Wage and Benefit Schedule for Bakersfield
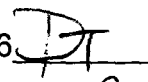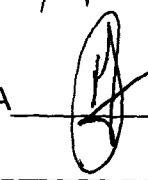## (Kern, Inyo and Mono Counties)
ARCA/MCA and District Council 16
Service Master Labor Agreement
September 3, 2012 - March 3, 2013

ARCA/MCA

Classification	Wage	H&W	Pension	Natl. Pen.	JJATC	A&J	Natl. Train	PIPE	Ret. X-mas	ARCA/MCA	(Dues)	Total
Journeyman	$31.70	$7.66	$6.97	$3.00	$1.00	$0.32	$0.10	$0.25	$0.55	$0.31	($1.60)	$51.86
Foreman (115%)	$36.46	$7.66	$6.97	$3.00	$1.00	$0.32	$0.10	$0.25	$0.55	$0.31	($1.60)	$56.62
General Foreman (125%)	$39.63	$7.66	$6.97	$3.00	$1.00	$0.32	$0.10	$0.25	$0.55	$0.31	($1.60)	$59.79
Apprentice categories (one year each)												
Apprentice 1 (50%)	$15.85	$7.66	$0.00	$0.38	$0.14	$0.05	$0.10	$0.13	$0.20	$0.31	($1.10)	$24.82
Apprentice 2 (60%)	$19.02	$7.66	$0.00	$0.38	$0.20	$0.07	$0.10	$0.19	$0.29	$0.31	($1.60)	$28.22
Apprentice 3 (70%)	$22.19	$7.66	$3.26	$0.90	$0.22	$0.07	$0.10	$0.19	$0.34	$0.31	($1.60)	$35.24
Apprentice 4 (80%)	$25.36	$7.66	$3.59	$0.90	$0.26	$0.09	$0.10	$0.19	$0.40	$0.31	($1.60)	$38.86
Apprentice 5 (90%)	$28.53	$7.66	$3.96	$0.90	$0.29	$0.10	$0.10	$0.19	$0.45	$0.31	($1.60)	$42.49
Mechanical Equipment Serviceman (MES) (**)	50% - 80%	$7.66	$0.00	$0.90	$0.26	$0.09	$0.10	$0.19	$0.00	$0.31	($1.60)	
Tradesman (**)	$10.00 minimum	$7.66	$0.00	$0.38	$0.03	$0.00	$0.10	$0.13	$0.00	$0.31	($1.60)	

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

NOTE: * Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. Of those Dues, Administrative Dues of ($1.10) for First Year Apprentices and ($1.60) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of ($1.10) is comprised of District Council Dues Check-Off of ($.45) plus ($.65) Local Union Dues. All other classifications Dues of ($1.60) are comprised of District Council Dues Check-Off of ($.95) plus ($.65) Local Union Dues.

NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund $.31 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.