

BRICKLAYERS & ALLIED CRAFTWORKERS

LOCAL # 4

2679 Sierra Way La Verne, Ca. 91750
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www.bac4ca.org

JOURNEYMAN RATES EFFECTIVE 5/01/19 THROUGH 4/30/20

	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)	\$40.95	\$40.53	\$40.90	\$40.69	\$40.55	\$40.78
Health & Welfare	\$8.75	\$8.75	\$8.75	\$8.75	\$8.75	\$8.75
Local Pension (DB)	\$6.00	\$6.00	\$0.00	\$6.00	\$0.00	\$0.00
Local Pension (DC)	\$1.00	\$1.00	\$5.75	\$0.00	\$5.50	\$6.25
I.U. Pension	\$1.00	\$0.70	\$1.10	\$1.00	\$1.50	\$0.30
P.P.A.	\$0.15	\$0.11	\$0.17	\$0.15	\$0.23	\$0.05
Funding Improvement	\$0.46	\$0.31	\$0.49	\$0.46	\$0.68	\$0.13
Total IPF Contribution	\$1.61	\$1.12	\$1.76	\$1.61	\$2.41	\$0.48
Local Promotion Fund	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
IMI Training Fund	\$0.60	\$0.59	\$0.59	\$0.58	\$0.59	\$0.58
Apprenticeship Fund	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
**TOTAL PACKAGE	\$59.76	\$58.84	\$58.60	\$58.48	\$58.65	\$57.69
*Compliance Fund	\$0.31	\$0.30	\$0.31	\$0.31	\$0.30	\$0.31
*Dues Check Off	\$1.80	\$1.77	\$1.76	\$1.75	\$1.76	\$1.73

*Compliance & Dues Check Off deducted from taxable wages

**Wage rate & benefit package & IMI contribution equals Total Package

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, 2019 THROUGH APRIL 30, 2020**

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	\$.60	\$1 .20	\$ 1.80
Orange	.59	1.18	1.77
San Bernardino/ Riverside	.59	1.17	1.76
Bakersfield Area (Kern, Inyo, Mono & Tulare Counties)	.58	1.17	1.75
Ventura	.59	1.17	1.76
Santa Barbara/ San Luis Obispo	.58	1.15	1.73

Bricklayers and Allied Craftworkers
Local No. 4
5/1/19 - 4/30/20

LOS ANGELES COUNTY

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
35%	APPR 1	\$ 14.33	\$ 0.31	\$ 0.85	\$ 0.43
40%	APPR 2	\$ 16.38	\$ 0.31	\$ 0.85	\$ 0.43
50%	APPR 3	\$ 20.48	\$ 0.31	\$ 0.85	\$ 0.43
60%	APPR 4	\$ 24.57	\$ 0.31	\$ 0.85	\$ 0.43
70%	APPR 5	\$ 28.67	\$ 0.31	\$ 0.85	\$ 0.43
80%	APPR 6	\$ 32.76	\$ 0.31	\$ 0.85	\$ 0.43
90%	APPR 7	\$ 36.86	\$ 0.31	\$ 0.85	\$ 0.43
100%	J	\$ 40.95	\$ 0.31	\$ 1.20	\$ 0.60

Total taxed wages includes Dues Check Off and Contract Compliance
*IU, Pension Fund - Includes 15% P.P.A. Funding and Funding Improvement Plan
**Wage rate & benefit package & IMI contribution equals Total Hourly Cost

LOS ANGELES COUNTY

Employer Contributions

HEALTH & WELFARE FUND	*IU PENSION FUND	LOCAL PENSION FUND-DB	DEFINED CONTR. PENSION-DC	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**IMI TRAINING FUND	TOTAL HOURLY COST
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.32	\$ 32.01
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.34	\$ 34.08
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.38	\$ 38.22
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.42	\$ 42.35
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.46	\$ 46.49
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.51	\$ 50.63
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.55	\$ 54.77
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ 0.45	\$ 0.40	\$ 0.60	\$ 59.76

ORANGE COUNTY

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
35%	APPR 1	\$ 14.19	\$ 0.30	\$ 0.84	\$ 0.42
40%	APPR 2	\$ 16.21	\$ 0.30	\$ 0.84	\$ 0.42
50%	APPR 3	\$ 20.27	\$ 0.30	\$ 0.84	\$ 0.42
60%	APPR 4	\$ 24.32	\$ 0.30	\$ 0.84	\$ 0.42
70%	APPR 5	\$ 28.37	\$ 0.30	\$ 0.84	\$ 0.42
80%	APPR 6	\$ 32.42	\$ 0.30	\$ 0.84	\$ 0.42
90%	APPR 7	\$ 36.48	\$ 0.30	\$ 0.84	\$ 0.42
100%	J	\$ 40.53	\$ 0.30	\$ 1.18	\$ 0.59

Total taxed wages includes Dues Check Off and Contract Compliance
*IU, 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

ORANGE COUNTY

Employer Contributions

HEALTH & WELFARE FUND	*IU PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	**IMI PROMOTION FUND	TOTAL HOURLY COST
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.31	\$ 31.37
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.33	\$ 33.41
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.38	\$ 37.52
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.42	\$ 41.61
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.46	\$ 45.70
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.50	\$ 49.79
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ -	\$ -	\$ 0.54	\$ 53.89
\$ 8.75	\$ 1.12	\$ 6.00	\$ 1.00	\$ 0.45	\$ 0.40	\$ 0.59	\$ 58.84

**Bricklayers and Allied Craftworkers
Local No. 4**

5/1/19- 4/30/20

RIVERSIDE/SAN BERNARDINO COUNTIES

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
35%	APPR 1	\$ 14.32	\$ 0.31	\$ 0.83	\$ 0.42
40%	APPR 2	\$ 16.36	\$ 0.31	\$ 0.83	\$ 0.42
50%	APPR 3	\$ 20.45	\$ 0.31	\$ 0.83	\$ 0.42
60%	APPR 4	\$ 24.54	\$ 0.31	\$ 0.83	\$ 0.42
70%	APPR 5	\$ 28.63	\$ 0.31	\$ 0.83	\$ 0.42
80%	APPR 6	\$ 32.72	\$ 0.31	\$ 0.83	\$ 0.42
90%	APPR 7	\$ 36.81	\$ 0.31	\$ 0.83	\$ 0.42
100%	J	\$ 40.90	\$ 0.31	\$ 1.17	\$ 0.59

RIVERSIDE/SAN BERNARDINO COUNTIES

Employer Contributions

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	DEFINED CONTR. PENSION-DC	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	**TOTAL HOURLY COST
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ -	\$ -	\$ 0.31	\$ 30.89
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ -	\$ -	\$ 0.33	\$ 32.95
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ -	\$ -	\$ 0.37	\$ 37.08
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ -	\$ -	\$ 0.41	\$ 41.21
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ -	\$ -	\$ 0.45	\$ 45.34
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ -	\$ -	\$ 0.49	\$ 49.47
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ -	\$ -	\$ 0.54	\$ 53.61
\$ 8.75	\$ 1.76	\$ -	\$ 5.75	\$ 0.45	\$ 0.40	\$ 0.59	\$ 58.60

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

BAKERSFIELD AREA

(KERN, INYO, MONO & TULARE COUNTIES)

Employee Contributions

%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
35%	APPR 1	\$ 14.24	\$ 0.31	\$ 0.83	\$ 0.41
40%	APPR 2	\$ 16.28	\$ 0.31	\$ 0.83	\$ 0.41
50%	APPR 3	\$ 20.35	\$ 0.31	\$ 0.83	\$ 0.41
60%	APPR 4	\$ 24.41	\$ 0.31	\$ 0.83	\$ 0.41
70%	APPR 5	\$ 28.48	\$ 0.31	\$ 0.83	\$ 0.41
80%	APPR 6	\$ 32.55	\$ 0.31	\$ 0.83	\$ 0.41
90%	APPR 7	\$ 36.62	\$ 0.31	\$ 0.83	\$ 0.41
100%	J	\$ 40.69	\$ 0.31	\$ 1.17	\$ 0.58

BAKERSFIELD AREA

(KERN, INYO, MONO & TULARE COUNTIES)

Employer Contributions

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	DEFINED CONTR. PENSION-DC	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	**TOTAL HOURLY COST
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.31	\$ 30.91
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.33	\$ 32.97
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.37	\$ 37.08
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.41	\$ 41.18
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.45	\$ 45.29
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.49	\$ 49.40
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ -	\$ -	\$ 0.54	\$ 53.52
\$ 8.75	\$ 1.61	\$ 6.00	\$ -	\$ 0.45	\$ 0.40	\$ 0.58	\$ 58.48

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

**Bricklayers and Allied Craftworkers
Local No. 4
5/1/19- 4/30/20**

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Ventura County		Employee Contributions			
%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
35%	APPR 1	\$ 14.19	\$ 0.30	\$ 0.83	\$ 0.42
40%	APPR 2	\$ 16.22	\$ 0.30	\$ 0.83	\$ 0.42
50%	APPR 3	\$ 20.28	\$ 0.30	\$ 0.83	\$ 0.42
60%	APPR 4	\$ 24.33	\$ 0.30	\$ 0.83	\$ 0.42
70%	APPR 5	\$ 28.39	\$ 0.30	\$ 0.83	\$ 0.42
80%	APPR 6	\$ 32.44	\$ 0.30	\$ 0.83	\$ 0.42
90%	APPR 7	\$ 36.50	\$ 0.30	\$ 0.83	\$ 0.42
100%	J	\$ 40.55	\$ 0.30	\$ 1.17	\$ 0.59

Ventura County		Employer Contributions					**TOTAL HOURLY COST
HEALTH & WELFARE FUND	*I.U. PENSION FUND	DEFINED CONTR. PENSION-DC	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND		
\$ 8.75	\$ 2.41	\$ 5.50	\$ -	\$ -	\$ 0.31	\$ 31.16	
\$ 8.75	\$ 2.41	\$ 5.50	\$ -	\$ -	\$ 0.33	\$ 33.21	
\$ 8.75	\$ 2.41	\$ 5.50	\$ -	\$ -	\$ 0.37	\$ 37.31	
\$ 8.75	\$ 2.41	\$ 5.50	\$ -	\$ -	\$ 0.41	\$ 41.40	
\$ 8.75	\$ 2.41	\$ 5.50	\$ -	\$ -	\$ 0.46	\$ 45.51	
\$ 8.75	\$ 2.41	\$ 5.50	\$ -	\$ -	\$ 0.50	\$ 49.60	
\$ 8.75	\$ 2.41	\$ 5.50	\$ -	\$ -	\$ 0.54	\$ 53.70	
\$ 8.75	\$ 2.41	\$ 5.50	\$ 0.45	\$ 0.40	\$ 0.59	\$ 58.65	

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

SANTA BARBARA-SAN LUIS OBISPO		Employee Contributions			
%	RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
35%	APPR 1	\$ 14.27	\$ 0.31	\$ 0.81	\$ 0.41
40%	APPR 2	\$ 16.31	\$ 0.31	\$ 0.81	\$ 0.41
50%	APPR 3	\$ 20.39	\$ 0.31	\$ 0.81	\$ 0.41
60%	APPR 4	\$ 24.47	\$ 0.31	\$ 0.81	\$ 0.41
70%	APPR 5	\$ 28.55	\$ 0.31	\$ 0.81	\$ 0.41
80%	APPR 6	\$ 32.62	\$ 0.31	\$ 0.81	\$ 0.41
90%	APPR 7	\$ 36.70	\$ 0.31	\$ 0.81	\$ 0.41
100%	J	\$ 40.78	\$ 0.31	\$ 1.15	\$ 0.58

SANTA BARBARA-SAN LUIS OBISPO		Employer Contributions					**TOTAL HOURLY COST
HEALTH & WELFARE FUND	*I.U. PENSION FUND	DEFINED CONTR. PENSION-DC	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND		
\$ 8.75	\$ 0.48	\$ 6.25	\$ -	\$ -	\$ 0.30	\$ 30.05	
\$ 8.75	\$ 0.48	\$ 6.25	\$ -	\$ -	\$ 0.32	\$ 32.11	
\$ 8.75	\$ 0.48	\$ 6.25	\$ -	\$ -	\$ 0.36	\$ 36.23	
\$ 8.75	\$ 0.48	\$ 6.25	\$ -	\$ -	\$ 0.40	\$ 40.35	
\$ 8.75	\$ 0.48	\$ 6.25	\$ -	\$ -	\$ 0.44	\$ 44.47	
\$ 8.75	\$ 0.48	\$ 6.25	\$ -	\$ -	\$ 0.49	\$ 48.59	
\$ 8.75	\$ 0.48	\$ 6.25	\$ -	\$ -	\$ 0.53	\$ 52.71	
\$ 8.75	\$ 0.48	\$ 6.25	\$ 0.45	\$ 0.40	\$ 0.58	\$ 57.69	

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

Bricklayers and Allied Craftworkers

Local No. 4

5/1/2019-4/30/2020

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
Apprentice 1 (50%)	\$ 14.34	\$ 0.22	\$ 0.51	\$ 0.26
Apprentice 2 (60%)	\$ 17.20	\$ 0.22	\$ 0.51	\$ 0.26
Apprentice 3 (70%)	\$ 20.07	\$ 0.22	\$ 0.51	\$ 0.26
Apprentice 4 (80%)	\$ 22.94	\$ 0.22	\$ 0.51	\$ 0.26
Journeyman (100%)	\$ 28.67	\$ 0.22	\$ 0.95	\$ 0.47

HEALTH & WELFARE FUND	*I.U. PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	LOCAL ROMOTIC FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	TOTAL HOURLY COST
\$ 5.75	\$ -	\$ -	\$ 1.00	\$ -	\$ -	\$ 0.21	\$ 21.30
\$ 5.75	\$ -	\$ -	\$ 1.00	\$ -	\$ -	\$ 0.24	\$ 24.19
\$ 5.75	\$ -	\$ -	\$ 1.00	\$ -	\$ -	\$ 0.27	\$ 27.09
\$ 5.75	\$ -	\$ -	\$ 1.00	\$ -	\$ -	\$ 0.30	\$ 29.99
\$ 8.75	\$ 1.61	\$ 6.00	\$ 1.00	\$ 0.45	\$ 0.40	\$ 0.47	\$ 47.35

Total taxed wages includes Dues Check Off & Contract Compliance for Apprentices and Journeymen

*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