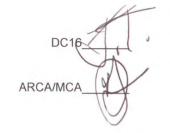
Wage and Benefit Schedule for Los Angeles and Orange Counties ARCA/MCA and District Council 16 Service Master Labor Agreement



September 4, 2017 - September 2, 2018

Classification	Wage	PTO	Total Taxable	H&W	Pension	Natl.Pen.	401A**	Training*	N. Trng	PIPE	ARCA/MCA	(Dues***)	Total
Journeyman	\$43.20	\$2.30	\$45.50	\$10.62	\$6.83	\$1.50	\$0.51	\$2.10	\$0.10	\$0.25	\$0.35	(2.30)	\$67.76
Foreman (115%)	\$49.68	\$2.64		\$10.62	\$6.83	\$1.50	\$0.51	\$2.10		\$0.25	\$0.35	(2.30)	\$74.58
General Foreman (125%)	\$54.00	\$2.86	-	\$10.62	\$6.83	\$1.50	\$0.51	\$2.10		\$0.25	\$0.35	(2.30)	\$79.12
Certified Journeyman	\$43.95	\$2.30	\$46.25	\$10.62	\$6.83	\$1.50	\$1.01	\$1.60	\$0.10	\$0.25	\$0.35	(2.30)	\$68.51
Certified Foreman (115%)	\$50.54	\$2.64	\$53.18	\$10.62	\$6.83	\$1.50	\$1.01	\$1.60	\$0.10	\$0.25	\$0.35	(2.30)	\$75.44
Certified General Foreman (125%)	\$54.94	\$2.86	\$57.80	\$10.62	\$6.83	\$1.50	\$1.01	\$1.60	\$0.10	\$0.25	\$0.35	(2.30)	\$80.06
Apprentice categories (one year each)													
Apprentice 1 (50%)	\$21.60	\$1.13	\$22.73	\$10.62	\$0.00	\$0.76	\$0.26	\$1.70	\$0.10	\$0.13	\$0.35	(1.65)	\$36.65
Apprentice 2 (60%)	\$25.92	\$1.35	\$27.27	\$10.62	\$0.00	\$0.76	\$0.51	\$1.70	\$0.10	\$0.19	\$0.35	(1.65)	\$41.50
Apprentice 3 (70%)	\$30.24	\$1.58	\$31.82	\$10.62	\$0.00	\$0.76	\$0.51	\$1.70	\$0.10	\$0.19	\$0.35	(1.65)	\$46.05
Apprentice 4 (80%)	\$34.56	\$1.80	\$36.36	\$10.62	\$0.00	\$0.76	\$0.76	\$1.70	\$0.10	\$0.19	\$0.35	(1.65)	\$50.84
Apprentice 5 (90%)	\$38.88	\$2.03	\$40.91	\$10.62	\$0.00	\$0.76	\$1.01	\$1.70	\$0.10	\$0.19	\$0.35	(1.65)	\$55.64
First Three Years as an MES (****):													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.62	\$1.89	\$0.76	\$0.00	\$1.30	\$0.10	\$0.19	\$0.35	(1.65)	
After Three Years as an MES:													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.62	\$2.58	\$1.13	\$0.00	\$1.30	\$0.10	\$0.19	\$0.35	(1.65)	
Tradesman (****)	\$12.00 min.	\$0.90		\$10.62	\$0.64	\$0.76	\$0.00	\$1.30	\$0.10	\$0.13	\$0.35	(1.65)	
(*) Training rate includes \$.50 per hour as d	lescribed in Sec	ction LA	4.01.D										
(**) \$.01 of the 401-A Defined Contribution				istrative o	costs.								
(***) Dues are included in the base wage for	all classificati	ons and f	or all hours wor	ked. Afte	r taxing,	leduct the	appropria	te Dues fro	m wages	. The r	ner employee		

dues check-off of (\$.95) and Local Union 250 Dues of (\$1.35). Classifications paying (\$1.65) Dues, such dues are District Council 16 dues check-off of (\$.95) and Local Union 250 Dues of (\$.70)

NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which will be included in the "Composite Rate" is to be sent to the Joint Trust Depository.

2017 0904 LA OC HVAC Wage Schedule

(****) Refer to 11.02-F for Probationary Period application