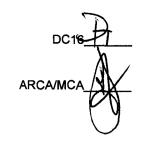
Wage and Benefit Schedule for Los Angeles and Orange Counties ARCA/MCA and District Council 16 Service Master Labor Agreement



January 4, 2016 - September 4, 2016

Classification	Wage	PTO	Total Taxable	H&W*	Pension	Natl Pen	401 A **	Training	N Trma	DIDE	ARCA/MCA	(Ducs***)	Total
	,, age		Total Taxable	1166 11	1 CHSION	Timena em.	401A	1 I aming	14. IIIIg	TILE	ARCA/MCA	(Dues"")	1 otal
Journeyman	\$40.20	\$2.30	\$42.50	\$10.52	\$6.83	\$1.50	\$0.51	\$1.20	\$0.10	\$0.25	\$0.35	(2.10)	\$63.76
Foreman (115%)	\$46.23	\$2.64	\$48.87	\$10.52	\$6.83	\$1.50		\$1.20		\$0.25		(2.10)	\$70.13
General Foreman (125%)	\$50.25	\$2.86	\$53.11	\$10.52	\$6.83	\$1.50	·	\$1.20		\$0.25			\$74.37
Certified Journeyman	\$40.95	\$2.30	\$43,25	\$10.52	\$6.83	\$1.50	\$1.01	\$0.70	\$0.10	\$0.25	\$0.35	(2.10)	\$64.51
Certified Foreman (115%)	\$47.09	\$2.64	\$49.73	\$10.52	\$6.83	\$1.50	\$1.01	\$0.70	\$0.10		\$0.35	(2.10)	\$70.99
Certified General Foreman (125%)	\$51.19	\$2.86		\$10.52	\$6.83	\$1.50	-	\$0.70		\$0.25	\$0.35	(2.10)	\$75.31
Apprentice categories (one year each)													
Apprentice 1 (50%)	\$20.10	\$1.13	\$21.23	\$10.52	\$0.00	\$0.76	\$0.26	\$0.80	\$0.10	\$0.13	\$0.35	(1.45)	\$34.15
Apprentice 2 (60%)	\$24.12	\$1.35	\$25.47	\$10.52	\$0.00	\$0.76	\$0.51	\$0.80		\$0.19	\$0.35	(1.45)	\$38.70
Apprentice 3 (70%)	\$28.14	\$1.58	\$29.72	\$10.52	\$0.00	\$0.76	\$0.51	\$0.80		\$0.19	\$0.35	(1.45)	\$42.95
Apprentice 4 (80%)	\$32.16	\$1.80	\$33.96	\$10.52	\$0.00	\$0.76	\$0.76	\$0.80		\$0.19	\$0.35	(1.45)	\$47.44
Apprentice 5 (90%)	\$36.18	\$2.03	\$38.21	\$10.52	\$0.00	\$0.76	\$1.01	\$0.80	\$0.10	\$0.19	\$0.35	(1.45)	\$51.94
First Three Years as an MES (****):	-							-					
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.52	\$1.89	\$0.76	\$0.00	\$0.40	\$0.10	\$0.19	\$0.35	(1.45)	
After Three Years as an MES:													,
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.52	\$2.58	\$1.13	\$0.00	\$0.40	\$0.10	\$0.19	\$0.35	(1.45)	XI /
Tradesman (****)	\$12.00 min.	\$0.90		\$10.52	\$0.64	\$0.76	\$0.00	\$0.40	\$0.10	\$0.13	\$0.35	(1.45)	AX
													M
(*) H&W rate includes \$.50 per hour as des									las	fine	ell_		\ 7
(**) \$.01 of the 401-A Defined Contribution	shall be used	to pay th	e program admi	nistrative	costs.				_ /				
(***) Dues are included in the base wage for	r all classificat	ions and	for all hours wo	rked. Aft	er taxing,	deduct the	appropri	iate Dues f	róm wag	es. The	per employee		
amount which is included in the "Composit	e Rate" is sent	to the Jo	int Trust Depos	itory. For	classifica	tions payir	ng (\$2.10)	Dues, sucl	h dues ar	e comp	rised of Distric	t Council 10	6
dues check-off of (\$.95) and Union Local 25	0 Dues of (\$1.1	15). Class	ifications payin	g (\$1.45) I	Dues, such	dues are I	District Co	ouncil 16 d	ues check	-off of	(.95) and Unio	n Local 250	Dues of (.50)
(****) Refer to 11.02-F for Probationary P	eriod applicati	io n											
NOTE. The Employee shall not 4-41- ADA	CA BACCA D		1025			100 11					·		•
NOTE: The Employer shall pay to the ARC					tor all clas	sifications	under th	is Agreeme	ent. That	amour	ıt, which		
will be included in the "Composite Rate" is	to be sent to th	ie joint l	rust pepository	/ •						i			