

BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL # 4

2679 Sierra Way La Verne, Ca. 91750
(626) 739-5600 Toll Free (800) 972-3338 Fax (626) 739-5610
www.bac4ca.org

JOURNEYMAN RATES EFFECTIVE 5/01/20 THROUGH 4/30/21

	Los Angeles County	Orange County	Riverside/San Bernardino Co.	Bakersfield Area (Kern, Inyo, Mono Tulare Counties)	Ventura County	Santa Barbara/San Luis Obispo Counties
Wage Rate (Taxable)	\$41.53	\$41.39	\$41.48	\$41.52	41.39	\$41.83
Health & Welfare	\$9.25	\$9.25	\$9.25	\$9.25	\$9.25	\$9.25
Local Pension (DB)	\$6.50	\$6.50	\$0.00	\$6.50	\$0.00	\$0.00
Local Pension (DC)	\$1.00	\$1.00	\$6.50	\$0.00	\$6.00	\$6.75
I.U. Pension	\$1.00	\$.70	\$1.10	\$1.00	\$1.50	\$.30
P.P.A.	\$.15	\$.11	\$.17	\$.15	\$.23	\$.05
Funding Improvement	\$.56	\$.38	\$.60	\$.56	\$.82	\$.16
Total IPF Contribution	\$1.71	\$1.19	\$1.87	\$1.71	\$2.55	\$.51
Local Promotion Fund	\$.45	\$.45	\$.45	\$.45	\$.45	\$.45
***CMAF State Promotion Fund	\$.40	\$.40	\$.40	\$.40	\$.40	\$.40
IMI Training Fund	\$.62	\$.61	\$.61	\$.61	\$.61	\$.60
Apprenticeship Fund	\$.40	\$.40	\$.40	\$.40	\$.40	\$.40
**TOTAL PACKAGE	\$61.86	\$61.19	\$60.96	\$60.84	\$61.05	\$60.19
*Compliance Fund	\$.31	\$.31	\$.31	\$.31	\$.31	\$.31
*Dues Check Off	\$ 1.88	\$ 1.85	\$ 1.85	\$ 1.85	\$1.85	\$1.82

*Compliance & Dues Check Off deducted from taxable wages
**Wage rate & benefit package & IMI contribution equals Total Package
*** CMAF contribution begins on September 1, 2020

FOREMAN PREMIUM SCALE	
Number of masons on project	Scale added to Journeyman Wage
2-6 masons	\$2.50
7-11 masons	\$3.00
12 or more masons	\$4.00

**DUES CHECK OFF BREAK DOWN
EFFECTIVE MAY 1, 2020 THROUGH APRIL 30, 2021**

FOR

**LOS ANGELES COUNTY, ORANGE COUNTY,
RIVERSIDE/SAN BERNARDINO COUNTIES,
BAKERSFIELD AREA (KERN, INYO, MONO & TULARE)
VENTURA COUNTY
SANTA BARBARA/SAN LUIS OBISPO COUNTIES**

County	I.U. Share	Local Share	Total Dues
Los Angeles	\$.62	\$1 .26	\$ 1.88
Orange	.61	\$1.24	\$1.85
San Bernardino/ Riverside	.61	\$1.24	\$1.85
Bakersfield Area (Kern, Inyo, Mono & Tulare Counties)	.61	\$1.24	\$1.85
Ventura	.61	\$1.24	\$1.85
Santa Barbara/ San Luis Obispo	.60	\$1.24	\$1.82

Bricklayers and Allied Craftworkers

Local No. 4

5/1/20- 4/30/21

Riverside/San Bernardino Counties

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
50%	APPR 1	\$ 20.74	\$ 0.31	\$ 0.88	\$ 0.43
55%	APPR 2	\$ 22.81	\$ 0.31	\$ 0.88	\$ 0.43
60%	APPR 3	\$ 24.89	\$ 0.31	\$ 0.88	\$ 0.43
65%	APPR 4	\$ 26.96	\$ 0.31	\$ 0.88	\$ 0.43
70%	APPR 5	\$ 29.04	\$ 0.31	\$ 0.88	\$ 0.43
80%	APPR 6	\$ 33.18	\$ 0.31	\$ 0.88	\$ 0.43
90%	APPR 7	\$ 37.33	\$ 0.31	\$ 0.88	\$ 0.43
100%	J	\$ 41.48	\$ 0.31	\$ 1.24	\$ 0.61

Total taxed wages includes Dues Check Off and Contract Compliance

*I.U. Pension Fund - Includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

**Wage rate & benefit package & MI contribution equals Total Hourly Cost

*** CMAF contributions begin September 1, 2020

Bakersfield Area

(Kern, Inyo, Mono & Tulare Counties)

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
50%	APPR 1	\$ 20.76	\$ 0.31	\$ 0.88	\$ 0.43
55%	APPR 2	\$ 22.84	\$ 0.31	\$ 0.88	\$ 0.43
60%	APPR 3	\$ 24.91	\$ 0.31	\$ 0.88	\$ 0.43
65%	APPR 4	\$ 26.99	\$ 0.31	\$ 0.88	\$ 0.43
70%	APPR 5	\$ 29.06	\$ 0.31	\$ 0.88	\$ 0.43
80%	APPR 6	\$ 33.22	\$ 0.31	\$ 0.88	\$ 0.43
90%	APPR 7	\$ 37.37	\$ 0.31	\$ 0.88	\$ 0.43
100%	J	\$ 41.52	\$ 0.31	\$ 1.24	\$ 0.61

Total taxed wages includes Dues Check Off and Contract Compliance

*I.U. Pension Fund - Includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

**Wage rate & benefit package & MI contribution equals Total Hourly Cost

*** CMAF contributions begin September 1, 2020

Riverside/San Bernardino Counties

Employer Contributions

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	DEFINED CONTR. PENSION-DC	**CMAF State Promo FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**MI TRAINING FUND	**TOTAL HOURLY COST
\$ 8.50	\$ 1.87	\$ -	\$ 1.00	\$ -	\$ -	\$ -	\$ 0.32	\$ 32.43
\$ 8.50	\$ 1.87	\$ -	\$ 1.00	\$ -	\$ -	\$ -	\$ 0.35	\$ 34.53
\$ 9.25	\$ 1.87	\$ -	\$ 2.25	\$ -	\$ -	\$ -	\$ 0.39	\$ 38.65
\$ 9.25	\$ 1.87	\$ -	\$ 4.25	\$ -	\$ -	\$ -	\$ 0.43	\$ 42.76
\$ 9.25	\$ 1.87	\$ -	\$ 6.50	\$ -	\$ -	\$ -	\$ 0.47	\$ 47.13
\$ 9.25	\$ 1.87	\$ -	\$ 6.50	\$ -	\$ -	\$ -	\$ 0.51	\$ 51.31
\$ 9.25	\$ 1.87	\$ -	\$ 6.50	\$ -	\$ -	\$ -	\$ 0.56	\$ 55.51
\$ 9.25	\$ 1.87	\$ -	\$ 6.50	\$ 0.40	\$ 0.45	\$ 0.40	\$ 0.61	\$ 60.96

Bakersfield Area

(Kern, Inyo, Mono & Tulare Counties)

Employer Contributions

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	**CMAF State Promo FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**MI PROMOTION FUND	**TOTAL HOURLY COST
\$ 8.75	\$ 1.71	\$ -	\$ 1.00	\$ -	\$ -	\$ -	\$ 0.33	\$ 32.55
\$ 8.75	\$ 1.71	\$ -	\$ 1.00	\$ -	\$ -	\$ -	\$ 0.35	\$ 34.65
\$ 9.25	\$ 1.71	\$ -	\$ 2.50	\$ -	\$ -	\$ -	\$ 0.39	\$ 38.76
\$ 9.25	\$ 1.71	\$ -	\$ 4.50	\$ -	\$ -	\$ -	\$ 0.43	\$ 42.88
\$ 9.25	\$ 1.71	\$ 6.50	\$ -	\$ -	\$ -	\$ -	\$ 0.47	\$ 46.99
\$ 9.25	\$ 1.71	\$ 6.50	\$ -	\$ -	\$ -	\$ -	\$ 0.51	\$ 51.19
\$ 9.25	\$ 1.71	\$ 6.50	\$ -	\$ -	\$ -	\$ -	\$ 0.55	\$ 55.38
\$ 9.25	\$ 1.71	\$ 6.50	\$ -	\$ 0.40	\$ 0.45	\$ 0.40	\$ 0.61	\$ 60.84

Total taxed wages includes Dues Check Off and Contract Compliance

*I.U. Pension Fund - Includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

**Wage rate & benefit package & MI contribution equals Total Hourly Cost

*** CMAF contributions begin September 1, 2020

Bricklayers and Allied Craftworkers

Local No. 4

5/1/20 - 4/30/21

**

LOS ANGELES COUNTY

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
50%	APPR 1	\$ 20.77	\$ 0.31	\$ 0.90	\$ 0.44
55%	APPR 2	\$ 22.84	\$ 0.31	\$ 0.90	\$ 0.44
60%	APPR 3	\$ 24.92	\$ 0.31	\$ 0.90	\$ 0.44
65%	APPR 4	\$ 26.99	\$ 0.31	\$ 0.90	\$ 0.44
70%	APPR 5	\$ 29.07	\$ 0.31	\$ 0.90	\$ 0.44
80%	APPR 6	\$ 33.22	\$ 0.31	\$ 0.90	\$ 0.44
90%	APPR 7	\$ 37.38	\$ 0.31	\$ 0.90	\$ 0.44
100%	J	\$ 41.53	\$ 0.31	\$ 1.26	\$ 0.62

Total taxed wages includes Dues Check Off and Contract Compliance

*I.U. Pension Fund - includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

**Wage rate & benefit package & IMI contribution equals Total Hourly Cost

*** CMAF contribution begins on September 1, 2020

LOS ANGELES COUNTY

Employer Contributions

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	DEFINED CONTR. PENSION-DC	**CMAF State Promo FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**IMI TRAINING FUND	TOTAL HOURLY COST
\$ 9.25	\$ 1.71		\$ 1.50		\$ -	\$ -	\$ 0.34	\$ 33.57
\$ 9.25	\$ 1.71		\$ 1.50		\$ -	\$ -	\$ 0.36	\$ 35.66
\$ 9.25	\$ 1.71		\$ 3.50		\$ -	\$ -	\$ 0.40	\$ 39.78
\$ 9.25	\$ 1.71		\$ 5.50		\$ -	\$ -	\$ 0.44	\$ 43.89
\$ 9.25	\$ 1.71	\$ 6.50	\$ 1.00		\$ -	\$ -	\$ 0.48	\$ 48.01
\$ 9.25	\$ 1.71	\$ 6.50	\$ 1.00		\$ -	\$ -	\$ 0.52	\$ 52.20
\$ 9.25	\$ 1.71	\$ 6.50	\$ 1.00		\$ -	\$ -	\$ 0.56	\$ 56.40
\$ 9.25	\$ 1.71	\$ 6.50	\$ 1.00	\$ 0.40	\$ 0.45	\$ 0.40	\$ 0.62	\$ 61.86

ORANGE COUNTY

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
50%	APPR 1	\$ 20.70	\$ 0.31	\$ 0.89	\$ 0.44
55%	APPR 2	\$ 22.76	\$ 0.31	\$ 0.89	\$ 0.44
60%	APPR 3	\$ 24.83	\$ 0.31	\$ 0.89	\$ 0.44
65%	APPR 4	\$ 26.90	\$ 0.31	\$ 0.89	\$ 0.44
70%	APPR 5	\$ 28.97	\$ 0.31	\$ 0.89	\$ 0.44
80%	APPR 6	\$ 33.11	\$ 0.31	\$ 0.89	\$ 0.44
90%	APPR 7	\$ 37.25	\$ 0.31	\$ 0.89	\$ 0.44
100%	J	\$ 41.39	\$ 0.31	\$ 1.24	\$ 0.61

Total taxed wages includes Dues Check Off and Contract Compliance

*I.U. Pension Fund - includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

**Wage rate & benefit package & IMI contribution equals Total Hourly Cost

*** CMAF contribution begins on September 1, 2020

ORANGE COUNTY

Employer Contributions

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	**CMAF State Promo FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**IMI TRAINING FUND	TOTAL HOURLY COST
\$ 9.25	\$ 1.19		\$ 1.50		\$ -	\$ -	\$ 0.33	\$ 32.97
\$ 9.25	\$ 1.19		\$ 1.50		\$ -	\$ -	\$ 0.35	\$ 35.05
\$ 9.25	\$ 1.19		\$ 3.50		\$ -	\$ -	\$ 0.39	\$ 39.16
\$ 9.25	\$ 1.19		\$ 5.50		\$ -	\$ -	\$ 0.43	\$ 43.27
\$ 9.25	\$ 1.19	\$ 6.50	\$ 1.00		\$ -	\$ -	\$ 0.47	\$ 47.38
\$ 9.25	\$ 1.19	\$ 6.50	\$ 1.00		\$ -	\$ -	\$ 0.52	\$ 51.57
\$ 9.25	\$ 1.19	\$ 6.50	\$ 1.00		\$ -	\$ -	\$ 0.56	\$ 55.75
\$ 9.25	\$ 1.19	\$ 6.50	\$ 1.00	\$ 0.40	\$ 0.45	\$ 0.40	\$ 0.61	\$ 61.19

Bricklayers and Allied Craftworkers

Local No. 4

5/1/20- 4/30/21

Ventura County

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
50%	APPR 1	\$ 20.70	\$ 0.31	\$ 0.89	\$ 0.43
55%	APPR 2	\$ 22.76	\$ 0.31	\$ 0.89	\$ 0.43
60%	APPR 3	\$ 24.83	\$ 0.31	\$ 0.89	\$ 0.43
65%	APPR 4	\$ 26.90	\$ 0.31	\$ 0.89	\$ 0.43
70%	APPR 5	\$ 28.97	\$ 0.31	\$ 0.89	\$ 0.43
80%	APPR 6	\$ 33.11	\$ 0.31	\$ 0.89	\$ 0.43
90%	APPR 7	\$ 37.25	\$ 0.31	\$ 0.89	\$ 0.43
100%	J	\$ 41.39	\$ 0.31	\$ 1.24	\$ 0.61

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	DEFINED CONTR. PENSION-DC	**CMAF State Promo FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**IMI TRAINING FUND	TOTAL HOURLY COST
\$ 8.25	\$ 2.55	\$ -	\$ 1.00	\$ -	\$ -	\$ -	\$ 0.33	\$ 32.83
\$ 8.25	\$ 2.55	\$ -	\$ 1.00	\$ -	\$ -	\$ -	\$ 0.35	\$ 34.91
\$ 9.25	\$ 2.55	\$ -	\$ 2.00	\$ -	\$ -	\$ -	\$ 0.39	\$ 39.02
\$ 9.25	\$ 2.55	\$ -	\$ 4.00	\$ -	\$ -	\$ -	\$ 0.43	\$ 43.13
\$ 9.25	\$ 2.55	\$ -	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.47	\$ 47.24
\$ 9.25	\$ 2.55	\$ -	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.51	\$ 51.42
\$ 9.25	\$ 2.55	\$ -	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.56	\$ 55.61
\$ 9.25	\$ 2.55	\$ -	\$ 6.00	\$ 0.40	\$ 0.45	\$ 0.40	\$ 0.61	\$ 61.05

Total taxed wages includes Dues Check Off and Contract Compliance

*I.U. Pension Fund - Includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

**Wage rate & benefit package & IMI contribution equals Total Hourly Cost

***CMAF contributions begin September 1, 2020

Santa Barbara County

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
50%	APPR 1	\$ 20.92	\$ 0.31	\$ 0.87	\$ 0.42
55%	APPR 2	\$ 23.01	\$ 0.31	\$ 0.87	\$ 0.42
60%	APPR 3	\$ 25.10	\$ 0.31	\$ 0.87	\$ 0.42
65%	APPR 4	\$ 27.19	\$ 0.31	\$ 0.87	\$ 0.42
70%	APPR 5	\$ 29.28	\$ 0.31	\$ 0.87	\$ 0.42
80%	APPR 6	\$ 33.46	\$ 0.31	\$ 0.87	\$ 0.42
90%	APPR 7	\$ 37.65	\$ 0.31	\$ 0.87	\$ 0.42
100%	J	\$ 41.83	\$ 0.31	\$ 1.22	\$ 0.60

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	**CMAF State Promo FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**IMI PROMOTION FUND	TOTAL HOURLY COST
\$ 8.75	\$ 0.51	\$ -	\$ 1.25	\$ -	\$ -	\$ -	\$ 0.32	\$ 31.75
\$ 8.75	\$ 0.51	\$ -	\$ 1.25	\$ -	\$ -	\$ -	\$ 0.34	\$ 33.86
\$ 9.25	\$ 0.51	\$ -	\$ 2.75	\$ -	\$ -	\$ -	\$ 0.38	\$ 37.99
\$ 9.25	\$ 0.51	\$ -	\$ 4.75	\$ -	\$ -	\$ -	\$ 0.42	\$ 42.12
\$ 9.25	\$ 0.51	\$ -	\$ 6.75	\$ -	\$ -	\$ -	\$ 0.46	\$ 46.25
\$ 9.25	\$ 0.51	\$ -	\$ 6.75	\$ -	\$ -	\$ -	\$ 0.50	\$ 50.47
\$ 9.25	\$ 0.51	\$ -	\$ 6.75	\$ -	\$ -	\$ -	\$ 0.55	\$ 54.71
\$ 9.25	\$ 0.51	\$ -	\$ 6.75	\$ 0.40	\$ 0.45	\$ 0.40	\$ 0.60	\$ 60.19

Total taxed wages includes Dues Check Off and Contract Compliance

*I.U. Pension Fund - Includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

**Wage rate & benefit package & IMI contribution equals Total Hourly Cost

***CMAF contributions begin September 1, 2020

Bricklayers and Allied Craftworkers
Local No. 4
 5/1/2020-4/30/2021

LOS ANGELES, ORANGE, VENTURA, SAN BERNARDIO, RIVERSIDE,
 SANTA BARBARA & SAN LUIS OBISPO COUNTIES, KERN, INYO, MONO,
 & TULARE COUNTIES

MASON FINISHER WAGE AND FRINGE BENEFIT SCALE (Journeyman & Apprentice)

RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF	HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	TOTAL HOURLY COST
Apprentice 1 (60%)	\$ 17.44	\$ 0.22	\$ 0.57	\$ 0.28	\$ 5.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.23	\$ 23.17
Apprentice 2 (70%)	\$ 20.35	\$ 0.22	\$ 0.57	\$ 0.28	\$ 5.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.26	\$ 26.11
Apprentice 3 (80%)	\$ 23.26	\$ 0.22	\$ 0.57	\$ 0.28	\$ 5.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.29	\$ 29.05
Apprentice 4 (90%)	\$ 26.16	\$ 0.22	\$ 0.57	\$ 0.28	\$ 5.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.32	\$ 31.98
Journeyman (100%)	\$ 29.07	\$ 0.22	\$ 1.00	\$ 0.49	\$ 9.25	\$ 1.71	\$ 6.50	\$ 1.00	\$ 0.45	\$ 0.40	\$ 0.49	\$ 48.87

total taxed wages includes Dues Check Off & Contract Compliance for Apprentices and Journeyman

*I.U. Pension Fund - includes P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

Journeyman Mason Finisher rate for all counties is equal to the Los Angeles County 5th period Journeyman Bricklayer rate