

Northern California District Council of Laborers Landscape/Irrigation Site Work Agreement

GARDENERS, HORTICULTURAL & LANDSCAPE WORKERS WAGE RATES (RATE A)

The below rates shall apply to the following Area A counties: Lake, Marin, Mendocino, San Francisco, and Sonoma.

CLASSIFICATION/RATES PER HOUR:

EFFECTIVE DATE 7/1/26

Gardeners, Horticultural and Landscape Laborers (New Construction)

RATE A	\$40.40
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Service Landscape Laborers
(Establishment Warranty Period)

RATE A	\$34.09
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The overtime rates provided in paragraph 5 of Section 20A shall apply only to service landscape laborers (establishment warranty period) for work in excess of forty (40) hours in any one (1) week, or in excess of eight (8) hours in any one (1) day.

Service landscape laborers (establishment warranty period), may be required to work any five (5) days out of the week on any shift.

LANDSCAPE LABORER TRAINEE

A new classification, Landscape Laborer Trainee, is based on an eighteen (18) month training program, as follows:

EFFECTIVE DATE 7/1/26

RATE A

1st 6 mos.	@ 70%	\$28.28
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2nd 6 mos.	@ 80%	\$32.32
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3rd 6 mos.	@ 90%	\$36.36
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Prior to employment, the Employer must submit in writing any request for employees from the Local Union; and, all employees must be referred by the Local Union in the area of work.

The ratio of Trainees shall be: One (1) in three (3), with the understanding that each Individual Contractor utilizing the Trainee Classification must employ at least one (1) Second Period Trainee in the Second Period of the Agreement and at least one (1) Third Period Trainee in the Third Period of the Agreement before being eligible to employ another First Period Trainee.

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RATE A BENEFITS

EFFECTIVE DATE	7/1/26
Health & Welfare	\$12.00
Pension	\$10.46
Annuity	\$5.00
Vacation/Holiday/	
Dues Supplement *	\$4.00
Training-Retraining/	
Apprenticeship/LECET	\$0.52
Industry Stabilization	\$0.23
Contract Administration	<u>\$0.10</u>
	\$32.31

* Effective July 1, 2025, the Dues Supplement portion shall be \$1.00 per hour.

Landscape/Irrigation Technicians I, II, III, and IV (RATE B)

There are hereby new classifications exclusive to the Landscape and Irrigation industry called Landscape/Irrigation Technician I, Landscape/Irrigation Technician II, Landscape/Irrigation Technician III, and Landscape/Irrigation Technician IV. The below rates shall apply to the following Area B counties: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lassen, Madera, Mariposa, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Sierra, Shasta, Siskiyou, Solano, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba.

The wage and fringe benefit rates for these classifications are as follows:

Wages & Fringe benefits for Landscape/ Irrigation Technicians I shall be as follows:

EFFECTIVE DATE	7/1/26
Technician I Wages	\$39.11
Health & Welfare	\$11.02
Pension	\$4.96
Vacation-Holiday-	
Dues Supplement**	\$2.65
Training & Retraining	\$0.45
Contract Administration	\$0.04
Industry Stabilization	<u>\$0.05</u>
	\$58.28

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Wages & Fringe benefits for Landscape/ Irrigation Technicians II shall be as follows:

EFFECTIVE DATE	7/1/26
Technician II Wages	\$29.56
Health & Welfare	\$10.05
Vacation-Holiday-	
Dues Supplement**	\$3.62
Training & Retraining	\$0.45
Contract Administration	\$0.04
	\$43.72

Wages & Fringe benefits for Landscape/ Irrigation Technicians III shall be as follows:

EFFECTIVE DATE	7/1/26
Technician III Wages	\$27.31
Health & Welfare	\$10.05
Vacation-Holiday-	
Dues Supplement**	\$3.50
Training & Retraining	\$0.45
Contract Administration	\$0.04
	\$41.35

Wages & Fringe benefits for Landscape/Irrigation Technicians IV shall be as follows:

EFFECTIVE DATE	7/1/26
Technician IV Wages	\$23.90
Health & Welfare	\$10.05
Vacation-Holiday-	
Dues Supplement**	\$3.50
Training & Retraining	\$0.45
Contract Administration	\$0.04
	\$37.94

*To be determined.

**The dues supplement amount for Landscape/Irrigation Technicians II, III, and IV shall be twenty cents (\$0.20).

The Landscape/Irrigation Technicians I, II, III, and IV classifications are not applicable in the counties of San Francisco, Marin, Sonoma, Mendocino and Lake.