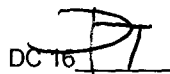


Wage and Benefit Schedule for San Bernardino and Riverside Counties  
ARCA/MCA and District Council 16  
Service Master Labor Agreement  
September 3, 2012 - March 3, 2013

DC 16 

ARCA/MCA 

Classification	Wage	Vacation	Total Taxable	Health Plan	Pension	JJATC	A&J	Natl Train	P.I.P.E.	ARCA/MCA	(*Dues)	Total
Journeyman (100%)	\$35.46	\$2.25	\$37.71	\$5.98	\$5.00	\$0.61	\$0.10	\$0.10	\$0.25	\$0.31	(1.60)	\$50.06
Foreman (110%)	\$39.23	\$2.25	\$41.48	\$5.98	\$5.00	\$0.61	\$0.10	\$0.10	\$0.25	\$0.31	(1.60)	\$53.83
General Foreman (120%)	\$43.00	\$2.25	\$45.25	\$5.98	\$5.00	\$0.61	\$0.10	\$0.10	\$0.25	\$0.31	(1.60)	\$57.60
Apprentice categories (one year each)												
Apprentice 1 (50%)	\$17.73	\$1.13	\$18.86	\$5.98	\$2.50	\$0.61	\$0.10	\$0.10	\$0.13	\$0.31	(1.10)	\$28.59
Apprentice 2 (60%)	\$21.28	\$1.35	\$22.63	\$5.98	\$3.00	\$0.61	\$0.10	\$0.10	\$0.19	\$0.31	(1.60)	\$32.92
Apprentice 3 (70%)	\$24.82	\$1.58	\$26.40	\$5.98	\$3.50	\$0.61	\$0.10	\$0.10	\$0.19	\$0.31	(1.60)	\$37.19
Apprentice 4 (80%)	\$28.37	\$1.80	\$30.17	\$5.98	\$4.00	\$0.61	\$0.10	\$0.10	\$0.19	\$0.31	(1.60)	\$41.46
Apprentice 5 (90%)	\$31.91	\$2.03	\$33.94	\$5.98	\$4.50	\$0.61	\$0.10	\$0.10	\$0.19	\$0.31	(1.60)	\$45.73
Mechanical Equipment Serviceman (MES) (*)	50% - 80%	\$1.80		\$5.98	\$4.00	\$0.61	\$0.10	\$0.10	\$0.19	\$0.31	(1.60)	
Tradesman (**)	\$10.00 minimum	\$0.00		\$5.98	\$0.00	\$0.61	\$0.10	\$0.10	\$0.13	\$0.31	(1.60)	
(**) Refer to 11.02-F for Probationary Period application												
NOTE: The Foreman and General Foreman classification Base Wage is calculated by multiplying the Journeyman Taxable Wage by the classification percentage, and deducting the Vacation. (Journeyman Taxable Wage multiplied by the classification percentage less the Vacation equals the Base Wage)												
NOTE: The Apprentice classification Base Wage, Pension and Vacation rates will be the Apprentice percentage of the journeyman rate.												
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) are comprised of District Council 16 Dues Check-off of (\$0.45) plus (\$0.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council 16 Dues Check-off of (\$0.95) plus (\$0.65) Local Union Dues.												
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$0.31 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.												

