.86		Rate B	\$41.00	\$72.16	\$92.66	\$113.16
<u>Group 1</u>	Rate A	\$42.15	\$73.31	\$94.39	\$115.46	<u>Group 3 & 3(a)</u>	Rate A	\$41.90	\$73.06	\$94.01	\$114.96
	Rate B	\$41.15	\$72.31	\$92.89	\$113.46		Rate B	\$40.90	\$72.06	\$92.51	\$112.96
<u>Group 1(a)</u>	Rate A	\$42.37	\$73.53	\$94.72	\$115.90	<u>Group 4</u>	Rate A	\$35.59	\$66.75	\$84.55	\$102.34
	Rate B	\$41.37	\$72.53	\$93.22	\$113.90		Rate B	\$34.59	\$65.75	\$83.05	\$100.34
<u>Group 1(c)</u>	Rate A	\$42.20	\$73.36	\$94.46	\$115.56						
	Rate B	\$41.20	\$72.36	\$92.96	\$113.56						
<u>Group 1(e)</u>	Rate A	\$42.70	\$73.86	\$95.21	\$116.56						
	Rate B	\$41.70	\$72.86	\$93.71	\$114.56						
<u>Group 1(g) Contra Costa County</u>		\$42.35	\$73.51	\$94.69	\$115.86						

SPECIAL SINGLE AND SECOND SHIFT (cont'd)		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>

Supplement No. 2 - Gunite, Shotcrete, Panelcrete, and Similar Type Work

<u>Structural Nozzleman</u>	Rate A	\$43.11	\$74.27	\$95.83	\$117.38
	Rate B	\$42.11	\$73.27	\$94.33	\$115.38
<u>Nozzleman, Gunman, and Potman</u>	Rate A	\$42.61	\$73.77	\$95.08	\$116.38
	Rate B	\$41.61	\$72.77	\$93.58	\$114.38
<u>Rodman</u>	Rate A	\$42.61	\$73.77	\$95.08	\$116.38
	Rate B	\$41.61	\$72.77	\$93.58	\$114.38
<u>Wire Winding Machine in Connection with Guniting or Shot Crete</u>					
<u>Aligner</u>	Rate A	\$42.73	\$73.89	\$95.26	\$116.62
	Rate B	\$41.73	\$72.89	\$93.76	\$114.62
<u>Helper</u>	Rate A	\$41.75	\$72.91	\$93.79	\$114.66
	Rate B	\$40.75	\$71.91	\$92.29	\$112.66
<u>Groundman</u>	Rate A	\$42.61	\$73.77	\$95.08	\$116.38
	Rate B	\$41.61	\$72.77	\$93.58	\$114.38
<u>Gunite Trainee</u>	Rate A	\$35.59	\$66.75	\$84.55	\$102.34
	Rate B	\$34.59	\$65.75	\$83.05	\$100.34
<u>Reboundman</u>	Rate A	\$42.02	\$73.18	\$94.19	\$115.20
	Rate B	\$41.02	\$72.18	\$92.69	\$113.20
<u>General Laborers</u>	Rate A	\$41.90	\$73.06	\$94.01	\$114.96
	Rate B	\$40.90	\$72.06	\$92.51	\$112.96
<u>Gunite Foreman</u>	Rate A	\$43.61	\$74.77	\$96.58	\$118.38
	Rate B	\$42.61	\$73.77	\$95.08	\$116.38

Supplement No. 3 - Wrecking Work		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>
<u>Skilled Wrecker</u> (Group 1)	Rate A	\$42.15	\$73.31	\$94.39	\$115.46
	Rate B	\$41.15	\$72.31	\$92.89	\$113.46
<u>Semi-Skilled Wrecker</u> (Group 2)	Rate A	\$42.00	\$73.16	\$94.16	\$115.16
	Rate B	\$41.00	\$72.16	\$92.66	\$113.16

**SPECIAL SINGLE AND
SECOND SHIFT (cont'd)**

Supplement No. 4 - Gardeners, Horticultural & Landscape Workers

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>
<u>Gardeners, Horticultural, and</u>					
<u>Landscape Laborers</u>					
(New Construction)	Rate A	\$41.90	\$73.06	\$94.01	\$114.96
	Rate B	\$40.90	\$72.06	\$92.51	\$112.96
<u>Service Landscape Laborers</u>					
(Establishment Warranty	Rate A	\$35.59	\$66.75	\$84.55	\$102.34
Period)	Rate B	\$34.59	\$65.75	\$83.05	\$100.34
<u>Landscape Laborer Trainee</u>					
1st 6 months	Rate A	\$30.23	\$61.39	\$76.51	\$91.62
2nd 6 months	Rate A	\$34.12	\$65.28	\$82.34	\$99.40
3rd 6 months	Rate A	\$38.01	\$69.17	\$88.18	\$107.18
1st 6 months	Rate B	\$29.53	\$60.69	\$75.46	\$90.22
2nd 6 months	Rate B	\$33.32	\$64.48	\$81.14	\$97.80
3rd 6 months	Rate B	\$37.11	\$68.27	\$86.83	\$105.38

		<u>Basic Hourly</u>	<u>Basic Hourly</u>	<u>1.5X +</u>	
		<u>Rate</u>	<u>+ Benefits</u>	<u>Benefits</u>	<u>2X + Benefits</u>
		<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>	<u>6/30/25</u>
<u>Supplement No. 5 - Refinery Work</u>					
	Rate A	\$41.90	\$73.06	\$94.01	\$114.96
	Rate B	\$40.90	\$72.06	\$92.51	\$112.96

FRINGE BENEFITS

	<u>06/30/25</u>
Health & Welfare	\$11.10
Pension	\$10.46
Annuity *	\$4.85
Vac/Holiday/Dues Supplement	\$3.91
Training/Retraining/L.E.C.E.T.	\$0.52
Contract Administration	\$0.10
Industry Stabilization	\$0.22
	<u>\$31.16</u>