

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director

Jennifer Osborn

Director
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August 22, 2025

David Thomas, Assistant to the Business Manager
Northern California District Council of Laborers
5672 Stoneridge Drive, Suite 200
Pleasanton, CA 94588

Felipe Hernandez, Business Manager
United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting
Industry, Local 355
426 Alabama St.
Vallejo, CA 94590

**RE: Results of Landscape/Irrigation Work Area Practices Investigation in 41
Northern California Counties**

Dear Messrs. Thomas and Hernandez,

The Department of Industrial Relations (DIR) has completed the area practices investigation to determine the prevailing rate(s) for landscape/irrigation work in 41 Northern California Counties pursuant to a request filed by the Northern California District Council of Laborers (NCDCL) in accordance with Labor Code §1773, and §1773.1(f) for DIR's consideration.

Throughout this process, during the planning and data collection stages, you were given the opportunity to participate in the investigation. Your participation ensured that the DIR received sufficient usable data to issue rates for this type of work. The DIR's Office of the Director-Research Unit (OD-Research) followed up with employers to verify the accuracy of the data they reported. Based on the data reported by the employers and verified by OD-Research, the results of the investigation are as follows:

The 2022-2027 Landscape/Irrigation Site Work Agreement for Northern California between United Contractors of Northern California and the Northern California District Council of Laborers prevailed in 12 counties: Alameda, Contra Costa, Merced, Napa, Placer, Sacramento, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Stanislaus. Therefore, the Laborers' CBA will be used as the basis for determination in these counties.

The 2022-2025 Landscape Agreement for Northern California and Northern Nevada between U.A. Local 355 ("Plumbers") and Landscape Contractors Council of Northern California for Northern California/Northern Nevada continues to prevail in Madera County. Therefore, the Plumbers' CBA will be used as the basis of determination in this county.

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There was insufficient data to establish a prevailing rate in 28 counties: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lassen, Mariposa, Modoc, Monterey, Nevada, Plumas, San Benito, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba. In these counties, the rates from the nearest labor market area were used to develop a prevailing rate.

The rate from the Laborers' CBA prevailed in the nearest labor market areas for the following 24 counties: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lassen, Modoc, Monterey, Nevada, Plumas, San Benito, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Tuolumne, Yolo and Yuba. Therefore, the Laborers' CBA will be used as the basis for determination in these counties.

The rate from the Plumbers' CBA prevailed in the nearest labor market areas for the following 4 counties: Fresno, Kings, Mariposa, and Tulare. Therefore, the Plumber's CBA will be used as the basis for determination in these counties.

Please note that issuing the Laborers' CBA rate for the 36 Northern California Counties would not preclude a contractor from employing a Plumber to perform landscape/irrigation work in these counties as long as they receive, at a minimum, the prevailing wage rate published in the general prevailing wage determinations. Similarly, please note that issuing the Plumbers' CBA rate for the 5 Northern California Counties would not preclude a contractor from employing a Laborer to perform landscape/irrigation work in these counties as long as they receive, at a minimum, the prevailing wage rate published in the general prevailing wage determinations.

The Department will be issuing an important notice on September 1, 2025, to reflect the results of the area practices investigation as stated above. In addition, a new determination will be issued for the 36 Counties where the Laborer's CBA prevailed based on the Laborers' Landscape/Irrigation Site Work CBA and the Plumber rates will no longer be used as a basis for the landscape pipefitter classifications in these 36 counties. We are enclosing a copy of the table summary showing the numbers of workers reported and verified by county. The determinations will be posted on our internet website at <https://www.dir.ca.gov/oprl/2025-2/PWD/index.htm> on September 1, 2025.

Sincerely,



Jennifer Osborn
Director

Enclosure(s)

Department of Industrial Relations
Landscape/Irrigation Work Area Practices Investigation in 41 Northern California
Counties Summary Table

Reported vs. Verified Number of Workers at Laborers' and Plumbers' CBA Rates

County	Laborers Reported by Contractor(s)	Laborers Verified with Payroll	Plumbers Reported by Contractor(s)	Plumbers Verified with Payroll
Alameda	13	13	8	2
Alpine	*	*	*	*
Amador	*	*	*	*
Butte	*	*	*	*
Calaveras	*	*	*	*
Colusa	*	*	*	*
Contra Costa	6	6	3	3
Del Norte	*	*	*	*
El Dorado	1	1	*	*
Fresno	2	2	*	*
Glenn	*	*	*	*
Humboldt	*	*	*	*
Kings	*	*	*	*
Lassen	*	*	*	*
Madera	2	2	3	3
Mariposa	*	*	*	*
Merced	7	7	1	1
Modoc	*	*	*	*
Monterey	*	*	1	1
Napa	9	9	2	2
Nevada	*	*	*	*
Placer	7	7	2	2
Plumas	*	*	*	*
Sacramento	10	10	8	6
San Benito	*	*	1	1
San Joaquin	29	29	5	5
San Mateo	19	19	9	4
Santa Clara	27	26	11	5
Santa Cruz	3	3	*	*
Shasta	2	2	*	*
Sierra	*	*	*	*
Siskiyou	*	*	*	*
Solano	8	8	9	6
Stanislaus	12	12	5	4
Sutter	2	2	*	*
Tehama	*	*	*	*
Trinity	*	*	*	*

Landscape/Irrigation Work Area Practices Investigation Summary Table

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County	Laborers Reported by Contractor(s)	Laborers Verified with Payroll	Plumbers Reported by Contractor(s)	Plumbers Verified with Payroll
Tulare	*	*	*	*
Tuolumne	1	1	*	*
Yolo	2	2	*	*
Yuba	*	*	*	*

**Indicates no data submitted for the specified county.*