

BAC Local #3CA
8201 Capwell Drive
Oakland, CA 94621

BAC LOCAL 3
JOURNEYMAN SCALE

05.28.2025ca

Trade	Wage	Vac	Dues	bac pac	Taxable	H&W	Def. Benf.	Def. Cont.	IU Pen	Appr	IMI	Vac Contr	Promo/ Ind. Fnd.	Emp. Ind.Fnd.	LMCC	Cntrct Admin	TOTAL	NOTES	Effective Date
Tile Layer (certified)	56.02	3.00	2.93		61.95	12.40	4.55	4.00	.72	.80	.89	.03	.35		.75	.15	86.59	24 counties	4/01/25 - 3/31/26
Tile Finisher (R/C)	40.80	1.75	2.25		44.80	12.40	4.55	1.90	.72	.53	.68	.03	.35		.45	.15	66.56	24 counties	4/01/25 - 3/31/26
Tile Fin'r (F6)	35.76	1.25	2.02		39.03	12.40	4.55	1.00	.72	.53	.62	.03	.35		.45	.15	59.83	24 counties	4/01/25 - 3/31/26
Tile Layer (SAC'TO)	52.10	2.75	2.73		57.58	12.40	4.55	3.00	.29	.75	.83	.03	.35		.75	.15	80.68	16 counties/Sac	4/01/25 - 3/31/26
Tile Finisher (SAC'TO)	33.27	1.10	1.91		36.28	12.40	4.55	.75	.29	.50	.59	.03	.35		.68	.15	56.57	16 counties/Sac	4/01/25 - 3/31/26
Tile Layer Fresno	47.14	2.75	2.58		52.47	12.40	4.55	3.25	.90	.75	.78	.03	.35		.75	.15	76.38	6 counties	4/01/25 - 3/31/26
Tile Finisher Fresno	30.99	1.30	1.82		34.11	12.40	4.55	.81	.00	.50	.56	.03	.35		.45	.15	53.91	6 counties	4/01/25 - 3/31/26
Marble Masons	53.60	5.00	3.12		61.72	12.40	10.96	4.51	.72	.80	.92	.03	.00		.35		92.41	45 counties	8/01/24 - 7/31/25
Marble Finishers	36.94	3.00	2.12		42.06	12.40	4.25	1.00	1.08	.45	.62	.03	.00		.30		62.19	45 counties	8/01/24 - 7/31/25
Brick SF/S Mateo	52.56	3.25	3.04		58.85	13.10	10.00	4.25	.72	.80	.90	.03	.40	.40	.55		90.00	SF, San Mateo	5/01/25 - 4/30/26
Brick Oak/S Jose	52.56	3.25	2.96		58.77	13.10	7.90	4.15	.72	.80	.88	.03	.40	.40	.55		87.70	Ala,cc,s benito,s clara	5/01/25 - 4/30/26
Brick Sac'to/Stock	49.00	2.75	2.78		54.53	13.10	7.90	3.00	.72	.80	.82	.03	.40	.40	.55		82.25	22 counties	5/01/25 - 4/30/26
Brick Fresno	47.59	2.75	2.75		53.09	13.10	7.90	2.75	1.62	.80	.81	.03	.40	.40	.55		81.45	5 counties	5/01/25 - 4/30/26
Brick Monterey	50.27	3.00	2.92		56.19	13.10	9.75	3.50	.90	.80	.86	.03	.40	.40	.55		86.48	Monterey, Santa Cruz	5/01/25 - 4/30/26
PCC (Bay Area)	52.47	4.75	3.02		60.24	12.40	8.30	5.50	.72	.80	.89	.03	.10		.30		89.28	17 counties	7/01/24 - 6/30/25
PCC (Valley Counties)	47.97	3.25	2.74		53.96	12.40	8.30	3.75	.72	.80	.81	.03	.10		.30		81.17	Sac'to/Stk/Fresno	7/01/24 - 6/30/25
Terrazzo Mechanic	53.51	4.00	3.07		60.58	12.40	10.71	4.25	.72	.80	.91	.03	.00		.40		90.80	46 counties	7/01/24 - 6/30/25
Terrazzo Finisher	39.69	3.00	2.24		44.93	12.40	4.40	2.00	.72	.80	.66	.03	.00		.40		66.34	46 counties	7/01/24 - 6/30/25
Metal Finisher (F)	35.67	.00	.85		36.52	.00	.55	.00	1.88	.00			.00		.00		38.95	45 counties	12/1/24 - 11/30/25