

**Southwest Mountain States Regional Council of Carpenters  
2022-2027 MEA Millwright Regional Master Agreement  
CALIFORNIA**

**MILLWRIGHT**

**Rates Effective:** July 1, 2023 - June 30, 2024

<b>Full Package Benefits:</b>	Vacation	5.00
	Supplemental Dues	2.39
	Pension	5.91
	Annuity	3.00
	Health & Welfare	8.25
	Training Fund	0.59
	Carpenters Contractors Cooperation Committee	0.19
	International Training Fund	0.13
	Millwright Pile Driver Fund for Industry Revitalization, Safety and Training	0.05
	Millwright Labor Management Cooperation Committee	0.15
	Contract Administration	0.25
	<b>TOTAL BENEFITS</b>	<b>\$25.91</b>

**CSAC Trust Fund Remittances:**

Chris Hidalgo. 213.739.9488  
[chidalgo@carpenterssw.org](mailto:chidalgo@carpenterssw.org)

**Agreement Holidays:**

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

**Geographic Area Covered:** Southern California Counties- Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern and San Diego

**The Vacation, Sick Leave & Paid Time Off Fund contribution will be subject to the overtime multiplier effective July 1, 2024.**

<b>Zone 1: Free Zone</b> (Up to 45 miles)			Base Pay	Vacation	Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	Annuity	Health & Welfare	Training	Intl Training	Coop. Com	MW/PD FIRST	MWLMCC	Contract Admin	<b>TOTAL PACKAGE</b>
General Foreman			56.76	5.00	2.39	64.15	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$82.67</b>
Foreman			54.30	5.00	2.39	61.69	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$80.21</b>
<b>Journeyman</b>			<b>49.36</b>	<b>5.00</b>	<b>2.39</b>	<b>56.75</b>	<b>5.91</b>	<b>3.00</b>	<b>8.25</b>	<b>0.59</b>	<b>0.13</b>	<b>0.19</b>	<b>0.05</b>	<b>0.15</b>	<b>0.25</b>	<b>\$75.27</b>
10th Period Apprentice	95%	650 Hours	46.89	5.00	2.39	54.28	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$72.80</b>
9th Period Apprentice	90%	650 Hours	44.42	5.00	2.39	51.81	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$70.33</b>
8th Period Apprentice	85%	650 Hours	41.96	5.00	2.39	49.35	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$67.87</b>
7th Period Apprentice	80%	650 Hours	39.49	5.00	2.39	46.88	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$65.40</b>
6th Period Apprentice	77.5%	650 Hours	38.25	5.00	2.39	45.64	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$64.16</b>
5th Period Apprentice	75%	650 Hours	37.02	5.00	2.39	44.41	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$62.93</b>
4th Period Apprentice	70%	650 Hours	34.55	5.00	2.39	41.94	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$60.46</b>
3rd Period Apprentice	65%	650 Hours	32.08	5.00	3.39	40.47	-	2.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$52.08</b>
2nd Period Apprentice	62.5%	650 Hours	30.85	5.00	3.39	39.24	-	1.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$49.85</b>
1st Period Apprentice	60%	650 Hours	29.62	5.00	3.39	38.01	-	1.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$48.62</b>
Pre-Apprentice	55%	500 Hours	27.15	5.00	3.39	35.54	-	-	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$45.15</b>

<b>Zone 2: +\$4.00/hour</b> (More than 45 miles but less than 101 miles)			Base Pay	Vacation	Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	Annuity	Health & Welfare	Training	Intl Training	Coop. Com	MW/PD FIRST	MWLMCC	Contract Admin	<b>TOTAL PACKAGE</b>
General Foreman			60.76	5.00	2.39	68.15	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$86.67</b>
Foreman			58.30	5.00	2.39	65.69	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$84.21</b>
<b>Journeyman</b>			<b>53.36</b>	<b>5.00</b>	<b>2.39</b>	<b>60.75</b>	<b>5.91</b>	<b>3.00</b>	<b>8.25</b>	<b>0.59</b>	<b>0.13</b>	<b>0.19</b>	<b>0.05</b>	<b>0.15</b>	<b>0.25</b>	<b>\$79.27</b>
10th Period Apprentice	95%	650 Hours	50.89	5.00	2.39	58.28	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$76.80</b>
9th Period Apprentice	90%	650 Hours	48.42	5.00	2.39	55.81	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$74.33</b>
8th Period Apprentice	85%	650 Hours	45.96	5.00	2.39	53.35	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$71.87</b>
7th Period Apprentice	80%	650 Hours	43.49	5.00	2.39	50.88	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$69.40</b>
6th Period Apprentice	77.5%	650 Hours	42.25	5.00	2.39	49.64	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$68.16</b>
5th Period Apprentice	75%	650 Hours	41.02	5.00	2.39	48.41	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$66.93</b>
4th Period Apprentice	70%	650 Hours	38.55	5.00	2.39	45.94	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$64.46</b>
3rd Period Apprentice	65%	650 Hours	36.08	5.00	3.39	44.47	-	2.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$56.08</b>
2nd Period Apprentice	62.5%	650 Hours	34.85	5.00	3.39	43.24	-	1.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$53.85</b>
1st Period Apprentice	60%	650 Hours	33.62	5.00	3.39	42.01	-	1.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$52.62</b>
Pre-Apprentice	55%	500 Hours	31.15	5.00	3.39	39.54	-	-	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$49.15</b>

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**Geographic Area Covered:** Southern California Counties- Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern and San Diego

**The Vacation, Sick Leave & Paid Time Off Fund contribution will be subject to the overtime multiplier effective July 1, 2024.**

Zone 3: +\$6.00/hour (101 or more miles)			Base Pay	Vacation	Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	Annuity	Health & Welfare	Training	Intl Training	Coop. Com	MW/PD FIRST	MWLMCC	Contract Admin	TOTAL PACKAGE
General Foreman			62.76	5.00	2.39	70.15	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$88.67</b>
Foreman			60.30	5.00	2.39	67.69	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$86.21</b>
<b>Journeyman</b>			<b>55.36</b>	<b>5.00</b>	<b>2.39</b>	<b>62.75</b>	<b>5.91</b>	<b>3.00</b>	<b>8.25</b>	<b>0.59</b>	<b>0.13</b>	<b>0.19</b>	<b>0.05</b>	<b>0.15</b>	<b>0.25</b>	<b>\$81.27</b>
10th Period Apprentice	95%	650 Hours	52.89	5.00	2.39	60.28	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$78.80</b>
9th Period Apprentice	90%	650 Hours	50.42	5.00	2.39	57.81	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$76.33</b>
8th Period Apprentice	85%	650 Hours	47.96	5.00	2.39	55.35	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$73.87</b>
7th Period Apprentice	80%	650 Hours	45.49	5.00	2.39	52.88	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$71.40</b>
6th Period Apprentice	77.5%	650 Hours	44.25	5.00	2.39	51.64	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$70.16</b>
5th Period Apprentice	75%	650 Hours	43.02	5.00	2.39	50.41	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$68.93</b>
4th Period Apprentice	70%	650 Hours	40.55	5.00	2.39	47.94	5.91	3.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$66.46</b>
3rd Period Apprentice	65%	650 Hours	38.08	5.00	3.39	46.47	-	2.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$58.08</b>
2nd Period Apprentice	62.5%	650 Hours	36.85	5.00	3.39	45.24	-	1.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$55.85</b>
1st Period Apprentice	60%	650 Hours	35.62	5.00	3.39	44.01	-	1.00	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$54.62</b>
Pre-Apprentice	55%	500 Hours	33.15	5.00	3.39	41.54	-	-	8.25	0.59	0.13	0.19	0.05	0.15	0.25	<b>\$51.15</b>

**NOTE:** The Vacation and Supplemental Dues contributions are to be added to the employee's wages, taxed and withheld and submitted to the Trust Fund with the remaining benefits.

**FOREMEN/GENERAL FOREMEN:** Foreman Pay: Ten percent (10%) per hour above the Journeyman rate.  
General Foreman Pay: Fifteen percent (15%) per hour above the Journeyman rate.

**Zone Pay:** The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

- Los Angeles, California
- San Diego, California
- San Bernardino, California

**Per Diem** The employer agrees to provide the employee a payment of \$40 per day per diem on privately funded construction jobs.

**Shift Differential:** 2nd shift: \$2.00 shift differential  
3rd Shift: \$3.25 shift differential

**Lodging:** If the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of the respective dispatch points listed above, the Employer agrees to furnish acceptable single occupancy lodging to each employee. Employers are encouraged to use commercial facilities and lodges, however, when such facilities are not available, per diem in lieu of room and lodging shall be paid at the rate of one hundred ten dollars (\$110.00) per day, or part thereof, from the date of hire for the project to the date of termination of employment on the project.

**Residential Free Zone:** No Employee will receive subsistence or travel time if the employees principal place of residence is within forty-five (45) road miles of the project regardless of whether the employees principal place of residence is in or out of the free zone.

**WELDER PREMIUM:** \$3.00 per hour for all hours when dispatched as a certified welder.

**FOR OFFICE USE BELOW**

<b>Rate Classes:</b>	
<b>CAMEA1</b>	California Millwright MEA (Zone 1)-New Const
<b>CAMEA2</b>	California Millwright MEA (Zone 2)-New Const
<b>CAMEA3</b>	California Millwright MEA (Zone 3)-New Const

<b>Increases:</b>	
July 1, 2024	\$3.25 to be allocated
July 1, 2025	\$3.50 to be allocated

**Agreement runs through June 30, 2027**