

Labor and Employment Code Article 102.8 - Trade Show and Special Event Work (21C.8)

As of January 4, 2024, the San Francisco Administrative Code Section 21C will be known as the San Francisco Labor and Employment Code Article 102. This chart is submitted to show the prevailing hourly wage and fringe benefits for individuals performing on-site installation, set-up, assembly, and dismantling of temporary exhibits, displays, booths, modular systems, signage, drapery, specialty furniture, floor coverings, or decorative materials in connection with or related to a Special Event.

Rates effective from January 19, 2024 to June 30, 2024.

EMPLOYER PAYMENTS								STRAIGHT-TIME		OVERTIME	
Classification		Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Journeyman Installer	A, B, C D	\$ 46.85	\$ 3.28	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 77.48	E \$ 97.63	F \$ 121.05

A. Swing Stage Operator. Installers working as swing stage operators shall be paid a 10% premium over their basic hourly rate of pay. Each swing stage shall have a designated ground person with the training to operate the stage and who shall be compensated at the same 10% premium as the swing stage operator.

B. High Time. Ten percent (10%) additional shall be paid for work performed over three stories or thirty feet, whichever is higher, or for work performed in any mechanical lift device, including, but not limited to boomlift, scissorlift, forklift cage, or swing stage work.

	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Swing Stage / Hightime Rates	\$ 51.54	\$ 3.61	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 82.50	\$ 104.66	\$ 130.43

C. Apprentice Rates. Apprentices must be participants in an apprenticeship program under the oversight of the State of California.

Classification	% of journey-person	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Apprentice Level 1	60%	\$ 28.11	\$ 1.97	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 57.43	\$ 69.52	\$ 83.57
Apprentice Level 2	67%	\$ 31.39	\$ 2.20	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 60.94	\$ 74.44	\$ 90.13
Apprentice Level 3	74%	\$ 34.67	\$ 2.43	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 64.45	\$ 79.36	\$ 96.69
Apprentice Level 4	81%	\$ 37.95	\$ 2.66	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 67.96	\$ 84.28	\$ 103.25
Apprentice Level 5	88%	\$ 41.23	\$ 2.89	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 71.47	\$ 89.20	\$ 109.81
Apprentice Level 6	95%	\$ 44.51	\$ 3.12	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 74.98	\$ 94.12	\$ 116.37

D. Holidays. Recognized holidays are New Years' Day, Dr. Martin Luther King Day, Presidents' Day, Cesar Chavez Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. An employee required to work on a holiday shall be paid at the 2x Overtime. Pay for unworked holidays is included in the regular Total Hourly Rate.

Footnotes continue on following page

102.8 Footnotes Continued

E. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Other + Training. Vacation & Holiday rates are not included.

F. 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Other + Training. Vacation & Holiday rates are not included. 2x Overtime rates shall be paid for all hours between 10pm and 5am, hours on Saturday after the 1st 4 hours; all hours on Sundays and Holidays; any shift after 12 hrs. An employee must have 8 hour break after a double time shift. If a break of less than 8 hours is provided, the pay rate continues at the 2X overtime rate for each hour until the employee receives an 8 hour break.

The table is based on an analysis of the Collective Bargaining Agreement between the Freeman Expositions and Allied Trades District Council 36, on behalf of Sign Display and Allied Crafts Local Union 510 in effect for signatories from April 1, 2022 – June 30, 2026.

Labor and Employment Code Article 102.8 - Trade Show and Special Event Work

This chart is submitted to show the prevailing hourly wage and fringe benefits for individuals performing on-site installation, set-up, assembly, and dismantling of temporary exhibits, displays, booths, modular systems, signage, drapery, specialty furniture, floor coverings, or decorative materials in connection with or related to a Special Event. Effective from July 1, 2024 until June 30, 2025.

EMPLOYER PAYMENTS								STRAIGHT-TIME		OVERTIME	
Classification		Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Journeyman Installer	A, B, C D	\$ 48.25	\$ 3.38	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 79.98	E \$ 100.73	F \$ 124.85

A. Swing Stage Operator. Installers working as swing stage operators shall be paid a 10% premium over their basic hourly rate of pay. Each swing stage shall have a designated ground person with the training to operate the stage and who shall be compensated at the same 10% premium as the swing stage operator.

B. High Time. Ten percent (10%) additional shall be paid for work performed over three stories or thirty feet, whichever is higher, or for work performed in any mechanical lift device, including, but not limited to boomlift, scissorlift, forklift cage, or swing stage work.

	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Swing Stage / Hightime Rates	\$ 53.08	\$ 3.72	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 85.15	\$ 107.97	\$ 134.51

C. Apprentice Rates. Apprentices must be participants in an apprenticeship program under the oversight of the State of California.

Classification	% of journey-person	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Apprentice Level 1	60%	\$ 28.95	\$ 2.03	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 59.33	\$ 71.78	\$ 86.25
Apprentice Level 2	67%	\$ 32.33	\$ 2.26	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 62.94	\$ 76.85	\$ 93.01
Apprentice Level 3	74%	\$ 35.71	\$ 2.50	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 66.56	\$ 81.92	\$ 99.77
Apprentice Level 4	81%	\$ 39.08	\$ 2.74	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 70.17	\$ 86.97	\$ 106.51
Apprentice Level 5	88%	\$ 42.46	\$ 2.97	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 73.78	\$ 92.04	\$ 113.27
Apprentice Level 6	95%	\$ 45.84	\$ 3.21	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 77.40	\$ 97.11	\$ 120.03

D. Holidays. Recognized holidays are New Years' Day, Dr. Martin Luther King Day, Presidents' Day, Cesar Chavez Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. An employee required to work on a holiday shall be paid at the 2x Overtime. Pay for unworked holidays is included in the regular Total Hourly Rate.

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102.8 Footnotes Continued

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F. 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Other + Training. Vacation & Holiday rates are not included. 2x Overtime rates shall be paid for all hours between 10pm and 5am, hours on Saturday after the 1st 4 hours; all hours on Sundays and Holidays; any shift after 12 hrs. An employee must have 8 hour break after a double time shift. If a break of less than 8 hours is provided, the pay rate continues at the 2X overtime rate for each hour until the employee receives an 8 hour break.

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Effective from July 1, 2025 until superseded.

EMPLOYER PAYMENTS								STRAIGHT-TIME		OVERTIME	
Classification		Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Journeyman Installer	A, B, C D	\$ 49.65	\$ 3.48	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 82.48	E \$ 103.83	F \$ 128.65

A. Swing Stage Operator. Installers working as swing stage operators shall be paid a 10% premium over their basic hourly rate of pay. Each swing stage shall have a designated ground person with the training to operate the stage and who shall be compensated at the same 10% premium as the swing stage operator.

B. High Time. Ten percent (10%) additional shall be paid for work performed over three stories or thirty feet, whichever is higher, or for work performed in any mechanical lift device, including, but not limited to boomlift, scissorlift, forklift cage, or swing stage work.

	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Swing Stage / Hightime Rates	\$ 54.62	\$ 3.82	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 87.79	\$ 111.28	\$ 138.59

C. Apprentice Rates. Apprentices must be participants in an apprenticeship program under the oversight of the State of California.

Classification	% of journey-person	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Apprentice Level 1	60%	\$ 29.79	\$ 2.09	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 61.23	\$ 74.04	\$ 88.93
Apprentice Level 2	67%	\$ 33.27	\$ 2.33	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 64.95	\$ 79.26	\$ 95.89
Apprentice Level 3	74%	\$ 36.74	\$ 2.57	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 68.66	\$ 84.46	\$ 102.83
Apprentice Level 4	81%	\$ 40.22	\$ 2.82	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 72.39	\$ 89.68	\$ 109.79
Apprentice Level 5	88%	\$ 43.69	\$ 3.06	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 76.10	\$ 94.89	\$ 116.73
Apprentice Level 6	95%	\$ 47.17	\$ 3.30	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 79.82	\$ 100.11	\$ 123.69

D. Holidays. Recognized holidays are New Years' Day, Dr. Martin Luther King Day, Presidents' Day, Cesar Chavez Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. An employee required to work on a holiday shall be paid at the 2x Overtime. Pay for unworked holidays is included in the regular Total Hourly Rate.

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F. 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Other + Training. Vacation & Holiday rates are not included. 2x Overtime rates shall be paid for all hours between 10pm and 5am, hours on Saturday after the 1st 4 hours; all hours on Sundays and Holidays; any shift after 12 hrs. An employee must have 8 hour break after a double time shift. If a break of less than 8 hours is provided, the pay rate continues at the 2X overtime rate for each hour until the employee receives an 8 hour break.

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