

From: [David Cutaia](#)
To: [David Cutaia](#)
Subject: Public Comment Received
Date: Monday, July 14, 2025 11:21:30 AM



Goleta City Councilmembers,

One of the projects CFEC undertakes is to track the results of any Project Labor Agreement (PLA) that an entity was foolish enough to put into place. We then take these inevitable failures and use them to warn others who might be considering a PLA what it is they can expect.

Here is just a taste of recent catastrophic failures. There are many more where these came from.

Please keep these in mind when you take the PLA issue up on Tuesday.

[UPDATE!: Why San Francisco is Now Paying \\$1.7 Million for a Toilet Under a Union-Only Project Labor Agreement. \(constantcontact.com\)](#)

[PLA Failure: How a CA school district's bids compared when union PLA was used and then not used. Amazing! \(constantcontact.com\)](#)

[Project Labor Agreement \(PLA\) Failure: City of Sacramento Had to Exclude Entire Trades from PLA Because of No Bidders. \(constantcontact.com\)](#)

[Project Labor Agreement Failure: College in Los Angeles sees union PLA add 100%\(!!\) to cost of project. Winning bidder admits it was due to PLA. \(constantcontact.com\)](#)

[Project Labor Agreement Failure: City in Northern California can't get one bidder because of the union PLA. \(constantcontact.com\)](#)

[Union Project Labor Agreement Failure: City will now be paying \\$500,00 just to administer their PLA. \(constantcontact.com\)](#)

[San Diego Union-Only Project Labor Agreement Leads to \\$17 Million Cost Increase on "Affordable" Housing Project! \(constantcontact.com\)](#)

[City in San Diego Throws Out Union-Only PLA and Re-Bids Project with NO PLA! \(constantcontact.com\)](#)

[THREE Union PLA Failures This Week!: Ventura County/San Diego County Water Authority/City of Buena Park \(constantcontact.com\)](#)

[Another union Project Labor Agreement \(PLA\) failure in California: City of Watsonville received ONE BID that's 40% over estimate! \(constantcontact.com\)](#)

[BREAKING! Another California City Throws Out Union-PLA & Bids Project PLA Free! \(constantcontact.com\)](#)

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From: Kelly Perez <kperez@blumelectric.com>

Sent: Monday, July 14, 2025 1:20 PM

To: Paula Perotte <pperotte@cityofgoleta.org>; Stuart Kasdin <skasdin@cityofgoleta.org>; Luz Reyes-Martin <lreyes-martin@cityofgoleta.org>; James Kyriaco <jkyriaco@cityofgoleta.org>; Jennifer Smith <jsmith@cityofgoleta.org>

Cc: Administration - PW <Administration-PW@cityofgoleta.org>; Robert Nisbet <rnisbet@cityofgoleta.org>; ericdchristen@gmail.com

Subject: Project Labor Agreement Opposition

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Goleta City Council Members,

My background is 100% construction for the past 40 years. I do not have a personal preference for Union or Non-Union companies and have worked for both over the years. My husband was a Teamster, and my son-in-law is in the Plumbers and Pipe Fitters. Not all employees want to join unions, it's a matter of personal preference.

According to the Bureau of Labor Statistics 85.5% of workers in California do not belong to a union. Only 14.5% of California workers are affiliated with unions (See page 12 "Table 5" of the attached BLS Survey). The BLS survey shows on a national level the construction industry only has 10.3% of the work force as union members (Page 8, "Table 3"). This would be a dramatic reduction in competitive bidding for any public organization agreeing to PLA only bidding practices. To be fiscally responsible, you could bid your project with a PLA and without a PLA to see what the true cost difference is and make an educated decision at that point. PLA's are only beneficial to union employees which are a small percentage of the construction workforce and are extremely detrimental to the employees not signatory to a union.

Under a PLA agreement non-union employees would be required to temporarily join the union. The approximately \$20 per hour the non-union contractor pays in fringe benefits to either the employee on their check or into a 401K which is 100% vested, would instead go to the union trust funds which the employee is not vested in and typically can't vest for 5 years. This means the non-union employee loses approximately \$20 per hour (\$41,600 per year, minimum), never to be seen again (see attached Santa Barbara wage determination). Our employees can borrow from their 401K for down payments on a home and many have realized home ownership with these funds. Additionally, none of the non-union apprentices are allowed to work on a PLA. Many of these apprentices live in

the Goleta area and would not be allowed to work on City of Goleta projects in their hometown. They have been working in approved apprenticeship programs to learn their trade and are then ineligible to work on PLA projects. This is neither fair nor makes any sense as most of our apprentices are Hispanic or Black and are being excluded from working in their chosen trade.

On all public works projects there is a wage determination which dictates the pay scale all contractors must pay. This pay scale is closely based on the union pay scale for each construction trade. Since all contractors must pay the same wage and fringe amounts per the wage determination, what is the purpose of a PLA? The outcome of a PLA is that 89.7% of the workforce is excluded from working on these projects which creates a non-competitive environment. No one wins when there isn't any competition.

Another issue of a PLA is medical benefits. Unions require an employee to work more than 100 hours (I'm not sure of the exact amount) before they can join the medical insurance plans offered. Either the non-union contractor must pay double insurance premiums to keep their employees on the PLA insured or the employee would be required to pay their own premiums through COBRA. Then there is also the issue when changing medical plans of having to change doctors for your entire family during the PLA project, then switching back after the project is completed. Additionally, just because you are working on a yearlong project doesn't mean your trade will be on the project the entire duration of the project. This creates a scenario where employees could be bouncing between COBRA and union insurance multiple times during a project. It would be a nightmare for the both the employees and the employers.

Due to the loss of wages and the medical insurance issue for our employees, Blum & Sons Electric, does not under any circumstances bid on PLA projects. In our opinion, they do more harm than good for the employees that are just trying to get ahead and take care of their own. We strongly urge you to not agree to a PLA for the City of Goleta. It will only harm your constituents both the taxpayers and the workers.

Please do not hesitate to contact me 805-331-5109 if you have any questions or would like to discuss in greater detail.

Thank you for your time and consideration.

Sincerely,

Kelly Perez
Controller

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UNION MEMBERS — 2024

The **union membership rate**—the percent of wage and salary workers who were members of unions—was 9.9 percent in 2024, little changed from the prior year, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.3 million, also showed little movement over the year. In 1983, the first year for which comparable data are available, the union membership rate was 20.1 percent and there were 17.7 million union members.

These data on union membership are collected as part of the Current Population Survey (CPS), a monthly sample survey of about 60,000 eligible households that obtains information on employment and unemployment among the nation's civilian noninstitutional population age 16 and over. For further information, see the Technical Note in this news release.

Highlights from the 2024 data:

- The union membership rate of public-sector workers (32.2 percent) continued to be more than five times higher than the rate of private-sector workers (5.9 percent). (See table 3.)
- The highest unionization rates were among workers in education, training, and library occupations (32.3 percent) and protective service occupations (29.6 percent). (See table 3.)
- Men continued to have a higher union membership rate (10.2 percent) than women (9.5 percent). (See table 1.)
- Black workers remained more likely to be union members than White, Asian, and Hispanic workers. (See table 1.)
- Nonunion workers had median weekly earnings that were 85 percent of earnings for workers who were union members (\$1,138 versus \$1,337). (The comparisons of earnings in this news release are on a broad level and do not control for many factors that can be important in explaining earnings differences.) (See table 2.)

- Among states, Hawaii and New York had the highest union membership rates (26.5 percent and 20.6 percent, respectively), while the lowest rates were in North Carolina (2.4 percent), South Dakota (2.7 percent), and South Carolina (2.8 percent). (See table 5 and chart 1.)

Industry and Occupation of Union Members

In 2024, the number of employees who belonged to unions was similar in the **public sector** (7.0 million) and the **private sector** (7.2 million). The number of private-sector union members declined by 184,000 in 2024, offsetting the increase in 2023. The number of public-sector union members changed little in 2024. (See table 3.)

The **public-sector** union membership rate, at 32.2 percent, also changed little over the year. The union membership rate continued to be highest in local government (38.2 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers.

The union membership rate in the **private sector** declined by 0.1 percentage point over the year to 5.9 percent. **Industries** with the highest unionization rates in 2024 included utilities (18.7 percent), transportation and warehousing (15.8 percent), and educational services (13.2 percent). The lowest unionization rates occurred in finance (0.8 percent), insurance (1.2 percent), professional and technical services (1.2 percent), agricultural and related industries (1.4 percent), and food services and drinking places (1.6 percent).

Among **occupational groups**, the highest union membership rates in 2024 were in education, training, and library occupations (32.3 percent), protective service occupations (29.6 percent), and construction and extraction occupations (15.4 percent). Membership rates were lowest in farming, fishing, and forestry occupations (1.5 percent) and in sales and related occupations (2.7 percent).

Selected Characteristics of Union Members

In 2024, the unionization rate for **women** was unchanged over the year at 9.5 percent, and the number of women who were union members changed little at 6.6 million. Meanwhile, the unionization rate for **men** declined by 0.3 percentage point to 10.2 percent, and the number of men who were union members declined by 216,000 to 7.6 million. The gap between union membership rates for men and women has narrowed considerably since 1983, when rates for men and women were 24.7 percent and 14.6 percent, respectively. (See table 1.)

Among the major **race and ethnicity groups**, Black workers continued to have a higher union membership rate in 2024 (11.8 percent) than White workers (9.6 percent), Asian workers (8.5 percent), and Hispanic workers (8.5 percent). Over the year, the union membership rate was unchanged for Black workers, while it declined for White (-0.2 percentage point) and Hispanic (-0.5 percentage point) workers. The rate increased by 0.7 percentage point for Asian workers.

By **age**, workers ages 45 to 54 had the highest union membership rate in 2024, at 12.6 percent. Younger workers—those ages 16 to 24—had the lowest union membership rate, at 4.3 percent.

In 2024, the union membership rate continued to be higher for **full-time workers** (10.7 percent) than for **part-time workers** (5.7 percent). Over the year, the rate for full-time workers declined by 0.2 percentage point, while the rate for part-time workers increased by 0.5 percentage point.

Union Representation

In 2024, 16.0 million wage and salary workers were represented by a union, little changed from 2023. The percentage of workers represented by a union was 11.1 percent in 2024, also little different than a year earlier. Workers represented by a union include both union members (14.3 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.8 million). (See table 1.)

Earnings

Among full-time wage and salary workers, union members had **median usual weekly earnings** of \$1,337 in 2024, while nonunion workers had median usual weekly earnings of \$1,138. In addition to coverage by a collective bargaining agreement, these earnings differences reflect a variety of factors, including variations in the distributions of union members and nonunion employees by occupation, industry, age, firm size, or geographic region. (See tables 2 and 4.)

Union Membership by State

In 2024, 30 states had union membership rates below the U.S. average (9.9 percent), while 20 states and the District of Columbia had rates above it. All states in both the East South Central and West South Central divisions had union membership rates below the national average, while all states in both the Middle Atlantic and Pacific divisions had rates above it. (See table 5 and chart 1.)

Ten states had union membership rates below 5.0 percent in 2024. North Carolina had the lowest rate (2.4 percent). The next lowest rates were in South Dakota and South Carolina (2.7 percent and 2.8 percent, respectively). Two states had union membership rates over 20.0 percent in 2024: Hawaii (26.5 percent) and New York (20.6 percent).

In 2024, about 29 percent of the 14.3 million union members lived in just two states (California at 2.4 million and New York at 1.7 million). However, these two states accounted for 17 percent of wage and salary employment nationally.

Technical Note

The estimates in this release are obtained from the Current Population Survey (CPS), which provides basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics by the U.S. Census Bureau from a scientifically selected national sample of about 60,000 eligible households. The union membership and earnings data are tabulated from one-quarter of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers are excluded.

Beginning in January of each year, data reflect revised population controls used in the CPS. Additional information about population controls is available on the BLS website at www.bls.gov/cps/documentation.htm#pop.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence. The state section of this release preserves the long-time practice of highlighting the state union membership rates and levels regardless of their statistical significance.

The CPS data also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Information about the reliability of data from the CPS and guidance on estimating standard errors is available at www.bls.gov/cps/documentation.htm#reliability.

Union membership questions

Employed wage and salary workers are classified as union members if they answer “yes” to the following question: On this job, are you a member of a labor union or of an employee association similar to a union? If the response is “no” to that question, then the interviewer asks a second question: On this job, are you covered by a union or employee association contract? If the response is “yes”, then these persons, along with those who responded “yes” to being union members, are classified as represented by a union. If the response is “no” to both the first and second questions, then they are classified as nonunion.

Definitions

The principal definitions used in this release are described briefly below.

Union members. Data refer to members of a labor union or an employee association similar to a union.

Union membership rate. Data refer to the proportion of total wage and salary workers who are union members.

Represented by unions. Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

Nonunion. Data refer to workers who are neither members of a union nor represented by a union on their job.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported time period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term “usual” is as perceived by the respondent. If the respondent asks for a definition of usual, interviewers are instructed to define the term as more than half of the weeks worked during the past 4 or 5 months.

Median earnings. The median is the amount which

divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median. The estimating procedure places each reported or calculated weekly earnings value into \$50-wide intervals which are centered around multiples of \$50. The actual value is estimated through the linear interpolation of the interval in which the median lies.

Wage and salary workers. Workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors. Union membership and earnings data exclude all self-employed workers, both

those with incorporated businesses as well as those with unincorporated businesses.

Full-time workers. Workers who usually work 35 hours or more per week at their sole or principal job.

Part-time workers. Workers who usually work fewer than 35 hours per week at their sole or principal job.

Hispanic or Latino ethnicity. Refers to persons who identified themselves in the enumeration process as being Spanish, Hispanic, or Latino. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Table 1. Union affiliation of employed wage and salary workers by selected characteristics, 2023-2024 annual averages

[Numbers in thousands]

Characteristic	2023					2024				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
AGE AND SEX										
Total, 16 years and over.....	144,541	14,424	10.0	16,193	11.2	144,522	14,255	9.9	16,023	11.1
16 to 24 years.....	19,759	863	4.4	1,023	5.2	19,213	832	4.3	1,035	5.4
25 years and over.....	124,782	13,561	10.9	15,170	12.2	125,309	13,423	10.7	14,988	12.0
25 to 34 years.....	33,584	3,021	9.0	3,440	10.2	33,393	2,930	8.8	3,315	9.9
35 to 44 years.....	31,731	3,522	11.1	3,941	12.4	32,395	3,499	10.8	3,944	12.2
45 to 54 years.....	28,177	3,547	12.6	3,931	14.0	28,106	3,530	12.6	3,888	13.8
55 to 64 years.....	22,980	2,753	12.0	3,056	13.3	22,790	2,678	11.8	2,962	13.0
65 years and over.....	8,310	717	8.6	802	9.7	8,625	786	9.1	880	10.2
Men, 16 years and over.....	75,079	7,847	10.5	8,730	11.6	74,792	7,631	10.2	8,471	11.3
16 to 24 years.....	9,866	531	5.4	619	6.3	9,626	476	4.9	568	5.9
25 years and over.....	65,213	7,316	11.2	8,110	12.4	65,166	7,154	11.0	7,903	12.1
25 to 34 years.....	17,724	1,734	9.8	1,945	11.0	17,585	1,602	9.1	1,799	10.2
35 to 44 years.....	16,810	1,905	11.3	2,102	12.5	17,012	1,951	11.5	2,153	12.7
45 to 54 years.....	14,586	1,876	12.9	2,076	14.2	14,467	1,754	12.1	1,910	13.2
55 to 64 years.....	11,849	1,434	12.1	1,585	13.4	11,712	1,435	12.3	1,581	13.5
65 years and over.....	4,244	367	8.7	403	9.5	4,389	411	9.4	461	10.5
Women, 16 years and over.....	69,462	6,577	9.5	7,463	10.7	69,730	6,624	9.5	7,552	10.8
16 to 24 years.....	9,893	332	3.4	404	4.1	9,587	355	3.7	467	4.9
25 years and over.....	59,569	6,244	10.5	7,060	11.9	60,143	6,269	10.4	7,085	11.8
25 to 34 years.....	15,860	1,287	8.1	1,495	9.4	15,808	1,327	8.4	1,516	9.6
35 to 44 years.....	14,922	1,618	10.8	1,840	12.3	15,383	1,548	10.1	1,791	11.6
45 to 54 years.....	13,591	1,671	12.3	1,855	13.7	13,639	1,775	13.0	1,978	14.5
55 to 64 years.....	11,131	1,319	11.8	1,471	13.2	11,078	1,243	11.2	1,381	12.5
65 years and over.....	4,066	350	8.6	399	9.8	4,236	375	8.9	419	9.9
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	109,689	10,777	9.8	12,130	11.1	109,472	10,509	9.6	11,843	10.8
Men.....	57,949	5,952	10.3	6,625	11.4	57,663	5,740	10.0	6,399	11.1
Women.....	51,740	4,826	9.3	5,505	10.6	51,809	4,769	9.2	5,444	10.5
Black or African American, 16 years and over.....	19,182	2,262	11.8	2,509	13.1	19,148	2,266	11.8	2,522	13.2
Men.....	9,017	1,190	13.2	1,309	14.5	8,976	1,153	12.8	1,250	13.9
Women.....	10,165	1,072	10.5	1,200	11.8	10,172	1,112	10.9	1,272	12.5
Asian, 16 years and over.....	10,044	786	7.8	904	9.0	10,162	869	8.5	997	9.8
Men.....	5,261	414	7.9	483	9.2	5,248	422	8.0	486	9.3
Women.....	4,783	372	7.8	420	8.8	4,914	447	9.1	510	10.4
Hispanic or Latino ethnicity, 16 years and over. . .	27,361	2,462	9.0	2,742	10.0	28,224	2,407	8.5	2,746	9.7
Men.....	15,027	1,381	9.2	1,524	10.1	15,609	1,288	8.3	1,462	9.4
Women.....	12,334	1,081	8.8	1,218	9.9	12,616	1,118	8.9	1,284	10.2
FULL- OR PART-TIME STATUS ³										
Full-time workers.....	120,907	13,197	10.9	14,783	12.2	120,053	12,857	10.7	14,408	12.0
Part-time workers.....	23,476	1,210	5.2	1,390	5.9	24,307	1,388	5.7	1,601	6.6

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

Table 2. Median weekly earnings of full-time wage and salary workers by union affiliation and selected characteristics, 2023-2024 annual averages

Characteristic	2023				2024			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³
AGE AND SEX								
Total, 16 years and over.....	\$1,117	\$1,263	\$1,253	\$1,090	\$1,159	\$1,337	\$1,320	\$1,138
16 to 24 years.....	714	809	810	709	744	922	892	735
25 years and over.....	1,170	1,294	1,284	1,155	1,221	1,363	1,351	1,199
25 to 34 years.....	1,045	1,160	1,150	1,027	1,101	1,226	1,205	1,084
35 to 44 years.....	1,250	1,375	1,374	1,232	1,278	1,398	1,382	1,262
45 to 54 years.....	1,255	1,390	1,381	1,232	1,327	1,478	1,470	1,286
55 to 64 years.....	1,217	1,289	1,280	1,205	1,249	1,374	1,360	1,232
65 years and over.....	1,080	1,152	1,150	1,064	1,153	1,195	1,194	1,147
Men, 16 years and over.....	1,202	1,341	1,333	1,180	1,261	1,415	1,403	1,241
16 to 24 years.....	736	813	812	729	778	991	987	767
25 years and over.....	1,273	1,374	1,367	1,258	1,346	1,446	1,438	1,329
25 to 34 years.....	1,107	1,212	1,209	1,090	1,158	1,264	1,254	1,148
35 to 44 years.....	1,364	1,448	1,452	1,347	1,414	1,483	1,468	1,405
45 to 54 years.....	1,396	1,465	1,445	1,385	1,467	1,548	1,549	1,446
55 to 64 years.....	1,380	1,397	1,384	1,380	1,421	1,502	1,493	1,407
65 years and over.....	1,181	1,191	1,185	1,181	1,300	1,280	1,287	1,304
Women, 16 years and over.....	1,005	1,174	1,165	983	1,043	1,232	1,211	1,016
16 to 24 years.....	691	784	797	685	709	852	806	705
25 years and over.....	1,060	1,197	1,186	1,034	1,103	1,255	1,241	1,077
25 to 34 years.....	985	1,120	1,094	971	1,023	1,185	1,162	1,007
35 to 44 years.....	1,136	1,266	1,260	1,112	1,147	1,296	1,286	1,126
45 to 54 years.....	1,115	1,317	1,312	1,079	1,166	1,388	1,366	1,137
55 to 64 years.....	1,065	1,148	1,147	1,043	1,088	1,176	1,164	1,074
65 years and over.....	977	1,118	1,115	960	1,005	1,098	1,084	995
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over.....	1,138	1,294	1,277	1,115	1,177	1,375	1,353	1,155
Men.....	1,225	1,367	1,353	1,204	1,288	1,462	1,443	1,262
Women.....	1,021	1,204	1,188	997	1,061	1,263	1,236	1,030
Black or African American, 16 years and over.....	920	1,102	1,099	901	959	1,130	1,130	933
Men.....	970	1,156	1,159	937	1,002	1,187	1,177	969
Women.....	889	1,048	1,037	872	922	1,053	1,061	907
Asian, 16 years and over.....	1,474	1,422	1,437	1,482	1,525	1,445	1,468	1,533
Men.....	1,635	1,444	1,472	1,680	1,726	1,420	1,451	1,754
Women.....	1,299	1,378	1,369	1,289	1,365	1,494	1,506	1,349
Hispanic or Latino ethnicity, 16 years and over.....	874	1,112	1,098	841	902	1,161	1,140	884
Men.....	915	1,162	1,147	893	963	1,248	1,226	934
Women.....	800	1,041	1,028	776	832	1,035	1,014	813

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ Data refer to workers who are neither members of a union nor represented by a union on their job.

NOTE: Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Data refer to the sole or principal job of full-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2023-2024 annual averages

[Numbers in thousands]

Occupation and industry	2023					2024				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
OCCUPATION										
Management, professional, and related occupations.....	62,381	6,440	10.3	7,355	11.8	62,800	6,472	10.3	7,447	11.9
Management, business, and financial operations occupations.....	25,434	1,034	4.1	1,247	4.9	25,560	1,051	4.1	1,293	5.1
Management occupations.....	16,626	680	4.1	816	4.9	16,411	689	4.2	825	5.0
Business and financial operations occupations.....	8,808	353	4.0	431	4.9	9,149	362	4.0	468	5.1
Professional and related occupations.....	36,947	5,406	14.6	6,109	16.5	37,240	5,421	14.6	6,153	16.5
Computer and mathematical occupations.....	6,361	242	3.8	299	4.7	6,196	228	3.7	291	4.7
Architecture and engineering occupations.....	3,510	208	5.9	256	7.3	3,432	195	5.7	249	7.3
Life, physical, and social science occupations.....	1,770	188	10.6	212	12.0	1,733	184	10.6	201	11.6
Community and social service occupations.....	2,746	391	14.2	440	16.0	2,780	378	13.6	425	15.3
Legal occupations.....	1,593	81	5.1	105	6.6	1,550	84	5.4	108	7.0
Education, training, and library occupations.....	9,202	3,005	32.7	3,355	36.5	9,351	3,016	32.3	3,346	35.8
Arts, design, entertainment, sports, and media occupations.....	2,317	192	8.3	208	9.0	2,358	152	6.5	184	7.8
Healthcare practitioners and technical occupations.....	9,448	1,100	11.6	1,234	13.1	9,839	1,184	12.0	1,351	13.7
Service occupations.....	23,587	2,162	9.2	2,410	10.2	23,707	2,182	9.2	2,430	10.3
Healthcare support occupations.....	4,834	369	7.6	429	8.9	5,157	424	8.2	477	9.3
Protective service occupations.....	3,083	985	31.9	1,057	34.3	3,070	908	29.6	998	32.5
Food preparation and serving related occupations.....	8,048	259	3.2	286	3.6	7,860	310	3.9	353	4.5
Building and grounds cleaning and maintenance occupations.....	4,635	420	9.1	488	10.5	4,807	419	8.7	465	9.7
Personal care and service occupations.....	2,987	128	4.3	149	5.0	2,813	121	4.3	136	4.9
Sales and office occupations.....	27,730	1,727	6.2	1,971	7.1	27,032	1,614	6.0	1,835	6.8
Sales and related occupations.....	12,226	358	2.9	440	3.6	11,929	325	2.7	391	3.3
Office and administrative support occupations.....	15,503	1,370	8.8	1,532	9.9	15,104	1,289	8.5	1,444	9.6
Natural resources, construction, and maintenance occupations.....	12,132	1,741	14.4	1,866	15.4	12,243	1,638	13.4	1,761	14.4
Farming, fishing, and forestry occupations.....	877	40	4.5	42	4.8	881	13	1.5	13	1.5
Construction and extraction occupations.....	6,916	1,124	16.3	1,196	17.3	6,939	1,068	15.4	1,140	16.4
Installation, maintenance, and repair occupations.....	4,339	577	13.3	628	14.5	4,422	558	12.6	608	13.7
Production, transportation, and material moving occupations.....	18,712	2,353	12.6	2,590	13.8	18,740	2,348	12.5	2,550	13.6
Production occupations.....	7,888	916	11.6	1,035	13.1	7,697	894	11.6	979	12.7
Transportation and material moving occupations.....	10,823	1,438	13.3	1,555	14.4	11,044	1,454	13.2	1,571	14.2
INDUSTRY										
Private sector.....	122,963	7,414	6.0	8,428	6.9	122,684	7,230	5.9	8,216	6.7
Agriculture and related industries.....	1,248	28	2.2	33	2.6	1,287	18	1.4	19	1.5
Nonagricultural industries.....	121,715	7,386	6.1	8,395	6.9	121,397	7,212	5.9	8,197	6.8
Mining, quarrying, and oil and gas extraction...	577	25	4.3	28	4.9	538	35	6.6	40	7.5
Construction.....	8,920	954	10.7	1,017	11.4	8,894	916	10.3	994	11.2
Manufacturing.....	14,922	1,181	7.9	1,353	9.1	14,338	1,124	7.8	1,244	8.7
Durable goods.....	9,599	772	8.0	878	9.1	9,213	713	7.7	786	8.5
Nondurable goods.....	5,323	409	7.7	475	8.9	5,125	411	8.0	458	8.9
Wholesale and retail trade.....	18,012	700	3.9	827	4.6	17,986	731	4.1	844	4.7
Wholesale trade.....	2,927	137	4.7	150	5.1	2,955	136	4.6	156	5.3
Retail trade.....	15,085	563	3.7	677	4.5	15,031	596	4.0	687	4.6
Transportation and utilities.....	7,624	1,256	16.5	1,337	17.5	7,540	1,221	16.2	1,307	17.3
Transportation and warehousing.....	6,495	1,031	15.9	1,103	17.0	6,387	1,006	15.8	1,079	16.9
Utilities.....	1,129	224	19.9	234	20.8	1,153	215	18.7	229	19.8
Information ³	2,582	191	7.4	200	7.8	2,354	156	6.6	180	7.6
Publishing, except Internet.....	579	21	3.6	23	4.1	503	17	3.3	17	3.4
Motion pictures and sound recording industries.....	391	47	12.1	49	12.5	356	30	8.4	36	10.2

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2023-2024 annual averages — Continued
[Numbers in thousands]

Occupation and industry	2023					2024				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Broadcasting (except internet).....	270	26	9.7	27	10.1	224	20	8.8	22	9.7
Telecommunications.....	884	83	9.4	88	9.9	770	69	9.0	83	10.7
Financial activities.....	9,284	161	1.7	219	2.4	9,231	122	1.3	170	1.8
Finance and insurance.....	7,025	95	1.3	134	1.9	7,149	67	0.9	102	1.4
Finance.....	4,431	55	1.2	75	1.7	4,540	37	0.8	65	1.4
Insurance.....	2,594	39	1.5	59	2.3	2,609	31	1.2	37	1.4
Real estate and rental and leasing.....	2,259	67	3.0	85	3.8	2,082	55	2.6	68	3.3
Professional and business services.....	16,820	382	2.3	504	3.0	17,247	348	2.0	476	2.8
Professional and technical services.....	11,361	152	1.3	228	2.0	11,304	131	1.2	211	1.9
Management, administrative, and waste services.....	5,459	230	4.2	276	5.1	5,943	218	3.7	265	4.5
Education and health services.....	24,344	1,982	8.1	2,263	9.3	24,877	2,027	8.1	2,333	9.4
Educational services.....	5,156	666	12.9	766	14.8	5,207	689	13.2	805	15.5
Health care and social assistance.....	19,188	1,316	6.9	1,498	7.8	19,670	1,337	6.8	1,528	7.8
Leisure and hospitality.....	12,660	372	2.9	435	3.4	12,458	370	3.0	425	3.4
Arts, entertainment, and recreation.....	2,537	156	6.2	190	7.5	2,467	146	5.9	167	6.8
Accommodation and food services.....	10,123	216	2.1	245	2.4	9,991	224	2.2	258	2.6
Accommodation.....	1,284	95	7.4	101	7.9	1,155	84	7.2	93	8.0
Food services and drinking places.....	8,839	121	1.4	144	1.6	8,836	140	1.6	165	1.9
Other services ³	5,970	182	3.0	212	3.6	5,933	160	2.7	184	3.1
Other services, except private households...	5,314	172	3.2	202	3.8	5,301	152	2.9	172	3.3
Public sector.....	21,577	7,010	32.5	7,765	36.0	21,838	7,025	32.2	7,807	35.7
Federal government.....	4,106	1,032	25.1	1,192	29.0	4,170	1,056	25.3	1,246	29.9
State government.....	7,417	2,122	28.6	2,377	32.0	7,524	2,096	27.9	2,364	31.4
Local government.....	10,053	3,856	38.4	4,195	41.7	10,144	3,873	38.2	4,197	41.4

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ Includes other industries, not shown separately.

NOTE: Data refer to the sole or principal job of full-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2023-2024 annual averages

Occupation and industry	2023				2024			
	Total	Members of unions ¹	Represented by unions ²	Non-union ³	Total	Members of unions ¹	Represented by unions ²	Non-union ³
OCCUPATION								
Management, professional, and related occupations.....	\$1,527	\$1,455	\$1,445	\$1,539	\$1,582	\$1,516	\$1,500	\$1,602
Management, business, and financial operations occupations.....	1,630	1,628	1,613	1,631	1,731	1,669	1,637	1,734
Management occupations.....	1,730	1,673	1,665	1,732	1,773	1,760	1,734	1,778
Business and financial operations occupations.....	1,517	1,493	1,484	1,519	1,610	1,488	1,498	1,619
Professional and related occupations.....	1,458	1,435	1,423	1,468	1,504	1,485	1,468	1,514
Computer and mathematical occupations.....	1,890	1,587	1,596	1,897	1,921	1,680	1,655	1,963
Architecture and engineering occupations.....	1,785	1,731	1,736	1,793	1,873	1,810	1,782	1,879
Life, physical, and social science occupations.....	1,541	1,407	1,442	1,553	1,611	1,738	1,754	1,596
Community and social service occupations.....	1,147	1,439	1,429	1,094	1,163	1,415	1,399	1,138
Legal occupations.....	1,880	1,620	1,566	1,894	1,904	1,902	1,899	1,905
Education, training, and library occupations.....	1,180	1,368	1,347	1,077	1,217	1,402	1,380	1,119
Arts, design, entertainment, sports, and media occupations.....	1,343	1,596	1,577	1,328	1,413	1,549	1,485	1,407
Healthcare practitioners and technical occupations.....	1,404	1,506	1,501	1,386	1,472	1,620	1,565	1,451
Service occupations.....	721	998	982	702	758	1,048	1,021	733
Healthcare support occupations.....	713	753	761	707	753	796	786	750
Protective service occupations.....	1,113	1,420	1,430	954	1,109	1,540	1,519	937
Food preparation and serving related occupations.....	660	725	709	658	689	752	745	686
Building and grounds cleaning and maintenance occupations.....	692	792	776	682	729	893	877	714
Personal care and service occupations.....	725	950	907	720	757	979	914	749
Sales and office occupations.....	923	1,012	1,004	916	964	1,089	1,084	954
Sales and related occupations.....	1,001	921	940	1,003	1,046	1,022	1,055	1,045
Office and administrative support occupations.....	891	1,021	1,012	878	925	1,100	1,089	911
Natural resources, construction, and maintenance occupations.....	1,001	1,389	1,368	951	1,042	1,475	1,449	995
Farming, fishing, and forestry occupations.....	689	—	—	682	716	—	—	714
Construction and extraction occupations.....	985	1,385	1,369	921	1,017	1,492	1,475	974
Installation, maintenance, and repair occupations.....	1,092	1,428	1,395	1,044	1,150	1,457	1,421	1,113
Production, transportation, and material moving occupations.....	869	1,083	1,053	834	891	1,128	1,111	864
Production occupations.....	895	1,051	1,019	871	922	1,151	1,129	899
Transportation and material moving occupations.....	841	1,098	1,082	810	862	1,105	1,086	829
INDUSTRY								
Private sector.....	1,087	1,184	1,168	1,077	1,140	1,258	1,243	1,131
Agriculture and related industries.....	770	—	—	772	786	—	—	786
Nonagricultural industries.....	1,091	1,186	1,170	1,082	1,144	1,261	1,246	1,136
Mining, quarrying, and oil and gas extraction.....	1,424	—	—	1,438	1,511	—	—	1,482
Construction.....	1,044	1,424	1,411	1,007	1,100	1,530	1,500	1,051
Manufacturing.....	1,148	1,135	1,107	1,153	1,202	1,219	1,216	1,199
Durable goods.....	1,173	1,182	1,148	1,175	1,252	1,264	1,265	1,251
Nondurable goods.....	1,102	1,091	1,063	1,112	1,124	1,161	1,147	1,122
Wholesale and retail trade.....	900	896	900	900	922	892	901	923
Wholesale trade.....	1,152	1,019	1,078	1,157	1,163	1,158	1,156	1,164
Retail trade.....	846	849	852	846	876	825	833	879
Transportation and utilities.....	1,063	1,321	1,293	1,018	1,130	1,366	1,353	1,095
Transportation and warehousing.....	993	1,262	1,231	966	1,040	1,254	1,234	1,011
Utilities.....	1,571	1,686	1,655	1,544	1,578	1,661	1,644	1,559
Information ⁴	1,572	1,689	1,702	1,562	1,728	1,613	1,584	1,751
Publishing, except Internet.....	1,890	—	—	1,896	2,092	—	—	2,107
Motion pictures and sound recording industries.....	1,334	—	—	1,252	1,567	—	—	1,590
Broadcasting (except internet).....	1,426	—	—	1,314	1,470	—	—	1,452
Telecommunications.....	1,465	1,397	1,404	1,473	1,512	1,600	1,528	1,510
Financial activities.....	1,385	1,154	1,170	1,393	1,446	1,262	1,266	1,451
Finance and insurance.....	1,466	1,139	1,276	1,471	1,533	1,249	1,266	1,537
Finance.....	1,542	1,086	1,133	1,548	1,633	—	1,340	1,638
Insurance.....	1,352	—	1,314	1,353	1,365	—	—	1,369
Real estate and rental and leasing.....	1,150	1,226	1,151	1,150	1,208	1,350	1,267	1,206
Professional and business services.....	1,407	987	1,052	1,417	1,467	1,269	1,265	1,472
Professional and technical services.....	1,729	1,575	1,560	1,731	1,830	1,701	1,535	1,838
Management, administrative, and waste services.....	868	838	848	870	919	1,100	1,073	916

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2023-2024 annual averages — Continued

Occupation and industry	2023				2024			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³
Education and health services.....	\$1,097	\$1,199	\$1,193	\$1,078	\$1,143	\$1,310	\$1,280	\$1,128
Educational services.....	1,193	1,329	1,321	1,168	1,236	1,341	1,328	1,222
Health care and social assistance.....	1,062	1,145	1,145	1,049	1,119	1,282	1,260	1,105
Leisure and hospitality.....	747	900	891	740	775	975	958	769
Arts, entertainment, and recreation.....	934	1,073	1,053	926	963	1,127	1,106	948
Accommodation and food services.....	712	827	830	709	741	834	828	737
Accommodation.....	788	874	881	776	801	862	850	797
Food services and drinking places.....	701	756	753	700	728	802	805	726
Other services ⁴	923	1,151	1,136	915	986	1,403	1,332	979
Other services, except private households.....	950	1,163	1,146	940	1,013	1,430	1,393	1,005
Public sector.....	1,229	1,346	1,341	1,161	1,254	1,391	1,372	1,185
Federal government.....	1,481	1,393	1,410	1,526	1,532	1,387	1,389	1,620
State government.....	1,169	1,291	1,290	1,123	1,206	1,365	1,348	1,141
Local government.....	1,187	1,357	1,346	1,074	1,207	1,409	1,383	1,095

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ Data refer to workers who are neither members of a union nor represented by a union on their job.

⁴ Includes other industries, not shown separately.

NOTE: Data refer to the sole or principal job of full-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 50,000).

Table 5. Union affiliation of employed wage and salary workers by state, 2023-2024 annual averages
[Numbers in thousands]

State	2023					2024				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Alabama.....	2,088	156	7.5	180	8.6	2,110	140	6.6	165	7.8
Alaska.....	307	45	14.8	47	15.2	300	53	17.7	58	19.5
Arizona.....	3,164	133	4.2	152	4.8	3,183	118	3.7	144	4.5
Arkansas.....	1,217	62	5.1	71	5.8	1,265	45	3.5	56	4.4
California.....	16,349	2,514	15.4	2,769	16.9	16,399	2,381	14.5	2,678	16.3
Colorado.....	2,730	189	6.9	235	8.6	2,671	206	7.7	214	8.0
Connecticut.....	1,610	255	15.9	272	16.9	1,634	269	16.5	291	17.8
Delaware.....	436	38	8.8	44	10.1	435	37	8.5	39	8.9
District of Columbia.....	347	32	9.1	36	10.4	362	38	10.6	42	11.7
Florida.....	9,453	442	4.7	578	6.1	9,086	462	5.1	569	6.3
Georgia.....	4,626	211	4.6	250	5.4	4,619	174	3.8	203	4.4
Hawaii.....	573	138	24.1	147	25.6	556	147	26.5	153	27.5
Idaho.....	810	37	4.5	44	5.5	850	43	5.0	50	5.9
Illinois.....	5,537	708	12.8	755	13.6	5,615	734	13.1	798	14.2
Indiana.....	3,054	245	8.0	278	9.1	2,999	271	9.0	313	10.4
Iowa.....	1,490	107	7.2	131	8.8	1,437	93	6.4	119	8.3
Kansas.....	1,360	120	8.9	144	10.6	1,309	83	6.3	105	8.0
Kentucky.....	1,719	152	8.8	194	11.3	1,761	156	8.8	197	11.2
Louisiana.....	1,765	76	4.3	91	5.2	1,741	69	3.9	86	5.0
Maine.....	566	52	9.2	61	10.8	585	77	13.1	89	15.3
Maryland.....	2,822	302	10.7	362	12.8	2,851	325	11.4	382	13.4
Massachusetts.....	3,267	412	12.6	443	13.6	3,397	496	14.6	531	15.6
Michigan.....	4,409	564	12.8	623	14.1	4,346	581	13.4	639	14.7
Minnesota.....	2,673	356	13.3	378	14.1	2,668	379	14.2	394	14.8
Mississippi.....	1,081	75	7.0	106	9.8	1,129	59	5.2	90	7.9
Missouri.....	2,734	255	9.3	286	10.4	2,734	234	8.6	255	9.3
Montana.....	470	56	11.8	61	13.0	474	56	11.9	62	13.1
Nebraska.....	940	68	7.3	88	9.4	913	62	6.8	74	8.1
Nevada.....	1,382	171	12.4	201	14.5	1,367	166	12.1	183	13.4
New Hampshire.....	668	62	9.3	73	10.9	678	62	9.2	72	10.6
New Jersey.....	4,211	679	16.1	729	17.3	4,197	682	16.2	730	17.4
New Mexico.....	805	60	7.5	73	9.1	834	63	7.5	73	8.8
New York.....	8,300	1,711	20.6	1,787	21.5	8,278	1,706	20.6	1,814	21.9
North Carolina.....	4,623	125	2.7	152	3.3	4,555	108	2.4	142	3.1
North Dakota.....	359	22	6.2	27	7.5	366	18	5.0	23	6.3
Ohio.....	5,108	641	12.5	691	13.5	5,147	621	12.1	685	13.3
Oklahoma.....	1,705	115	6.8	132	7.7	1,713	91	5.3	106	6.2
Oregon.....	1,808	255	14.1	270	15.0	1,835	292	15.9	321	17.5
Pennsylvania.....	5,786	749	12.9	822	14.2	5,706	666	11.7	708	12.4
Rhode Island.....	507	62	12.3	67	13.2	500	73	14.5	77	15.3
South Carolina.....	2,130	49	2.3	63	3.0	2,163	61	2.8	89	4.1
South Dakota.....	425	15	3.6	18	4.2	431	12	2.7	16	3.7
Tennessee.....	2,981	178	6.0	205	6.9	2,923	136	4.7	164	5.6
Texas.....	13,019	586	4.5	701	5.4	13,345	603	4.5	716	5.4
Utah.....	1,584	65	4.1	134	8.4	1,558	58	3.7	122	7.8
Vermont.....	301	43	14.3	46	15.4	297	42	14.3	47	15.8
Virginia.....	4,042	176	4.3	226	5.6	3,997	207	5.2	229	5.7
Washington.....	3,491	576	16.5	632	18.1	3,432	548	16.0	627	18.3
West Virginia.....	691	60	8.7	70	10.1	699	61	8.8	70	10.0
Wisconsin.....	2,761	205	7.4	232	8.4	2,819	180	6.4	196	6.9
Wyoming.....	256	14	5.6	17	6.6	249	14	5.6	17	6.7

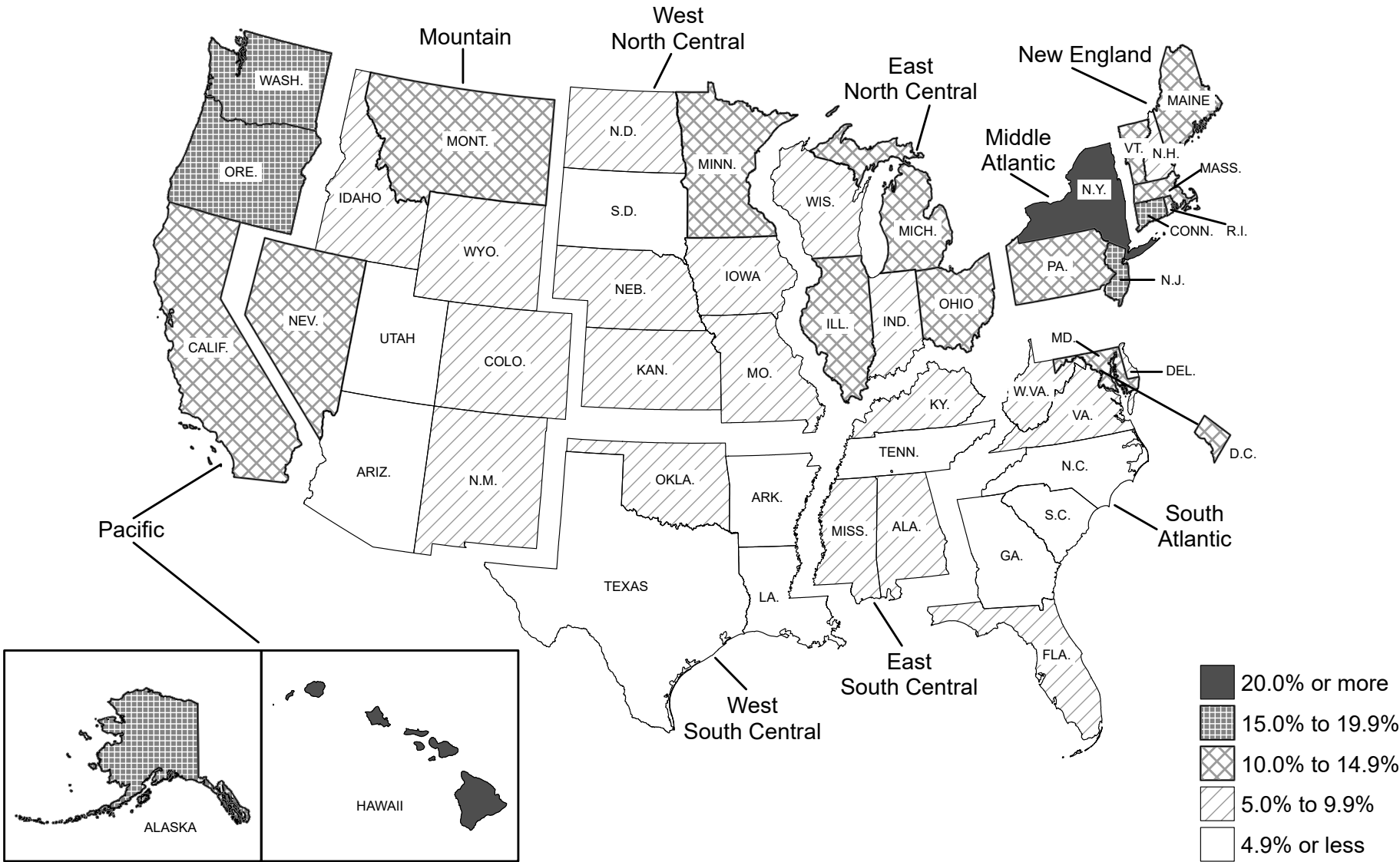
¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

Chart 1. Union membership rates by state, 2024 annual averages

(U.S. rate = 9.9 percent)



GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1 FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

LOCALITY: SANTA BARBARA COUNTY

DETERMINATION: STB-2025-1

CRAFT	CLASSIFICATION	CRAFT FOOTNOTE	ISSUE DATE	EXPIRATION DATE	BASIC HOURLY RATE	BASIC HOURLY RATE FOOTNOTE	HEALTH AND WELFARE	HEALTH AND WELFARE FOOTNOTE	PENSION	PENSION FOOTNOTE	VACATION/ HOLIDAY	VACATION/ HOLIDAY FOOTNOTE	TRAINING	TRAINING FOOTNOTE	OTHER PAYMENTS	OTHER PAYMENTS FOOTNOTE	HOURS	HOURS FOOTNOTE	STRAIGHT-TIME TOTAL HOURLY RATE	DAILY OVERTIME HOURLY RATE	DAILY OVERTIME HOURLY RATE FOOTNOTE	SATURDAY OVERTIME HOURLY RATE	SATURDAY OVERTIME HOURLY RATE FOOTNOTE	SUNDAY AND HOLIDAY OVERTIME HOURLY RATE	SUNDAY AND HOLIDAY OVERTIME HOURLY RATE FOOTNOTE	HOLIDAY PROVISIONS	SCOPE OF WORK PROVISIONS	TRAVEL & SUBSISTENCE PROVISIONS
#BRICKLAYER:	BRICKLAYER, CEMENT BLOCKLAYER, POINTER, CAULKER, CLEANER		08/22/2024	04/30/2025**	\$50.070	A	\$9.250		\$9.830		\$0.000		\$1.210	B	\$1.050		8.0	C	\$71.410	\$94.180	D	\$94.180	D	\$116.940		Holidays	Scope of Work	Travel & Subsistence
#BRICKLAYER:	STONEMASON, MARBLE MASON		08/22/2024	04/30/2025**	\$50.070	A	\$9.250		\$9.830		\$0.000		\$1.210	B	\$0.650		8.0	C	\$71.010	\$93.780	D	\$93.780	D	\$116.540		Holidays	Scope of Work	Travel & Subsistence
#BRICKLAYER:	MASON FINISHER		08/22/2024	04/30/2025**	\$45.060	A	\$9.250		\$9.830		\$0.000		\$1.160	B	\$0.650		8.0	C	\$65.950	\$86.410	D	\$86.410	D	\$106.870		Holidays	Scope of Work	Travel & Subsistence
#BRICK TENDER		E	08/22/2024	06/30/2025**	\$41.530		\$9.250		\$9.820	E	\$4.400	G	\$0.800		\$0.450		8.0	C	\$66.250	\$87.020		\$87.020		\$107.780		Holidays	Scope of Work	Travel & Subsistence
#BRICK TENDER	FORKLIFT OPERATOR		08/22/2024	06/30/2025**	\$41.980		\$9.250		\$9.820	E	\$4.400	G	\$0.800		\$0.450		8.0	C	\$66.700	\$87.690		\$87.690		\$108.680		Holidays	Scope of Work	Travel & Subsistence
#CARPET, LINOLEUM,	RESILIENT TILE LAYER		02/22/2025	12/31/2025**	\$45.150	H	\$9.780		\$6.300		\$2.620		\$0.730		\$0.280		8.0		\$64.860	\$87.440		\$87.440	I	\$110.010		Holidays	Scope of Work	Travel & Subsistence
CARPET, LINOLEUM,	MATERIAL HANDLER	J	02/22/2025	12/31/2025**	\$18.060	H	\$9.780		\$2.240		\$1.120		\$0.730		\$0.280		8.0		\$32.210	\$41.240		\$41.240	K	\$50.270		Holidays	Scope of Work	Travel & Subsistence
#DRYWALL FINISHER			08/22/2024	08/31/2025**	\$49.330	H	\$9.200		\$11.630		\$5.070		\$0.920		\$1.170		8.0		\$77.320	\$101.990		\$101.990	L	\$126.650		Holidays	Scope of Work	Travel & Subsistence
#ELECTRICIAN:	INSIDE WIREMAN		02/22/2025	12/31/2025**	\$52.150	M	\$13.330		\$8.900	N	\$0.000		\$1.000		\$0.780	O	8.0		\$77.720	\$116.600	P	\$116.600	P	\$155.450	Q	Holidays	Scope of Work	Travel & Subsistence
#ELECTRICIAN:	CABLE SPLICER		02/22/2025	12/31/2025**	\$54.150	M	\$13.330		\$8.900	N	\$0.000		\$1.000		\$0.800	O	8.0		\$79.800	\$119.720	P	\$119.720	P	\$159.600	Q	Holidays	Scope of Work	Travel & Subsistence
#ELECTRICIAN:	SOUND INSTALLER		02/22/2025	06/29/2025**	\$48.130		\$11.400		\$4.000	R	\$0.000		\$0.650		\$0.350	O	8.0		\$65.970	\$90.760	S	\$90.760	S	\$115.550		Holidays	Scope of Work	Travel & Subsistence
#FIELD SURVEYOR:	CHIEF OF PARTY (018.167-010)	I	02/22/2025	09/30/2025*	\$64.010		\$13.200		\$15.650		\$5.170	G	\$1.200		\$0.150		8.0		\$99.380	\$131.390	S	\$131.390	S	\$163.390		Holidays	Scope of Work	Travel & Subsistence
#FIELD SURVEYOR:	INSTRUMENTMAN (018.167-034)	I	02/22/2025	09/30/2025*	\$57.360		\$13.200		\$15.650		\$5.000	G	\$1.200		\$0.150		8.0		\$92.560	\$121.240	S	\$121.240	S	\$149.920		Holidays	Scope of Work	Travel & Subsistence
#FIELD SURVEYOR:	CHAINMAN/RODMAN (869.567-010)	I	02/22/2025	09/30/2025*	\$56.780		\$13.200		\$15.650		\$4.950	G	\$1.200		\$0.150		8.0		\$91.930	\$120.320	S	\$120.320	S	\$148.710		Holidays	Scope of Work	Travel & Subsistence
#GLAZIER			02/22/2025	05/31/2025**	\$58.000	U	\$9.150	V	\$15.750		\$0.000	W	\$0.820		\$1.260		8.0		\$84.980	\$111.480	X	\$111.480	X	\$137.980		Holidays	Scope of Work	Travel & Subsistence
#MARBLE FINISHER			02/22/2025	05/31/2025**	\$43.380	Y	\$9.250		\$5.020		\$0.000		\$1.190		\$0.510		8.0		\$59.350	\$81.040	Z	\$81.040	AA	\$102.730	AB	Holidays	Scope of Work	Travel & Subsistence
#PAINTER:	PAINTER, LEAD ABATEMENT	AC	02/22/2025	06/30/2025**	\$38.540	AD	\$9.200		\$6.040		\$2.990		\$0.750		\$1.010		8.0		\$58.530	\$77.800	AE	\$77.800	AE	\$97.070		Holidays	Scope of Work	Travel & Subsistence
#PAINTER:	IRON AND STEEL	AC	02/22/2025	06/30/2025**	\$40.620	AD	\$9.200		\$6.040		\$3.050		\$0.750		\$1.010		8.0		\$60.670	\$80.980	AE	\$80.980	AE	\$101.290		Holidays	Scope of Work	Travel & Subsistence
#PAINTER:	INDUSTRIAL PAINTER	AC	02/22/2025	06/30/2025**	\$44.020	AD	\$9.200		\$6.040		\$3.350		\$0.850		\$1.010		8.0		\$64.470	\$86.480	AE	\$86.480	AE	\$108.490		Holidays	Scope of Work	Travel & Subsistence
PAINTER:	GRAFFITI REMOVAL WORKER JOURNEYMAN (APPLIES ONLY TO PAINT-OVER METHOD)	AE	02/22/2025	07/31/2025**	\$29.000	Y	\$5.750		\$1.000		\$0.750		\$0.000		\$0.250		8.0		\$36.750	\$51.250		\$51.250	AG	\$65.750	AH	Holidays	Scope of Work	Travel & Subsistence
PAINTER:	GRAFFITI REMOVAL WORKER 1 (APPLIES ONLY TO PAINT-OVER METHOD)	AI	02/22/2025	07/31/2025**	\$19.500	Y	\$5.750		\$1.000		\$0.750		\$0.000		\$0.250		8.0		\$27.250	\$37.000		\$37.000	AG	\$46.750	AH	Holidays	Scope of Work	Travel & Subsistence
PAINTER:	GRAFFITI REMOVAL WORKER 2 (APPLIES ONLY TO PAINT-OVER METHOD)	AJ	02/22/2025	07/31/2025**	\$20.370	Y	\$5.750		\$1.000		\$0.750		\$0.000		\$0.250		8.0		\$28.120	\$38.310		\$38.310	AG	\$48.490	AH	Holidays	Scope of Work	Travel & Subsistence
#PLASTERER			02/22/2025	07/31/2025**	\$44.180		\$9.630		\$9.840		\$8.370	AK	\$1.490		\$1.190		8.0	AL	\$74.700	\$96.790	AE	\$96.790	AM	\$118.880		Holidays	Scope of Work	Travel & Subsistence
#PLASTER TENDER		AN	02/22/2025	08/05/2025**	\$46.120		\$9.250		\$11.470		\$5.300	AO	\$1.200		\$0.960		8.0		\$74.300	\$97.360	AP	\$97.360	AQ	\$120.420		Holidays	Scope of Work	Travel & Subsistence
PLASTER TENDER	PLASTER CLEAN-UP LABORER		02/22/2025	08/05/2025**	\$43.570		\$9.250		\$11.470		\$5.300	AO	\$1.200		\$0.960		8.0		\$71.750	\$93.540	AP	\$93.540	AQ	\$115.320		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	PLUMBER, INDUSTRIAL AND GENERAL PIPEFITTER		08/22/2024	08/31/2025**	\$59.480	AR	\$9.260		\$14.300	AS	\$0.000	AT	\$3.050		\$1.600	AU	8.0		\$87.690	\$116.460	D	\$116.460	D	\$143.520		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	SEWER AND STORM DRAIN PIPELAYER		08/22/2024	08/31/2025**	\$46.590	AR	\$9.150		\$11.450	AS	\$0.000	AT	\$2.780		\$1.600	AU	8.0		\$71.570	\$93.890		\$93.890	AV	\$115.530		Holidays	Scope of Work	Travel & Subsistence
PLUMBER:	SEWER AND STORM DRAIN PIPE TRADESMAN	AW	08/22/2024	08/31/2025**	\$23.020	AX	\$9.400		\$0.380		\$0.000		\$1.860		\$1.450	AU	8.0		\$36.110	\$46.650		\$46.650	AV	\$57.180		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	SERVICE AND REPAIR		08/22/2024	08/31/2025**	\$57.670	AR	\$9.260		\$13.990	AS	\$0.000	AT	\$2.380		\$1.600	AU	8.0		\$84.900	\$112.760		\$112.760	AY	\$138.920	AZ	Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	LANDSCAPE/IRRIGATION FITTER		08/22/2024	08/31/2025**	\$42.500	Y	\$9.260		\$14.300	AS	\$0.000	AT	\$2.440		\$1.400	AU	8.0		\$69.900	\$91.150		\$91.150	AV	\$110.970		Holidays	Scope of Work	Travel & Subsistence
PLUMBER:	LANDSCAPE/IRRIGATION TRADESMAN	BA	08/22/2024	08/31/2025**	\$19.010	Y	\$3.000		\$1.160	AS	\$0.000		\$0.100		\$1.200	AU	8.0		\$24.470	\$33.980		\$33.980	AV	\$43.480		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	REFRIGERATION SERVICE HVACR		02/22/2024	08/31/2024*	\$49.110	H	\$9.260		\$8.550	BB	\$0.000	AT	\$1.780		\$0.980	BC	8.0		\$69.680	\$94.240		\$94.240	BD	\$116.440	AB	Holidays	Scope of Work	Travel & Subsistence

CRAFT	CLASSIFICATION	CRAFT FOOTNOTE	ISSUE DATE	EXPIRATION DATE	BASIC HOURLY RATE	BASIC HOURLY RATE FOOTNOTE	HEALTH AND WELFARE	HEALTH AND WELFARE FOOTNOTE	PENSION	PENSION FOOTNOTE	VACATION/HOLIDAY	VACATION/HOLIDAY FOOTNOTE	TRAINING	TRAINING FOOTNOTE	OTHER PAYMENTS	OTHER PAYMENTS FOOTNOTE	HOURS	HOURS FOOTNOTE	STRAIGHT-TIME TOTAL HOURLY RATE	DAILY OVERTIME HOURLY RATE	DAILY OVERTIME HOURLY RATE FOOTNOTE	SATURDAY OVERTIME HOURLY RATE	SATURDAY OVERTIME HOURLY RATE FOOTNOTE	SUNDAY AND HOLIDAY OVERTIME HOURLY RATE	SUNDAY AND HOLIDAY OVERTIME HOURLY RATE FOOTNOTE	HOLIDAY PROVISIONS	SCOPE OF WORK PROVISIONS	TRAVEL & SUBSISTENCE PROVISIONS
PLUMBER:	REFRIGERATION SERVICE TRADESMAN HVACR		02/22/2025	03/31/2025*	\$16.880	H	\$9.260		\$0.530		\$0.000	AT	\$1.780		\$0.980	BC	8.0		\$29.430	\$37.870		\$37.870	BD	\$46.110	AB	Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	FIRE SPRINKLER FITTER (PROTECTION AND CONTROL SYSTEMS, OVERHEAD AND UNDERGROUND)		02/22/2025	03/31/2025*	\$46.420		\$12.400		\$15.480	BE	\$0.000		\$0.540		\$0.250		8.0		\$75.090	\$98.300		\$98.300		\$121.510		Holidays	Scope of Work	Travel & Subsistence
ROOFER			02/22/2025	03/31/2025*	\$16.500	&	\$7.560		\$5.590		\$0.000		\$0.400		\$0.020		8.0		\$30.070	\$38.320		\$38.320		\$38.320		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER (HVAC)			08/22/2024	07/31/2025**	\$54.910	H	\$11.100		\$21.170	BE	\$0.000	BG	\$1.930		\$1.480		8.0	AV	\$90.590	\$118.050	BH	\$118.050	BH	\$145.500		Holidays	Scope of Work	Travel & Subsistence
#TERRAZZO FINISHER			08/22/2024	08/31/2025**	\$42.110	H	\$9.250		\$4.600		\$0.000	BG	\$0.820		\$0.320		8.0	AV	\$57.100	\$78.160	Z	\$78.160	BI	\$99.210	AB	Holidays	Scope of Work	Travel & Subsistence
#TERRAZZO WORKER			08/22/2024	08/31/2025**	\$49.620	H	\$9.250		\$4.860		\$0.000	BG	\$1.150		\$0.370		8.0	AV	\$65.250	\$90.060	Z	\$90.060	BI	\$114.870	AB	Holidays	Scope of Work	Travel & Subsistence
#TILE FINISHER			02/22/2025	05/31/2025**	\$37.960	Y	\$9.250		\$3.500		\$0.000		\$1.120		\$0.460		8.0		\$52.290	\$71.270	Z	\$71.270	AA	\$90.250	AB	Holidays	Scope of Work	Travel & Subsistence
#TILE LAYER			02/22/2025	05/31/2025**	\$51.820	Y	\$9.250		\$8.850		\$0.000		\$1.320		\$0.570		8.0		\$71.810	\$97.720	Z	\$97.720	AA	\$123.630	AB	Holidays	Scope of Work	Travel & Subsistence

[Go to increase page](#)

FOOTNOTES

- * 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.
- ** 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.
- # INDICATES AN APPRENTICEABLE CRAFT. THE CURRENT APPRENTICE WAGE RATES ARE AVAILABLE ON THE INTERNET @ HTTP://WWW.DIR.CA.GOV/OPRL/PWAPPWAGE/PWAPPWAGESTART.ASP.
- & THE BASIC HOURLY RATE AND EMPLOYER PAYMENTS ARE NOT TAKEN FROM A COLLECTIVE BARGAINING AGREEMENT FOR THIS CRAFT OR CLASSIFICATION.
- A INCLUDES AMOUNTS FOR DUES CHECK OFF, CONTRACT COMPLIANCE AND VACATION WHICH ARE NOT FACTORED INTO OVERTIME RATES.
- B INCLUDES AN AMOUNT FOR IMI TRAINING FUND.
- C SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER, OR REASONS BEYOND THE CONTROL OF THE EMPLOYER.
- D RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 10 HOURS ON SATURDAY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- E THE RATIO OF BRICK TENDERS TO BRICKLAYERS SHALL BE AS FOLLOWS: ONE (1) BRICK TENDER TO NO MORE THAN THREE (3) BRICKLAYERS DURING THE INSTALLATION OF BLOCK ON A TYPICAL MASONRY PROJECT.
- F INCLUDES AN AMOUNT PER HOUR WORKED FOR ANNUITY TRUST FUND.
- G INCLUDES AN AMOUNT PER HOUR WORKED FOR SUPPLEMENTAL DUES.
- H INCLUDES AMOUNT WITHHELD FOR DUES CHECK OFF.
- I RATE APPLIES TO THE FIRST 12 HOURS WORKED ON SATURDAY, ALL OTHER TIME IS PAID AT DOUBLE TIME. SATURDAY MAY BE WORKED AT THE STRAIGHT-TIME HOURLY RATE FOR THE FIRST 8 HOURS IF INCLEMENT WEATHER FORCES A SYNTHETIC/ARTIFICIAL TURF PROJECT TO SHUT DOWN DURING THE REGULAR WORK WEEK (MONDAY THOUGH FRIDAY).
- J A MATERIAL HANDLER MAY BE UTILIZED IN RATIO OF ONE (1) MATERIAL HANDLER WITH ANY FIVE (5) JOURNEYMEN ON ANY GIVEN PROJECT.
- K RATE APPLIES TO THE FIRST 12 HOURS ON SATURDAY, ALL OTHER TIME IS PAID AT DOUBLE TIME.
- L RATE APPLIES TO FIRST 8 HOURS ONLY. DOUBLE TIME THEREAFTER. SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER.
- M INCLUDES AN AMOUNT FOR WORKING DUES (6.75%).
- N IN ADDITION, AN AMOUNT EQUAL TO 3% OF THE BASIC HOURLY RATE IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES FOR THE NATIONAL EMPLOYEES BENEFIT BOARD. 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.
- O INCLUDES AN AMOUNT FOR THE NATIONAL LABOR-MANAGEMENT COOPERATION FUND AND THE ADMINISTRATIVE MAINTENANCE FUND.
- P RATE APPLIES TO THE FIRST 2 DAILY AND THE FIRST 8 SATURDAY OVERTIME HOURS WORKED. ALL OTHER OVERTIME IS PAID AT THE SUNDAY RATE. ALL FRINGES FACTORED INTO OT RATE.
- Q ALL FRINGES FACTORED INTO OT RATE.
- R IN ADDITION, AN AMOUNT EQUAL TO 3% OF THE BASIC HOURLY RATE IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES FOR THE NATIONAL EMPLOYEES BENEFIT BOARD.
- S RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 12 HOURS WORKED ON SATURDAY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- T DICTIONARY OF OCCUPATIONAL TITLES, FOURTH EDITION, 1977, U.S. DEPARTMENT OF LABOR.
- U INCLUDES AMOUNT WITHHELD FOR DUES CHECKOFF, WHICH IS FACTORED IN THE OVERTIME RATES. INCLUDES \$5.00 FOR VACATION THAT IS NOT FACTORED IN THE OVERTIME RATES.
- V INCLUDES AN AMOUNT PER HOUR WORKED OR PAID TO DISABILITY FUND.
- W INCLUDED IN STRAIGHT-TIME HOURLY RATE WHICH IS NOT FACTORED IN THE OVERTIME RATES.
- X RATE APPLIES TO THE FIRST 2 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.
- Y INCLUDES AMOUNT WITHHELD FOR ADMINISTRATIVE DUES.
- Z RATE APPLIES TO FIRST TWO DAILY OVERTIME HOURS WORKED; ALL OTHER OVERTIME IS PAID AT THE HOLIDAY OVERTIME HOURLY RATE.
- AA SATURDAY OVERTIME HOURLY RATE SHALL NOT BE OWED FOR WORK PERFORMED ON A SATURDAY UNLESS AND UNTIL THE EMPLOYEE HAS WORKED 8 HOURS ON THAT DAY OR 40 HOURS OVER THE COURSE OF THE WORK WEEK OF WHICH THE SATURDAY IS A PART, WHICHEVER COMES FIRST. RATE APPLIES TO THE FIRST 8 HOURS WORKED ON A SIXTH OR SEVENTH CONSECUTIVE DAY DURING ANY ONE CALENDAR WEEK UP TO 50 HOURS IN ANY ONE CALENDAR WEEK. ALL HOURS IN EXCESS OF 10 HOURS DAILY OR 50 HOURS WEEKLY ARE PAID AT THE HOLIDAY RATE. SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.

- AB
- RATE APPLIES TO WORK ON HOLIDAYS ONLY; SUNDAYS ARE PAID AT THE SATURDAY OVERTIME HOURLY RATE.
- AC
- AN ADDITIONAL \$0.25 PER HOUR WILL BE ADDED TO THE BASIC HOURLY RATE WHEN PERFORMING PAPERHANGING WORK. EFFECTIVE 7/1/2025, WHEN PERFORMING PAPERHANGING WORK, THE AMOUNT ADDED TO THE BASIC HOURLY RATE WILL INCREASE FROM \$0.25 TO \$3.00 PER HOUR.
- AD
- INCLUDES AMOUNT WITHHELD FOR WORKING DUES.
- AE
- DOUBLE TIME SHALL BE PAID FOR ALL HOURS WORKED OVER 12 HOURS IN ANY ONE DAY.
- AF
- RATE APPLIES AFTER 36 MONTHS OF EXPERIENCE
- AG
- RATE APPLIES TO ALL TIME WORKED IN EXCESS OF 8 HOURS IN ONE WORK DAY OR 40 HOURS IN ONE WORK WEEK MONDAY THROUGH SUNDAY; SATURDAY AND SUNDAY MAY BE WORKED AT THE STRAIGHT TIME RATE, PROVIDED THAT THE HOURS DO NOT EXCEED 8 HOURS IN ONE WORK DAY OR 40 HOURS IN ONE WORK WEEK.
- AH
- RATE APPLIES TO RECOGNIZED HOLIDAYS ONLY. FOR WORK ON SUNDAY, SEE SATURDAY OVERTIME HOURLY RATE AND FOOTNOTE.
- AI
- RATE APPLIES TO FIRST 12 MONTHS OF EXPERIENCE
- AJ
- RATE APPLIES AFTER 12 MONTHS THROUGH 36 MONTHS EXPERIENCE
- AK
- INCLUDES AN AMOUNT PER HOUR WORKED OR PAID FOR DUES CHECK OFF
- AL
- SATURDAY IN THE SAME WORKWEEK MAY BE WORKED AT THE STRAIGHT-TIME HOURLY RATE IF IT IS NOT POSSIBLE TO COMPLETE FORTY HOURS OF WORK MONDAY THROUGH FRIDAY WHEN THE JOB IS SHUT DOWN DUE TO INCLEMENT WEATHER OR SIMILAR ACT OF GOD, OR BEYOND THE CONTRACTOR'S CONTROL.
- AM
- RATE APPLIES TO THE FIRST 8 HOURS WORKED; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AN
- THE RATIO OF PLASTER TENDERS TO PLASTERERS SHALL BE AS FOLLOWS: THERE SHALL BE A PLASTER TENDER ON THE JOBSITE WHENEVER THERE IS A PLASTERER PERFORMING WORK ON THE JOBSITE, EXCEPT ON SMALL PATCH WORK WHERE ONLY ONE PLASTERER IS PERFORMING WORK. FOR INSIDE BROWN COATINGS THERE SHALL BE 2 PLASTER TENDERS FOR UP TO EVERY 3 PLASTERERS. FOR INSIDE FINISH COATINGS THERE SHALL BE 1 PLASTER TENDER FOR UP TO EVERY 3 PLASTERERS. ON OUTSIDE FINISH AND BROWN COATINGS AND FOR ALL OTHER WORK, THERE SHALL BE 1 PLASTER TENDER FOR UP TO EVERY 2 PLASTERERS.
- AO
- INCLUDES AN AMOUNT PER HOUR WORKED OR PAID FOR SUPPLEMENTAL DUES.
- AP
- ALL WORK PERFORMED AFTER TWELVE (12) HOURS IN A DAY SHALL BE PAID AT THE SUNDAY/HOLIDAY RATE.
- AQ
- RATE APPLIES TO THE FIRST EIGHT HOURS ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE. SATURDAY WORK MAY BE PAID AT THE STRAIGHT TIME RATE IF THE JOB IS SHUT DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER.
- AR
- INCLUDES AN AMOUNT WITHHELD FOR ADMINISTRATIVE DUES WHICH IS NOT FACTORED INTO OVERTIME AND AN AMOUNT FOR VACATION WHICH IS FACTORED AT 1.5 TIMES FOR ALL OVERTIME.
- AS
- INCLUDES AMOUNT FOR NATIONAL PENSION AND RETIREE'S X-MAS FUND.
- AT
- AMOUNT INCLUDED IN BASIC HOURLY RATE AND FACTORED AT 1.5 TIMES FOR ALL OVERTIME.
- AU
- INCLUDES AN AMOUNT FOR THE P.I.P.E. LABOR MANAGEMENT COOPERATION COMMITTEE AND THE CONTRACTOR EDUCATION & DEVELOPMENT FUND.
- AV
- SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.
- AW
- PIPE TRADESMEN SHALL NOT BE PERMITTED ON ANY JOB WITHOUT A JOURNEYMAN.
- AX
- INCLUDES AN AMOUNT WITHHELD FOR ADMINISTRATIVE DUES WHICH IS NOT FACTORED IN THE OVERTIME RATES.
- AY
- SATURDAY MAY BE WORKED AT STRAIGHT-TIME RATE, PROVIDED THAT THE HOURS DO NOT EXCEED 8 HOURS PER DAY OR 40 HOURS PER WEEK.
- AZ
- DOUBLE TIME SHALL BE PAID FOR NEW YEAR'S DAY, EASTER SUNDAY, LABOR DAY, THANKSGIVING DAY, AND CHRISTMAS.
- BA
- TRADESMEN SHALL ONLY BE USED IF THE FIRST WORKER ON THE JOB IS A LANDSCAPE/IRRIGATION FITTER, SECOND WORKER MUST BE A LANDSCAPE/IRRIGATION FITTER OR APPRENTICE LANDSCAPE/IRRIGATION FITTER. THE 3RD AND 4TH MAY BE A TRADESMAN. THE 5TH MUST BE A LANDSCAPE/IRRIGATION FITTER AND THEREAFTER TRADESMEN WILL BE REFERRED ON A 50-50 BASIS, TO JOURNEYMAN OR APPRENTICE.
- BB
- INCLUDES AN AMOUNT FOR 401A PLAN.
- BC
- INCLUDES AN AMOUNT FOR THE P.I.P.E. LABOR MANAGEMENT COOPERATION COMMITTEE TRUST FUND AND FOR PROMOTION FUND.
- BD
- SATURDAY MAY BE PAID AT STRAIGHT TIME IF THE WORK WEEK IS TUESDAY THROUGH SATURDAY.
- BE
- INCLUDES AN AMOUNT FOR SUPPLEMENTAL PENSION FUND.
- BF
- INCLUDES AN AMOUNT PER HOUR WORKED FOR COLA FUND.
- BG
- INCLUDED IN STRAIGHT-TIME HOURLY RATE.
- BH
- RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.
- BI
- RATE APPLIES TO THE FIRST 8 HOURS WORKED ON A SIXTH OR SEVENTH CONSECUTIVE DAY DURING ANY ONE CALENDAR WEEK UP TO 50 HOURS IN ANY ONE CALENDAR WEEK. ALL OTHER TIME IS PAID AT THE HOLIDAY RATE.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/DPreWageDetermination.htm](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). HOLIDAY PROVISIONS FOR THE CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

TRAVEL AND/OR 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. YOU MAY OBTAIN THE TRAVEL AND/OR SUBSISTENCE PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/DPreWageDetermination.htm](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

[Return to main page](#)

From: ericdchristen@gmail.com
To: [Paula Perotte](#); [Stuart Kasdin](#); [Luz Reyes-Martin](#); [James Kyriaco](#); [Jennifer Smith](#)
Cc: [Administration - PW](#); [Robert Nisbet](#); [David Cutaia](#); irosen@cityofgoleta.org
Subject: A reminder what your union Project Labor Agreement does to the 90% of local construction workers who are union-free.
Date: Tuesday, July 15, 2025 1:06:54 PM
Importance: High

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



City of Goleta Councilmembers,

Following up on our previous email to you (see below) we wanted to specifically speak today about what the Project Labor Agreement does to union-free workers, workers who according to the Labor Department, represent 90% of the CA construction workforce:

*1) Project Work or "Covered Project": Council Resolution 21-47 established a cost threshold of \$5 million (adjusted annually for inflation) and defined the types of construction work to which the PLA would apply. **If PLAs are so good, as proponents claim, why a threshold at all?***

*2) Local Participation Goal: The PLA establishes a goal of at least fifty percent (50%) of all of the construction labor hours worked on the Project shall be from Local Area Residents (Residents of the City of Goleta - Tier 1, Santa Barbara County - Tier 2, and Counties of Ventura and San Luis Obispo - Tier 3), with first priority referrals on all contractor requests given to available Local Area Residents. The PLA also encourages the use of military veteran's and fostering of jointly trusted state apprenticeship programs. **What are your current local hire percentages from these three counties? How have the City and County of Santa Barbara done on local hire goal seeing how 90% of the local construction workforce is union-free? You're making it harder to achieve this goal by making all but impossible for merit shop contractors to work for you. Also, this is a "goal" with no consequences for any failure to meet it so it's meaningless.***

3) Core Workers: A Local Area Contractor (a contractor whose principal place of business has been continuously located and operating within Santa Barbara County, including the City of

*Goleta, for at least one year prior to the award of Project Work), which is not currently working under a Master Labor Agreement (Non-MLA signatory contractor), may directly employ up to a maximum of three (3) employees of its regular, local, experienced Page 2 of 4 2 Meeting Date: July 15, 2025 workforce. After employing three (3) Core Workers, a Local Non-MLA Contractor may directly employ up to three (3) additional Core Workers by providing one (1) Core Worker for each worker referred through the Union referral list. This alternating hiring procedure would allow for up to six (6) total Core Workers, if a local, Non-MLA Contractor is utilizing a workforce of nine (9) or greater employees. **IF a union-free LOCAL contractor does win the job they are limited to only using 3-6 of their own local workforce and must use union workers they have no relationship with to fill out their workforce, even if those workers are not local. How does this make any sense?***

*4) Benefit Plans: All Contractors shall pay contributions to the established employee benefit funds contained in the applicable Master Labor Agreement. **These 3-6 union-free workers would then be forced to have all their benefits (approximately \$20 per hour) sent to a union benefit plan that worker will never vest in. This is wage theft and begs the question: Why can't they keep their current benefits? Why are you making it all but impossible for a local union-free contractor to bid your work? What does this have to do with anything construction related?***

*10. FISCAL IMPACTS: Application of the PLA to the construction of Fire Station 10 will require additional staff and/or consultant time. Specifically, the PLA requires that the City provide a PLA Coordinator to monitor compliance and assist with implementing and administering the Agreement. The Coordinator role can be provided by Staff or by contract. No appropriations are requested as part of this Council action. **So you are creating another level of bureaucracy that will cost you money you could use to build things just to implement this agreement. Again, why?***

None of these provisions have anything to do with building projects and everything to do with giving big labor special interests a monopoly on your work that will result in workers from outside the region being employed while local contractors, workers and apprentices are not working on projects paid for with their tax dollars.

Eric Christen
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Coalition for Fair Employment in Construction
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From: ericdchristen@gmail.com <ericdchristen@gmail.com>

Sent: Monday, July 14, 2025 10:13 AM

To: pperotte@cityofgoleta.org; skasdin@cityofgoleta.org; lreyes-martin@cityofgoleta.org; jkyriaco@cityofgoleta.org; jsmith@cityofgoleta.org

Cc: Administration-PW@cityofgoleta.org; rnisbet@cityofgoleta.org

Subject: What Goleta can expect with a union-only PLA: City of Fresno Union Project Labor Agreement Bid 139% OVER BUDGET!

Importance: High



Goleta City Councilmembers,

One of the projects CFEC undertakes is to track the results of any Project Labor Agreement (PLA) that an entity was foolish enough to put into place. We then take these inevitable failures and use them to warn others who might be considering a PLA what it is they can expect.

Here is just a taste of recent catastrophic failures. There are many more where these came from.

Please keep these in mind when you take the PLA issue up on Tuesday.

[UPDATE!: Why San Francisco is Now Paying \\$1.7 Million for a Toilet Under a Union-Only Project Labor Agreement. \(constantcontact.com\)](#)

[PLA Failure: How a CA school district's bids compared when union PLA was used and then not used. Amazing! \(constantcontact.com\)](#)

[Project Labor Agreement \(PLA\) Failure: City of Sacramento Had to Exclude Entire Trades from PLA Because of No Bidders. \(constantcontact.com\)](#)

[Project Labor Agreement Failure: College in Los Angeles sees union PLA add 100%\(!!\) to cost of project. Winning bidder admits it was due to PLA. \(constantcontact.com\)](#)

[Project Labor Agreement Failure: City in Northern California can't get one bidder because of the union PLA. \(constantcontact.com\)](#)

[Union Project Labor Agreement Failure: City will now be paying \\$500,00 just to administer their PLA. \(constantcontact.com\)](#)

[San Diego Union-Only Project Labor Agreement Leads to \\$17 Million Cost Increase on "Affordable" Housing Project! \(constantcontact.com\)](#)

[City in San Diego Throws Out Union-Only PLA and Re-Bids Project with NO PLA! \(constantcontact.com\)](#)

[THREE Union PLA Failures This Week!: Ventura County/San Diego County Water Authority/City of Buena Park \(constantcontact.com\)](#)

[Another union Project Labor Agreement \(PLA\) failure in California: City of Watsonville received ONE BID that's 40% over estimate! \(constantcontact.com\)](#)

[BREAKING! Another California City Throws Out Union-PLA & Bids Project PLA Free! \(constantcontact.com\)](#)

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Virus-free. www.avg.com

From: [Richard Foster](#)
To: [City Clerk Group](#)
Subject: D.1 25-304 Approval of Proposed Project Labor Agreement
Date: Tuesday, July 15, 2025 3:45:21 PM

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City Council Members

In that most council members received significant campaign donations from unions it would be inappropriate to vote for this contract.

Stick with tradition, not sweetheart deals to reward those who financially supported you.

Richard Foster