

WAGES AND FRINGE BENEFITS
MASTER AGREEMENT
 July 1, 2011 - June 30, 2012

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	33.91	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 55.48
**** Industrial Welder	37.30	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 58.87
Foreman	39.00	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 60.57
General Foreman	42.39	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 63.96
** Pre-Apprentice	12.72	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 13.92
* ** First Year	15.26	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 17.36
* Second Year	16.96	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 26.96
* Third Year	20.35	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 34.78
* Fourth Year	23.74	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 38.76
* Fifth Year	27.13	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 42.76

SERVICE AND REPAIR

Journeyman	0.00	0.00	0.00	0.00	0.00	.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 1	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 3	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -

SEWER AND STORM DRAIN

Journeyman	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Pipe Trades	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -

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

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

* APPRENTICES WILL MAINTAIN CURRENT LEVELS OF COMPENSATION "BELOW" UNTIL SUCH ADVANCEMENT WILL INCREASE THE TOTAL PACKAGE "ABOVE"

** PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

CLASS	WAGE	DUES	PEN	H&W	V&H	NAT PEN	UA TRAIN	RET XMAS	A&J TRAIN	PIPE	GED	TOTAL
* Pre-Apprentice	11.67	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 18.78
* First Year	16.67	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 24.88
* Second Year	20.00	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 28.57
* Third Year	23.33	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 35.93
* Fourth Year	26.66	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 39.86
* Fifth Year	30.00	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 43.80

M. Dwyer
 6/22/2011
[Signature]
 6.27.11

SHIFT-PAY

AGREEMENT NO. 51714
ARCA / INDEPENDENT
MASTER AGREEMENT
KERN, INYO, AND MONO COUNTIES
July 1, 2011

WAGES AND FRINGE BENEFITS
MASTER AGREEMENT
July 1, 2011 - June 30, 2012

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	39.00	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 60.57
**** Industrial Welder	42.90	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 64.47
Foreman	44.85	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 66.42
General Foreman	48.75	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 70.32
** Pre-Apprentice	14.62	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 15.82
* ** First Year	17.55	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 19.65
* Second Year	19.50	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 29.50
* Third Year	23.40	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 37.83
* Fourth Year	27.30	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 42.32
* Fifth Year	31.20	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 46.83

SERVICE AND REPAIR

Journeyman	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 1	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 3	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Class 4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -

SEWER AND STORM DRAIN

Journeyman	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -
Pipe Trades	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$ -

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

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

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** PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

CLASS	WAGE	DUES	PEN	H&W	V&H	NAT PEN	UA TRAIN	RET XMAS	A&J TRAIN	PIPE	GED	TOTAL
* Pre-Apprentice	11.67	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 18.78
* First Year	16.67	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 24.88
* Second Year	20.00	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 28.57
* Third Year	23.33	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 35.93
* Fourth Year	26.66	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 39.86
* Fifth Year	30.00	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 43.80

M. L. Stan
6/22/2011
[Signature]
6.27.11

ZONE-PAY

AGREEMENT NO. 51714
ARCA / INDEPENDENT
MASTER AGREEMENT
KERN, INYO AND MONO COUNTIES
 July 1, 2011

WAGES AND FRINGE BENEFITS
MASTER AGREEMENT
 July 1, 2011 - June 30, 2012

ZONE-PAY 40-75 MILES

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	38.41	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 59.98
**** Industrial Welder	41.80	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 63.37
Foreman	43.50	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 65.07
General Foreman	46.89	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 68.46
** Pre-Apprentice	17.22	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 18.42
* ** First Year	19.76	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 21.86
* Second Year	21.46	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 31.46
* Third Year	24.85	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 39.28
* Fourth Year	28.24	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 43.26
* Fifth Year	31.63	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 47.26

ZONE-PAY 75-100

Journeyman	40.91	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 62.48
**** Industrial Welder	44.30	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 65.87
Foreman	46.00	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 67.57
General Foreman	49.39	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 70.96
** Pre-Apprentice	19.72	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 20.92
* ** First Year	22.26	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 24.36
* Second Year	23.96	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 33.96
* Third Year	27.35	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 41.78
* Fourth Year	30.74	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 45.76
* Fifth Year	34.13	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 49.76

ZONE-PAY 100 MILES OR MORE

Journeyman	44.41	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 65.98
**** Industrial Welder	47.80	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 69.37
Foreman	49.50	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 71.07
General Foreman	52.89	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 74.46
** Pre-Apprentice	23.22	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 24.42
* ** First Year	25.76	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 27.86
* Second Year	27.46	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 37.46
* Third Year	30.85	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 45.28
* Fourth Year	34.24	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 49.26
* Fifth Year	37.63	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 53.26

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

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EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

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**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

SEE PAGE 2 OF 2 FOR APPRENTICE WAGE RATES

ZONE-PAY

ZONE-PAY 40-75 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	16.17	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 23.28
* First Year	21.17	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 29.38
* Second Year	24.50	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 33.08
* Third Year	27.83	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 40.43
* Fourth Year	31.16	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 44.36
* Fifth Year	34.50	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 48.30

ZONE-PAY 75-100 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	18.67	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 25.78
* First Year	23.67	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 31.88
* Second Year	27.00	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 35.58
* Third Year	30.33	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 42.93
* Fourth Year	33.66	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 46.86
* Fifth Year	37.00	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 50.80

ZONE-PAY 100 MILES OR MORE

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	22.17	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 29.28
* First Year	27.17	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 35.38
* Second Year	30.50	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 39.08
* Third Year	33.83	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 46.43
* Fourth Year	37.16	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 50.36
* Fifth Year	40.50	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 54.30

M. L. Linton
6/23/2011
G. Shaw
6.27.11

**ZONE
SHIFT-PAY**

**AGREEMENT NO. 51714
ARCA / INDEPENDENT
MASTER AGREEMENT
KERN, INYO AND MONO COUNTIES
July 1, 2011**

**WAGES AND FRINGE BENEFITS
MASTER AGREEMENT
July 1, 2011 - June 30, 2012**

ZONE-PAY 40-75 MILES

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	43.50	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 65.07
**** Industrial Welder	47.40	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 68.97
Foreman	49.35	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 70.92
General Foreman	53.25	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 74.82
** Pre-Apprentice	19.12	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 20.32
* ** First Year	22.05	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 24.15
* Second Year	24.00	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 34.00
* Third Year	27.90	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 42.33
* Fourth Year	31.80	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 46.82
* Fifth Year	35.70	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 51.33

ZONE-PAY 75-100

Journeyman	46.00	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 67.57
**** Industrial Welder	49.90	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 71.47
Foreman	51.85	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 73.42
General Foreman	55.75	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 77.32
** Pre-Apprentice	21.62	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 22.82
* ** First Year	24.55	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 26.65
* Second Year	26.50	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 36.50
* Third Year	30.40	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 44.83
* Fourth Year	34.30	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 49.32
* Fifth Year	38.20	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 53.83

ZONE-PAY 100 MILES OR MORE

Journeyman	49.50	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 71.07
**** Industrial Welder	53.40	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 74.97
Foreman	55.35	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 76.92
General Foreman	59.25	{1.60}	6.97	7.61	1.56	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 80.82
** Pre-Apprentice	25.12	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 26.32
* ** First Year	28.05	{1.10}	0.00	0.00	0.78	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 30.15
* Second Year	30.00	{1.60}	0.00	7.61	0.94	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 40.00
* Third Year	33.90	{1.60}	3.36	7.61	1.09	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 48.33
* Fourth Year	37.80	{1.60}	3.69	7.61	1.25	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 52.82
* Fifth Year	41.70	{1.60}	4.06	7.61	1.40	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 57.33

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

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

* APPRENTICES WILL MAINTAIN CURRENT LEVELS OF COMPENSATION "BELOW" UNTIL SUCH ADVANCEMENT WILL INCREASE THE TOTAL PACKAGE "ABOVE"

** PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

SEE PAGE 2 OF 2 FOR APPRENTICE WAGE RATES

**ZONE
SHIFT-PAY**

**AGREEMENT NO. 51714
ARCA / INDEPENDENT
MASTER AGREEMENT
KERN, INYO AND MONO COUNTIES
July 1, 2011**

ZONE-PAY 40-75 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	17.92	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 25.03
* First Year	23.66	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 31.87
* Second Year	27.50	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 36.08
* Third Year	31.33	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 43.93
* Fourth Year	35.16	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 48.36
* Fifth Year	39.00	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 52.80

ZONE-PAY 75-100 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	20.42	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 27.53
* First Year	26.16	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 34.37
* Second Year	30.00	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 38.58
* Third Year	33.83	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 46.43
* Fourth Year	37.66	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 50.86
* Fifth Year	41.50	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 55.30

ZONE-PAY 100 MILES OR MORE

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	23.92	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.22	0.13	0.26	\$ 31.03
* First Year	29.66	{1.10}	0.00	6.02	0.78	0.38	0.10	0.20	0.34	0.13	0.26	\$ 37.87
* Second Year	33.50	{1.60}	0.00	6.02	0.94	0.38	0.10	0.29	0.40	0.19	0.26	\$ 42.08
* Third Year	37.33	{1.60}	3.36	5.95	1.09	0.90	0.10	0.34	0.41	0.19	0.26	\$ 49.93
* Fourth Year	41.16	{1.60}	3.69	5.95	1.25	0.90	0.10	0.40	0.46	0.19	0.26	\$ 54.36
* Fifth Year	45.00	{1.60}	4.06	5.95	1.40	0.90	0.10	0.45	0.49	0.19	0.26	\$ 58.80

M. Dutton
6/23/2011

[Signature]
6.27.11