

**ASSOCIATED BUILDERS AND CONTRACTORS OF SOUTHERN CALIFORNIA CHAPTER
PRIVATE WAGE RATE ADDENDUM SHEET METAL UNILATERAL APPRENTICESHIP**

Year: 3.1.25 - 2.28.26
 Occupation: Sheet Metal- Private Apprentice Wages
 County: Los Angeles *SOUTH*
 Journeyman Wage: \$90.48



ABC SoCal Mandatory Contributions

| Level | Percent | Total Hourly Rate | Basic Hourly Rate | Fringe | Hours | Benefit Trust | Training Trust |
|-------|---------|-------------------|-------------------|---------|-------|---------------|----------------|
| 1 | 40.00% | \$36.19 | \$23.52 | \$12.67 | 812 | \$8.23 | \$1.10 |
| 2 | 45.71% | \$41.36 | \$26.88 | \$14.48 | 812 | \$8.23 | \$1.10 |
| 3 | 51.42% | \$46.52 | \$30.24 | \$16.28 | 812 | \$8.23 | \$1.10 |
| 4 | 57.13% | \$51.69 | \$33.60 | \$18.09 | 812 | \$8.23 | \$1.10 |
| 5 | 62.84% | \$56.86 | \$36.96 | \$19.90 | 812 | \$8.23 | \$1.10 |
| 6 | 68.55% | \$62.02 | \$40.32 | \$21.71 | 812 | \$8.23 | \$1.10 |
| 7 | 74.26% | \$67.19 | \$43.67 | \$23.52 | 812 | \$8.23 | \$1.10 |
| 8 | 80.00% | \$72.38 | \$47.05 | \$25.33 | 812 | \$8.23 | \$1.10 |

Wage Guide

Percent: The percentage indicated reflects the proportion of the apprentice rate in relation to the Journeyman rate

Level: The apprentice level, that is determined by their OJT hours. If you are needing to verify an apprentice OJT hours please email compliance@abcsocal.net

Total Hourly Rate: A minimum required total hourly wage package (Base + Fringe)

Basic Hourly Rate: A minimum of 65% of the Total Hourly Rate must be paid as taxable wages

Fringes: 35% of the Total Hourly Rate can be paid as fringes or as additional taxable wages

ABC SoCal Mandatory Contributions: ABC SoCal requires all members to submit health benefits and training contributions by the 10th of each month. Contributions received after this deadline may be subject to late fees. These payments are deducted from the total fringe amount. If the required contributions exceed the stated fringe amount, the contractor is responsible for paying the difference.

Section 208 (c)

A starting hourly wage package for first-period apprentices of not less than 40 percent of the prevailing per diem wage package for journeymen in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code Section 1720 et seq., using the rate effective on the immediately preceding March 1.

ASSOCIATED BUILDERS AND CONTRACTORS OF SOUTHERN CALIFORNIA CHAPTER PRIVATE WAGE RATE ADDENDUM SHEET METAL UNILATERAL APPRENTICESHIP

Year: 3.1.25 - 2.28.26
 Occupation: Sheet Metal- Private Apprentice Wages
 County: Los Angeles *NORTH*
 Journeyman Wage: \$78.59



ABC SoCal Mandatory Contributions

| Level | Percent | Total Hourly Rate | Basic Hourly Rate | Fringe | Hours | Benefit Trust | Training Trust |
|-------|---------|-------------------|-------------------|---------|-------|---------------|----------------|
| 1 | 40.00% | \$31.44 | \$20.43 | \$11.00 | 812 | \$8.23 | \$1.10 |
| 2 | 45.71% | \$35.92 | \$23.35 | \$12.57 | 812 | \$8.23 | \$1.10 |
| 3 | 51.42% | \$40.41 | \$26.27 | \$14.14 | 812 | \$8.23 | \$1.10 |
| 4 | 57.13% | \$44.90 | \$29.18 | \$15.71 | 812 | \$8.23 | \$1.10 |
| 5 | 62.84% | \$49.39 | \$32.10 | \$17.29 | 812 | \$8.23 | \$1.10 |
| 6 | 68.55% | \$53.87 | \$35.02 | \$18.86 | 812 | \$8.23 | \$1.10 |
| 7 | 74.26% | \$58.36 | \$37.93 | \$20.43 | 812 | \$8.23 | \$1.10 |
| 8 | 80.00% | \$62.87 | \$40.87 | \$22.01 | 812 | \$8.23 | \$1.10 |

Wage Guide

Percent: The percentage indicated reflects the proportion of the apprentice rate in relation to the Journeyman rate

Level: The apprentice level, that is determined by their OJT hours. If you are needing to verify an apprentice OJT hours please email compliance@abcsocal.net

Total Hourly Rate: A minimum required total hourly wage package (Base + Fringe)

Basic Hourly Rate: A minimum of 65% of the Total Hourly Rate must be paid as taxable wages

Fringes: 35% of the Total Hourly Rate can be paid as fringes or as additional taxable wages

ABC SoCal Mandatory Contributions: ABC SoCal requires all members to submit health benefits and training contributions by the 10th of each month. Contributions received after this deadline may be subject to late fees. These payments are deducted from the total fringe amount. If the required contributions exceed the stated fringe amount, the contractor is responsible for paying the difference.

Section 208 (c)

A starting hourly wage package for first-period apprentices of not less than 40 percent of the prevailing per diem wage package for journeymen in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code Section 1720 et seq., using the rate effective on the immediately preceding March 1.

ASSOCIATED BUILDERS AND CONTRACTORS OF SOUTHERN CALIFORNIA CHAPTER PRIVATE WAGE RATE ADDENDUM SHEET METAL UNILATERAL APPRENTICESHIP

Year: 3.1.25 - 2.28.26
 Occupation: Sheet Metal- Private Apprentice Wages
 County: Orange
 Journeyman Wage: \$90.48



ABC SoCal Mandatory Contributions

| Level | Percent | Total Hourly Rate | Basic Hourly Rate | Fringe | Hours | Benefit Trust | Training Trust |
|-------|---------|-------------------|-------------------|---------|-------|---------------|----------------|
| 1 | 40.00% | \$36.19 | \$23.52 | \$12.67 | 812 | \$8.23 | \$1.10 |
| 2 | 45.71% | \$41.36 | \$26.88 | \$14.48 | 812 | \$8.23 | \$1.10 |
| 3 | 51.42% | \$46.52 | \$30.24 | \$16.28 | 812 | \$8.23 | \$1.10 |
| 4 | 57.13% | \$51.69 | \$33.60 | \$18.09 | 812 | \$8.23 | \$1.10 |
| 5 | 62.84% | \$56.86 | \$36.96 | \$19.90 | 812 | \$8.23 | \$1.10 |
| 6 | 68.55% | \$62.02 | \$40.32 | \$21.71 | 812 | \$8.23 | \$1.10 |
| 7 | 74.26% | \$67.19 | \$43.67 | \$23.52 | 812 | \$8.23 | \$1.10 |
| 8 | 80.00% | \$72.38 | \$47.05 | \$25.33 | 812 | \$8.23 | \$1.10 |

Wage Guide

Percent: The percentage indicated reflects the proportion of the apprentice rate in relation to the Journeyman rate

Level: The apprentice level, that is determined by their OJT hours. If you are needing to verify an apprentice OJT hours please email compliance@abcsocal.net

Total Hourly Rate: A minimum required total hourly wage package (Base + Fringe)

Basic Hourly Rate: A minimum of 65% of the Total Hourly Rate must be paid as taxable wages

Fringes: 35% of the Total Hourly Rate can be paid as fringes or as additional taxable wages

ABC SoCal Mandatory Contributions: ABC SoCal requires all members to submit health benefits and training contributions by the 10th of each month Contributions received after this deadline may be subject to late fees. These payments are deducted from the total fringe amount. If the required contributions exceed the stated fringe amount, the contractor is responsible for paying the difference.

Section 208 (c)

A starting hourly wage package for first-period apprentices of not less than 40 percent of the prevailing per diem wage package for journeymen in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code Section 1720 et seq., using the rate effective on the immediately preceding March 1.

ASSOCIATED BUILDERS AND CONTRACTORS OF SOUTHERN CALIFORNIA CHAPTER PRIVATE WAGE RATE ADDENDUM SHEET METAL UNILATERAL APPRENTICESHIP

Year: 3.1.25 - 2.28.26
 Occupation: Sheet Metal- Private Apprentice Wages
 County: Riverside
 Journeyman Wage: \$90.48



ABC SoCal Mandatory Contributions

| Level | Percent | Total Hourly Rate | Basic Hourly Rate | Fringe | Hours | Benefit Trust | Training Trust |
|-------|---------|-------------------|-------------------|---------|-------|---------------|----------------|
| 1 | 40.00% | \$36.19 | \$23.52 | \$12.67 | 812 | \$8.23 | \$1.10 |
| 2 | 45.71% | \$41.36 | \$26.88 | \$14.48 | 812 | \$8.23 | \$1.10 |
| 3 | 51.42% | \$46.52 | \$30.24 | \$16.28 | 812 | \$8.23 | \$1.10 |
| 4 | 57.13% | \$51.69 | \$33.60 | \$18.09 | 812 | \$8.23 | \$1.10 |
| 5 | 62.84% | \$56.86 | \$36.96 | \$19.90 | 812 | \$8.23 | \$1.10 |
| 6 | 68.55% | \$62.02 | \$40.32 | \$21.71 | 812 | \$8.23 | \$1.10 |
| 7 | 74.26% | \$67.19 | \$43.67 | \$23.52 | 812 | \$8.23 | \$1.10 |
| 8 | 80.00% | \$72.38 | \$47.05 | \$25.33 | 812 | \$8.23 | \$1.10 |

Wage Guide

Percent: The percentage indicated reflects the proportion of the apprentice rate in relation to the Journeyman rate

Level: The apprentice level, that is determined by their OJT hours. If you are needing to verify an apprentice OJT hours please email compliance@abcsqcal.net

Total Hourly Rate: A minimum required total hourly wage package (Base + Fringe)

Basic Hourly Rate: A minimum of 65% of the Total Hourly Rate must be paid as taxable wages

Fringes: 35% of the Total Hourly Rate can be paid as fringes or as additional taxable wages

ABC SoCal Mandatory Contributions: ABC SoCal requires all members to submit health benefits and training contributions by the 10th of each month. Contributions received after this deadline may be subject to late fees. These payments are deducted from the total fringe amount. If the required contributions exceed the stated fringe amount, the contractor is responsible for paying the difference.

Section 208 (c)

A starting hourly wage package for first-period apprentices of not less than 40 percent of the prevailing per diem wage package for journeymen in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code Section 1720 et seq., using the rate effective on the immediately preceding March 1.

ASSOCIATED BUILDERS AND CONTRACTORS OF SOUTHERN CALIFORNIA CHAPTER PRIVATE WAGE RATE ADDENDUM SHEET METAL UNILATERAL APPRENTICESHIP

Year: 3.1.25 - 2.28.26
 Occupation: Sheet Metal- Private Apprentice Wages
 County: San Bernardino
 Journeyman Wage: \$90.48



ABC SoCal Mandatory Contributions

| Level | Percent | Total Hourly Rate | Basic Hourly Rate | Fringe | Hours | Benefit Trust | Training Trust |
|-------|---------|-------------------|-------------------|---------|-------|---------------|----------------|
| 1 | 40.00% | \$36.19 | \$23.52 | \$12.67 | 812 | \$8.23 | \$1.10 |
| 2 | 45.71% | \$41.36 | \$26.88 | \$14.48 | 812 | \$8.23 | \$1.10 |
| 3 | 51.42% | \$46.52 | \$30.24 | \$16.28 | 812 | \$8.23 | \$1.10 |
| 4 | 57.13% | \$51.69 | \$33.60 | \$18.09 | 812 | \$8.23 | \$1.10 |
| 5 | 62.84% | \$56.86 | \$36.96 | \$19.90 | 812 | \$8.23 | \$1.10 |
| 6 | 68.55% | \$62.02 | \$40.32 | \$21.71 | 812 | \$8.23 | \$1.10 |
| 7 | 74.26% | \$67.19 | \$43.67 | \$23.52 | 812 | \$8.23 | \$1.10 |
| 8 | 80.00% | \$72.38 | \$47.05 | \$25.33 | 812 | \$8.23 | \$1.10 |

Wage Guide

Percent: The percentage indicated reflects the proportion of the apprentice rate in relation to the Journeyman rate

Level: The apprentice level, that is determined by their OJT hours. If you are needing to verify an apprentice OJT hours please email compliance@abcsocal.net

Total Hourly Rate: A minimum required total hourly wage package (Base + Fringe)

Basic Hourly Rate: A minimum of 65% of the Total Hourly Rate must be paid as taxable wages

Fringes: 35% of the Total Hourly Rate can be paid as fringes or as additional taxable wages

ABC SoCal Mandatory Contributions: ABC SoCal requires all members to submit health benefits and training contributions by the 10th of each month. Contributions received after this deadline may be subject to late fees. These payments are deducted from the total fringe amount. If the required contributions exceed the stated fringe amount, the contractor is responsible for paying the difference.

Section 208 (c)

A starting hourly wage package for first-period apprentices of not less than 40 percent of the prevailing per diem wage package for journeymen in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code Section 1720 et seq., using the rate effective on the immediately preceding March 1.

ASSOCIATED BUILDERS AND CONTRACTORS OF SOUTHERN CALIFORNIA CHAPTER PRIVATE WAGE RATE ADDENDUM SHEET METAL UNILATERAL APPRENTICESHIP

Year: 3.1.25 - 2.28.26
 Occupation: Sheet Metal- Private Apprentice Wages
 County: Ventura
 Journeyman Wage: \$90.59



ABC SoCal Mandatory Contributions

| Level | Percent | Total Hourly Rate | Basic Hourly Rate | Fringe | Hours | Benefit Trust | Training Trust |
|-------|---------|-------------------|-------------------|---------|-------|---------------|----------------|
| 1 | 40.00% | \$36.24 | \$23.55 | \$12.68 | 812 | \$8.23 | \$1.10 |
| 2 | 45.71% | \$41.41 | \$26.92 | \$14.49 | 812 | \$8.23 | \$1.10 |
| 3 | 51.42% | \$46.58 | \$30.28 | \$16.30 | 812 | \$8.23 | \$1.10 |
| 4 | 57.13% | \$51.75 | \$33.64 | \$18.11 | 812 | \$8.23 | \$1.10 |
| 5 | 62.84% | \$56.93 | \$37.00 | \$19.92 | 812 | \$8.23 | \$1.10 |
| 6 | 68.55% | \$62.10 | \$40.36 | \$21.73 | 812 | \$8.23 | \$1.10 |
| 7 | 74.26% | \$67.27 | \$43.73 | \$23.55 | 812 | \$8.23 | \$1.10 |
| 8 | 80.00% | \$72.47 | \$47.11 | \$25.37 | 812 | \$8.23 | \$1.10 |

Wage Guide

Percent: The percentage indicated reflects the proportion of the apprentice rate in relation to the Journeyman rate

Level: The apprentice level, that is determined by their OJT hours. If you are needing to verify an apprentice OJT hours please email compliance@abcsocal.net

Total Hourly Rate: A minimum required total hourly wage package (Base + Fringe)

Basic Hourly Rate: A minimum of 65% of the Total Hourly Rate must be paid as taxable wages

Fringes: 35% of the Total Hourly Rate can be paid as fringes or as additional taxable wages

ABC SoCal Mandatory Contributions: ABC SoCal requires all members to submit health benefits and training contributions by the 10th of each month. Contributions received after this deadline may be subject to late fees. These payments are deducted from the total fringe amount. If the required contributions exceed the stated fringe amount, the contractor is responsible for paying the difference.

Section 208 (c)

A starting hourly wage package for first-period apprentices of not less than 40 percent of the prevailing per diem wage package for journeymen in the apprenticeable occupation and geographic area of the project, as determined by the Director of Industrial Relations for purposes of Labor Code Section 1720 et seq., using the rate effective on the immediately preceding March 1.