

MASTER AGREEMENT
WAGES AND FRINGE BENEFITS

September 1, 2018- August 31, 2019

CLASS	WAGE	V & H	*** DUES DED'T	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL
Journeyman	46.88	3.25	{1.70}	50.13	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$74.34
**** Industrial Welder	51.57	3.25	{1.70}	54.82	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$79.03
Foreman	53.91	3.56	{1.70}	57.47	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$81.68
General Foreman	58.60	3.76	{1.70}	62.36	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$86.57
Pre-Apprentice	17.58	0.00	{1.70}	17.58	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$20.45
First Year	21.10	1.76	{1.20}	22.86	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$25.85
Second Year	23.44	2.06	{1.70}	25.50	8.91	0.00	0.38	0.10	0.00	1.4	0.54	0.35	0.35	12.03	\$37.53
Third Year	28.13	2.36	{1.70}	30.49	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$48.03
Fourth Year	32.82	2.65	{1.70}	35.47	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$53.44
Fifth Year	37.50	2.95	{1.70}	40.45	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$58.88

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTIONS TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.55 FOR FIRST YEAR APPRENTICES AND \$1.05 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised June 17, 2018

R. Colon 6/26/18


**MASTER AGREEMENT
WAGES AND FRINGE BENEFITS**

September 1, 2018 - August 31, 2019

CLASS	WAGE	V & H	*** DUES DED'T	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE
Journeyman	46.88	3.25	{1.70}	50.13	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$74.34
Industrial Welder ****	51.57	3.25	{1.70}	54.82	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$79.03
Foreman	53.91	3.56	{1.70}	57.47	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$81.68
General Foreman	58.60	3.76	{1.70}	62.36	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$86.57
Pre-Apprentice	17.58	0.00	{1.70}	17.58	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$20.45
First Year	21.10	1.76	{1.20}	22.86	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$25.85
Second Year	23.44	2.06	{1.70}	25.50	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$37.53
Third Year	28.13	2.36	{1.70}	30.49	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$48.03
Fourth Year	32.82	2.65	{1.70}	35.47	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$53.44
Fifth Year	37.50	2.95	{1.70}	40.45	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$58.88

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	51.38	3.25	{1.70}	54.63	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$78.84
Industrial Welder ****	56.07	3.25	{1.70}	59.32	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$83.53
Foreman	58.41	3.56	{1.70}	61.97	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$86.18
General Foreman	63.10	3.76	{1.70}	66.86	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$91.07
First Year	25.60	1.76	{1.20}	27.36	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$30.35
Second Year	27.94	2.06	{1.70}	30.00	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$42.03
Third Year	32.63	2.36	{1.70}	34.99	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$52.53
Fourth Year	37.32	2.65	{1.70}	39.97	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$57.94
Fifth Year	42.00	2.95	{1.70}	44.95	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$63.38

ZONE-PAY II

29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo,
Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	53.88	3.25	{1.70}	57.13	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$81.34
Industrial Welder ****	58.57	3.25	{1.70}	61.82	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$86.03
Foreman	60.91	3.56	{1.70}	64.47	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$88.68
General Foreman	65.60	3.76	{1.70}	69.36	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$93.57
First Year	28.10	1.76	{1.20}	29.86	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$32.85
Second Year	30.44	2.06	{1.70}	32.50	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$44.53
Third Year	35.13	2.36	{1.70}	37.49	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$55.03
Fourth Year	39.82	2.65	{1.70}	42.47	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$60.44
Fifth Year	44.50	2.95	{1.70}	47.45	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$65.88

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	57.38	3.25	{1.70}	60.63	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$84.84
Industrial Welder ****	62.07	3.25	{1.70}	65.32	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$89.53
Foreman	64.41	3.56	{1.70}	67.97	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$92.18
General Foreman	69.10	3.76	{1.70}	72.86	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$97.07
First Year	31.60	1.76	{1.20}	33.36	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$36.35
Second Year	33.94	2.06	{1.70}	36.00	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$48.03
Third Year	38.63	2.36	{1.70}	40.99	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$58.53
Fourth Year	43.32	2.65	{1.70}	45.97	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$63.94
Fifth Year	48.00	2.95	{1.70}	50.95	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$69.38

V&H CONTRIBUTIONS ON ALL OVERTIME IS PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

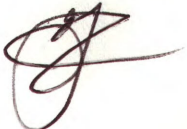
EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.55 FOR FIRST YEAR APPRENTICES AND \$1.05 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised June 13, 2018

R. Colas 6/26/18


SHIFT-PAY

MASTER AGREEMENT

WAGES AND FRINGE BENEFITS

September 1, 2018- August 31, 2019

CLASS	WAGE	V & H	*** DUES DED'T	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE
Journeyman	53.91	3.25	{1.70}	57.16	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$81.37
Industrial Welder ****	59.30	3.25	{1.70}	62.55	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$86.76
Foreman	62.00	3.56	{1.70}	65.56	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$89.77
General Foreman	67.39	3.76	{1.70}	71.15	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$95.36
Pre-Apprentice	20.22	0.00	{1.70}	20.22	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$23.09
First Year	24.26	1.76	{1.20}	26.02	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$29.01
Second Year	26.96	2.06	{1.70}	29.02	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$41.05
Third Year	32.35	2.36	{1.70}	34.71	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$52.25
Fourth Year	37.74	2.65	{1.70}	40.39	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$58.36
Fifth Year	43.13	2.95	{1.70}	46.08	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$64.51

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

0.3

Journeyman	58.41	3.25	{1.70}	61.66	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$85.87
Industrial Welder ****	63.80	3.25	{1.70}	67.05	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$91.26
Foreman	66.50	3.56	{1.70}	70.06	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$94.27
General Foreman	71.89	3.76	{1.70}	75.65	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$99.86
First Year	28.76	1.76	{1.20}	30.52	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$33.51
Second Year	31.46	2.06	{1.70}	33.52	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$45.55
Third Year	36.85	2.36	{1.70}	39.21	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$56.75
Fourth Year	42.24	2.65	{1.70}	44.89	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$62.86
Fifth Year	47.63	2.95	{1.70}	50.58	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$69.01

ZONE-PAY II

29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo,
Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	60.91	3.25	{1.70}	64.16	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$88.37
Industrial Welder ****	66.30	3.25	{1.70}	69.55	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$93.76
Foreman	69.00	3.56	{1.70}	72.56	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$96.77
General Foreman	74.39	3.76	{1.70}	78.15	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$102.36
First Year	31.26	1.76	{1.20}	33.02	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$36.01
Second Year	33.96	2.06	{1.70}	36.02	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$48.05
Third Year	39.35	2.36	{1.70}	41.71	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$59.25
Fourth Year	44.74	2.65	{1.70}	47.39	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$65.36
Fifth Year	50.13	2.95	{1.70}	53.08	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$71.51

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	64.41	3.25	{1.70}	67.66	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$91.87
Industrial Welder ****	69.80	3.25	{1.70}	73.05	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$97.26
Foreman	72.50	3.56	{1.70}	76.06	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$100.27
General Foreman	77.89	3.76	{1.70}	81.65	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.21	\$105.86
First Year	34.76	1.76	{1.20}	36.52	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$39.51
Second Year	37.46	2.06	{1.70}	39.52	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.03	\$51.55
Third Year	42.85	2.36	{1.70}	45.21	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.35	17.54	\$62.75
Fourth Year	48.24	2.65	{1.70}	50.89	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.35	17.97	\$68.86
Fifth Year	53.63	2.95	{1.70}	56.58	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.35	18.43	\$75.01

V&H CONTRIBUTIONS ON ALL OVERTIME IS PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTIONS TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.55 FOR FIRST YEAR APPRENTICES AND \$1.05 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised June 17, 2018

R. C. C. 6/26/18