

July 29, 2011

This proposal submitted to District Council 16 by ARCA/MCA has been prepared to address the important issues necessary to make the union signatory contractors more competitive and keep the employees/union members gainfully employed.

- The proposal is for a three year agreement.

- The proposal converts the San Diego region, the Bakersfield region and the Ventura region to the Inland Refrigeration Benefit Trust Funds Health & Welfare plan and Pension plan. This conversion in benefit programs allows for a reallocation of funds to the paycheck. This conversion does not apply to the Los Angeles/Orange County region.

- The proposal has no economic change in the Los Angeles/Orange County region during the first year of the Agreement, offers a 1% increase the second year of the Agreement in all regions, and a 1% increase the third year of the Agreement in all regions.

- The proposal requires that not less than 70% of the entire economic package be allocated to the paycheck.

- Improve the marketability and quality of the workforce by having all journeyman UA Star Qualified

- “Grandfathers” Local 230 dispatched members performing service worked under the Construction Master Labor Agreement.

- The proposal offers a dispute resolution procedure to ensure our industry customers have the confidence of doing business with a union contractor. This procedure will assist the Union in their efforts to organize efforts.

July 29, 2011 – Proposal 01

ARCA/MCA Proposal

The following proposals are submitted by ARCA/MCA to United Association District Council 16 (DC 16) for an extension of the current collective bargaining agreement, to be effective upon ratification by the Union and Association memberships. The parties reserve the right to add to, modify or delete these proposals at any time during the course of negotiations.

The terms and conditions of the 2010 – 2011 Service Master Labor Agreement shall remain the same with the following changes:

A new Service Master Labor Agreement (SMLA) effective September 1, 2011 through August 31, 2014.

Modify Section 3.03-B to read as follows:

B. Such assignment and authorization shall become effective as of the date it is executed. The authorization shall be irrevocable for the period of one (1) year or until the termination of the current Agreement, whichever occurs earlier. This assignment and authorization shall be automatically renewed and shall be irrevocable for successive periods of one (1) year each or for the period of each succeeding Collective Bargaining Agreement between the Employer and Union, whichever period shall be shorter, unless written notice is given by the employee to the employer and the Union not less than ten (10) days nor more than fifteen (15) days immediately prior to the expiration of each period of one (1) year or of each applicable Collective Bargaining Agreement, whichever occurs earlier.

Modify Section 5.08. "Dispatching of Apprentices" by deleting the following language, which applied to new construction:

The ratio of Apprentices to Journeymen shall not be greater than:

- A.** One (1) Apprentice and/or one (1) Tradesman to the first (1) Journeyman. This will be the only situation that allows the Apprentice to Tradesman ratio to outnumber the Journeymen.
- B.** One (1) or two (2) Apprentices, or one (1) Apprentice and one (1) Tradesman to two (2) Journeymen.
- C.** Two (2) Apprentices and one (1) Tradesman, or one (1) Apprentice and two (2) Tradesmen to three (3) Journeymen. Apprentices may take the place of Tradesmen in 5.08.
- D.** Two (2) Apprentices and Two (2) Tradesmen to four (4) Journeymen.
- E.** The ratio continues...

Signatory Employers shall as a minimum, employ Apprentices on the following basis.

- A.** When an Employer has hired two (2) Journeymen and one (1) Tradesman, the next employee shall be an Apprentice.
- B.** After hiring the sixth (6th) Journeyman, one (1) Apprentice shall be hired for every five (5) Journeymen. Through the first twenty (20) Journeymen the following requirements must be met.
One (1) Apprentice to five (5) Journeymen.

Two (2) Apprentices to ten (10) Journeymen.

Three (3) Apprentices to fifteen (15) Journeymen.

Four (4) Apprentices to twenty (20) Journeymen.

Thereafter, as required above, one Apprentice shall be hired for every five (5) Journeymen.

Add a new Section 8.04 to read as follows:

8.04. The JJATC shall administer the UA Star Certification test to each journeyman employee who has not yet become UA Star Certified. Each journeyman shall be required to be a UA Star Certified journeyman prior to August 31, 2013. Any journeyman who has failed to become UA Star Certified prior to August 31, 2013 shall, effective September 1, 2013, be redispached as a Mechanical Equipment Serviceman (MES).

Modify Sections 11.01 A-B-C to read as follows:

11.01. "Wages and Benefits" The Wage and Benefit Schedules of this Agreement sets forth the wages and benefits for employees covered by this Agreement.

A. Effective September 1, 2011, the Wage and Benefit Schedules attached are effective in each of the regional areas.

B. Effective September 1, 2012, there will be an additional 1% increase of the base wage and benefit package for all Regions for the journeyman classification, with appropriate historical percentage application for other classifications.

C. Effective September 1, 2013, there will be an additional 1% increase of the base wage and benefit package for all Regions for the journeyman classification, with appropriate historical percentage application for other classifications.

11.02. "Conditions of Wages and Benefits"

D. Adjustments in the hourly rates shall become effective on the nearest Monday of the date established for such increase. That is to say those ~~that~~ adjustments that are to become effective on Monday, Tuesday or Wednesday shall be effective on such Monday. Adjustments that are to become effective on Thursday, Friday, Saturday or Sunday shall become ~~be come~~ effective on the following Monday.

Add a new Section to Article 11 Wages and Benefits, to read as follows:

Notwithstanding any economic adjustments provided for in this Agreement, it is expressly understood and agreed to by the parties that the taxable wage portion of the total economic package shall not be less than 70% of the total package. It is understood by the parties that the ARCA/MCA Association dues are not considered part of the economic package.

Modify Section 26 to read as follows:

**ARTICLE 26
EFFECTIVE DATE AND TERMINATION**

26.01. This Service Master Labor Agreement shall commence on the first day of September 1, 2011, and shall remain in effect through and including August 31, 2014, and continue in effect from year to year thereafter unless written notice of change or termination is given by one party or the other at least sixty (60) days prior to August 31, 2014, or any succeeding year.

26.02. If a signatory Employer decides to terminate participation of this Agreement, such notice of termination must be given in writing to the Union and the Association between January 1, 2014 and February 28, 2014, or any succeeding year.

26.03. The Union and the Association, on behalf of its members, recognize the need to be competitive in the marketplace, to increase the available workforce, to secure market share, and further the overall interest of the industry. In a joint partnership effort to achieve these goals, the parties agree that should negotiations pass the August 31, 2014 date referred to above in Section 26.01, both parties will continue to work under the terms of this Agreement until such time as a settlement is reached, or one or both parties demand arbitration as provided below.

26.04. In the event a settlement is not reached during negotiations, the parties agree that there will be no interruption or cessation of work. Within thirty days of making an arbitration demand, an arbitration will be conducted by one of the three arbitrators listed below. At the arbitration hearing each party shall present to the arbitrator their respective final offers. There can be no change from the final bargaining position as presented during negotiations. Each party shall be entitled to present evidence and argument supporting its final offer. Issues that were mutually agreed upon during the course of negotiations will be considered resolved. Post hearing briefs must be filed within thirty days from receipt of the court reporter's transcript.

26.05. Within thirty days after receipt of the written briefs, the arbitrator will review the respective positions and select in its entirety the one position that best reflects the mutual goals of the parties, as described in Section 26.03 above. The arbitrator is bound by the terms of this Agreement to select one of the submitted positions in its entirety. There can be no mixing of the two proposals.

26.06. The three arbitrators to be used as set forth in this Article are, in priority order, NAME, NAME, and NAME. In the event one of the named arbitrators becomes unavailable during the term of this Agreement, the parties agree to meet and add a name to the list and reestablish the priority order. The first name listed is to be used unless that arbitrator is unavailable for the required time schedule identified in this Article. In such case the next name in the order shall be contacted.

26.07. The costs of the arbitration will be split equally between the parties. A court reporter will be required to document the positions as presented orally before the arbitrator.

**Addendum LA
Los Angeles and Orange Counties
(UA Local Union 250)**

Insert new Benefit Trust Fund language written by Jack Wilkerson and Kristi Wagner. The language is being rewritten to ensure compliance with changes to the policy and procedures of the Benefit Trust Funds.

Modify Section LA 4.16 to read as follows:

LA 4.16. “401 A Defined Contribution Administrative Costs” Effective September 1, 2011 the Bargaining Parties have agreed that \$.05 of the Health and Welfare contribution will be temporarily allocated to fund 401 A Defined Contribution administrative costs. The \$.05 will be reallocated to the Health and Welfare Plan at the direction of the ACR Board of Trustees at such time the ACR Board of Trustees determines it is no longer necessary to fund for 401 A Defined Contribution Administrative costs. This allocation shall not apply to the MES and Tradesmen classifications.

**Addendum MR
Los Angeles and Orange Counties
(UA Local Union 250)**

MARKET REFRIGERATION

Separate meetings are scheduled to address the issues of the market refrigeration industry.

**Addendum SD
San Diego and Imperial Counties
(UA Local Union 230)**

Delete Addendum Section 2 in its entirety, and renumber remaining Addendum Sections accordingly. (see Section 3 below)

Modify Addendum Section 3 (renumbered to Section 2) to read as follows:

SD 2.01. Employees working under this Agreement shall be paid the wage and benefit amounts provided in the Wage and Benefit Schedule of this Agreement. Unpaid contributions become vested assets of the trust funds on the day they become delinquent.

(NOTE: Effective September 1, 2011 the Inland Benefit Programs shall apply.)

SD 2.02. A journeyman performing service work as defined by this Agreement, but who is currently dispatched under the terms and conditions of the Construction Master Labor Agreement, will be grandfathered to perform such service work and be paid the wage and benefit amounts provided in the Construction Master Labor Agreement Wage and Benefit Schedule. Each journeyman will be offered the

choice of declining the grandfathered classification in preference of being paid under the Wage and Benefit Schedule for employees hired on or after September 1, 2011.

SD 2.03. A journeyman dispatched under the terms of this Agreement prior to September 1, 2011, will be grandfathered and paid the wage and benefit amounts provided in the Wage and Benefit Schedule of this Agreement for employees hired prior to September 1, 2011. Each journeyman will be offered the choice of declining the grandfathered classification in preference of being paid under the Wage and Benefit Schedule for employees hired on or after September 1, 2011.

SD 2.04. Effective September 1, 2011, the Union shall not provide any new dispatches for the grandfathered journeyman classifications provided in SD 3.02 and SD 3.03 above.

SD 2.05. To the extent contractors participate in the following benefit plans, the written Agreements and Declarations of Trust, as amended and revised, are incorporated herein and made part of this Agreement by reference: Southern California Pipe Trades Pension, Southern California Pipe Trades Health and Welfare, Southern California Pipe Trades Pensioners and Surviving Spouses Health Fund, Southern California Pipe Trades Vacation and Holiday, Southern California Pipe Trades 401(a), Southern California Pipe Trades Retiree Christmas, Plumbers and Pipefitters National Pension Fund, Joint Journeymen and Apprentice Training Trust (JJATT), Apprentice and Journeymen Training Trust (A&J), United Association National Training Fund, Piping Industry Progress and Education (P.I.P.E.), Inland Refrigeration and Air Conditioning Retirement Trust Fund, Inland Refrigeration and Air Conditioning Health & Welfare Trust Fund, and the Inland Refrigeration and Air Conditioning Vacation Trust Fund.

SD 2.06. "Southern California Pipe Trades Defined Contribution Fund" The Employer agrees to participate in a defined contribution retirement plan established under a written Agreement and Declaration of Trust establishing the Southern California Pipe Trades (SCPT) Defined Contribution Fund, as amended and revised, which is incorporated herein and made a part hereof by reference. The Employer agrees to make the appropriate pre-tax 401(k) wage deductions as elected by each Employee from Employees' pay and to remit those amounts as contributions in the same manner as for other Trust Funds set forth in this Addendum and in conformance with the SCPT Defined Contribution Trust Agreement. It is agreed by the parties hereto that the Trust will accept individual employee contributions through salary deductions as permitted by the Internal Revenue Code. The Employer agrees at all times to abide by and comply with all of the terms, conditions and provisions of said Agreement and Declaration of Trust, as amended and revised.

SD 2.07. The Employer shall contribute to the Inland Refrigeration and Airconditioning Trust Fund the appropriate District Council No. 16 Dues Check-Off, and the appropriate Vacation & Holiday contribution amount, along with the other benefit contributions required by the Wage and Benefit Schedule.

Delete Section 4 in its entirety.

**Addendum BK
Bakersfield (Kern, Inyo and Mono Counties)**

**Addendum Section 1
WAGES AND BENEFITS**

BK 1.01. Employees working under this Agreement shall be paid the wage and benefit amounts provided in the Wage and Benefit Schedule of this Agreement. Unpaid contributions become vested assets of the trust funds on the day they become delinquent.

(NOTE: Effective September 1, 2011 the Inland Benefit Programs shall apply.)

BK 1.02. To the extent contractors participate in the following benefit plans, the written Agreements and Declarations of Trust, as amended and revised, are incorporated herein and made part of this Agreement by reference: Inland Refrigeration and Air Conditioning Retirement Trust Fund, Inland Refrigeration and Air Conditioning Health & Welfare Trust Fund, Inland Refrigeration and Air Conditioning Vacation Trust Fund, Joint Journeymen and Apprentice Training Trust (JJATT), Apprentice and Journeymen Training Trust (A&J), United Association National Training Fund, and the Piping Industry Progress and Education (P.I.P.E.).

BK 1.03. “Southern California Pipe Trades Defined Contribution Fund” The Employer agrees to participate in a defined contribution retirement plan established under a written Agreement and Declaration of Trust establishing the Southern California Pipe Trades (SCPT) Defined Contribution Fund, as amended and revised, which is incorporated herein and made a part hereof by reference. The Employer agrees to make the appropriate pre-tax 401(k) wage deductions as elected by each Employee from Employees' pay and to remit those amounts as contributions in the same manner as for other Trust Funds set forth in this Addendum and in conformance with the SCPT Defined Contribution Trust Agreement. It is agreed by the parties hereto that the Trust will accept individual employee contributions through salary deductions as permitted by the Internal Revenue Code. The Employer agrees at all times to abide by and comply with all of the terms, conditions and provisions of said Agreement and Declaration of Trust, as amended and revised.

**Addendum TC
Tri-County (San Luis Obispo, Santa Barbara and Ventura Counties)**

**Addendum Section 1
WAGES AND BENEFITS**

TC 1.01. Employees working under this Agreement shall be paid the wage and benefit amounts provided in the Wage and Benefit Schedule of this Agreement. Unpaid contributions become vested assets of the trust funds on the day they become delinquent.

(NOTE: Effective September 1, 2011 the Inland Benefit Programs shall apply.)

TC 1.02. To the extent contractors participate in the following benefit plans, the written Agreements and Declarations of Trust, as amended and revised, are incorporated herein and made part of this Agreement by reference: Inland Refrigeration and Air Conditioning Retirement Trust Fund, Inland Refrigeration and Air Conditioning Health & Welfare Trust Fund, Inland Refrigeration and Air Conditioning Vacation Trust Fund, Joint Journeymen and Apprentice Training Trust (JJATT), Apprentice and Journeymen Training Trust (A&J), United Association National Training Fund, and the Piping Industry Progress and Education (P.I.P.E.).

TC 1.03. "Southern California Pipe Trades Defined Contribution Fund" The Employer agrees to participate in a defined contribution retirement plan established under a written Agreement and Declaration of Trust establishing the Southern California Pipe Trades (SCPT) Defined Contribution Fund, as amended and revised, which is incorporated herein and made a part hereof by reference. The Employer agrees to make the appropriate pre-tax 401(k) wage deductions as elected by each Employee from Employees' pay and to remit those amounts as contributions in the same manner as for other Trust Funds set forth in this Addendum and in conformance with the SCPT Defined Contribution Trust Agreement. It is agreed by the parties hereto that the Trust will accept individual employee contributions through salary deductions as permitted by the Internal Revenue Code. The Employer agrees at all times to abide by and comply with all of the terms, conditions and provisions of said Agreement and Declaration of Trust, as amended and revised.

The parties agree to accept and recommend this offer for ratification by their respective memberships.

Date:

Sid Stolper, DC 16

Richard J. Sawhill, ARCA/MCA

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

DC16 _____

ARCA/MCA _____

September 5, 2011 - September 2, 2011

Classification	Wage	V&H	Total Taxable	H&W	Pension	Natl.Pen.	401A	Training	N. Trng	PIPE	ARCA/MCA	(*Dues)	Total
Journeyman	\$36.64	\$2.30	\$38.94	\$6.52	\$6.69	\$1.50	\$0.50	\$1.20	\$0.10	\$0.25	\$0.26	(1.60)	\$55.96
Foreman	\$42.07	\$2.64	\$44.71	\$6.52	\$6.69	\$1.50	\$0.50	\$1.20	\$0.10	\$0.25	\$0.26	(1.60)	\$61.73
General Foreman	\$45.69	\$2.86	\$48.55	\$6.52	\$6.69	\$1.50	\$0.50	\$1.20	\$0.10	\$0.25	\$0.26	(1.60)	\$65.57
Certified Journeyman	\$37.24	\$2.30	\$39.54	\$6.52	\$6.69	\$1.50	\$1.00	\$0.70	\$0.10	\$0.25	\$0.26	(1.60)	\$56.56
Certified Foreman	\$42.76	\$2.64	\$45.40	\$6.52	\$6.69	\$1.50	\$1.00	\$0.70	\$0.10	\$0.25	\$0.26	(1.60)	\$62.42
Certified General Foreman	\$46.44	\$2.86	\$49.30	\$6.52	\$6.69	\$1.50	\$1.00	\$0.70	\$0.10	\$0.25	\$0.26	(1.60)	\$66.32
Apprentice categories (one year each)													
Apprentice 1	\$18.55	\$1.13	\$19.68	\$6.52	\$0.00	\$0.76	\$0.25	\$0.80	\$0.10	\$0.13	\$0.26	(0.95)	\$28.50
Apprentice 2	\$22.16	\$1.35	\$23.51	\$6.52	\$0.00	\$0.76	\$0.50	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$32.64
Apprentice 3	\$25.78	\$1.58	\$27.36	\$6.52	\$0.00	\$0.76	\$0.50	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$36.49
Apprentice 4	\$29.40	\$1.80	\$31.20	\$6.52	\$0.00	\$0.76	\$0.75	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$40.58
Apprentice 5	\$33.02	\$2.03	\$35.05	\$6.52	\$0.00	\$0.76	\$1.00	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$44.68
First Three Years as an MES:													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$6.52	**\$1.75	**\$0.76	\$0.00	\$0.40	\$0.10	\$0.19	\$0.26	(0.95)	
** paid after six months of employment													
After Three Years as an MES:													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$6.52	\$2.44	\$1.13	\$0.00	\$0.40	\$0.10	\$0.19	\$0.26	(0.95)	
Tradesman	\$10.00 min.	\$0.90		\$6.52	\$0.50	\$0.76	\$0.00	\$0.40	\$0.10	\$0.13	\$0.26	(0.95)	
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 (\$0.95) for all classifications will be sent from the Joint Depository directly to District Council 16.													
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$0.26 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.													
* Effective August 30, 2010, the Mechanical Equipment Serviceman (MES) classification will receive a \$.45 per hour wage increase, rather than the 50%-80% of the journeyman rate.													
* Effective August 30, 2010, the Tradesman classification will receive a \$.45 per hour wage increase.													
DRAFT 01 072911													

**Wage and Benefit Schedule for San Bernardino and Riverside Counties
ARCA/MCA and District Council 16
Service Master Labor Agreement
September 5, 2011 - September 2, 2012**

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%)	\$34.01	\$2.00	\$36.01	\$5.73	\$5.00	\$0.44	\$0.10	\$0.10	\$0.25	\$0.26	(0.95)	\$47.89
Foreman (110%)	\$37.61	\$2.00	\$39.61	\$5.73	\$5.00	\$0.44	\$0.10	\$0.10	\$0.25	\$0.26	(0.95)	\$51.49
General Foreman (120%)	\$41.21	\$2.00	\$43.21	\$5.73	\$5.00	\$0.44	\$0.10	\$0.10	\$0.25	\$0.26	(0.95)	\$55.09
Apprentice categories (one year each)												
Apprentice 1 (45%)	\$15.30	\$0.90	\$16.20	\$5.73	\$2.25	\$0.42	\$0.10	\$0.10	\$0.13	\$0.26	(0.95)	\$25.19
Apprentice 2 (55%)	\$18.71	\$1.10	\$19.81	\$5.73	\$2.75	\$0.44	\$0.10	\$0.10	\$0.19	\$0.26	(0.95)	\$29.38
Apprentice 3 (65%)	\$22.11	\$1.30	\$23.41	\$5.73	\$3.25	\$0.47	\$0.10	\$0.10	\$0.19	\$0.26	(0.95)	\$33.51
Apprentice 4 (75%)	\$25.51	\$1.50	\$27.01	\$5.73	\$3.75	\$0.49	\$0.10	\$0.10	\$0.19	\$0.26	(0.95)	\$37.63
Apprentice 5 (85%)	\$28.91	\$1.70	\$30.61	\$5.73	\$4.25	\$0.52	\$0.10	\$0.10	\$0.19	\$0.26	(0.95)	\$41.76
Mechanical Equipment Serviceman (ME)	50% - 80%	\$1.50		\$5.73	\$3.75	\$0.49	\$0.10	\$0.10	\$0.19	\$0.26	(0.95)	
Tradesman***	\$10.00 minimum	\$0.00		\$5.73	\$0.00	\$0.19	\$0.10	\$0.10	\$0.13	\$0.26	(0.95)	
NOTE: *** The Health Plan hourly contribution for a Tradesman becomes effective after a six month period of employment.												
NOTE: The Foreman and General Foreman classification 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 Wage)												
NOTE: The Apprentice classification Wage, Vacation and Pension 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 (\$0.95) for all classifications will be sent from the Joint Depository directly to District Council 16.												
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.26 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.												
DRAFT 01 072911												

**Wage and Benefit Schedule for San Diego and Imperial Counties
ARCA/MCA and District Council 16
Service Master Labor Agreement**

DC16_____

ARCA/MCA_____

September 5, 2011 - September 2, 2012

Classification hired prior to September 1, 2011	Wage	V&H	Total Taxable	P.I.P.E.	Natl. Train	JJATC	A&J	Pension	H&W	401A	Natl. Pension	Ret. X-mas	ARCA	Dues	Total
Journeyman	\$26.47	\$2.74	\$29.21	\$0.25	\$0.10	\$0.66	\$0.13	\$6.97	\$6.03	\$0.50	\$2.63	\$0.55	\$0.26	(1.60)	\$47.29
Classification hired on or after September 1, 2011															
Classifications	Wage	V&H	Total Taxable	Health Plan	Pension	JJATC	A&J	Natl. Train	P.I.P.E.	ARCA/MCA	Dues	Total			
Journeyman (100%)	\$32.86	\$2.00	\$34.86	\$6.03	\$5.00	\$0.66	\$0.13	\$0.10	\$0.25	\$0.26	(1.60)	\$47.29			
Apprentice Categories															
1st Apprentice (45%)	\$14.79	\$0.90	\$15.69	\$6.03	\$2.25	\$0.66	\$0.13	\$0.10	\$0.13	\$0.26	(1.60)	\$25.25			
2nd Apprentice (55%)	\$18.07	\$1.10	\$19.17	\$6.03	\$2.75	\$0.66	\$0.13	\$0.10	\$0.19	\$0.26	(1.60)	\$29.29			
3rd Apprentice (65%)	\$21.36	\$1.30	\$22.66	\$6.03	\$3.25	\$0.66	\$0.13	\$0.10	\$0.19	\$0.26	(1.60)	\$33.28			
4th Apprentice (75%)	\$24.65	\$1.50	\$26.15	\$6.03	\$3.75	\$0.66	\$0.13	\$0.10	\$0.19	\$0.26	(1.60)	\$37.27			
5th Apprentice (85%)	\$27.93	\$1.70	\$29.63	\$6.03	\$4.25	\$0.66	\$0.13	\$0.10	\$0.19	\$0.26	(1.60)	\$41.25			
Mechanical Equipment Serviceman (MES)	50% - 80%	\$1.88		\$6.03	\$3.50	\$0.66	\$0.13	\$0.10	\$0.19	\$0.26	(1.60)				
Tradesman ***	\$10.00 min.	\$0.00		\$6.03	\$0.00	\$0.25	\$0.13	\$0.00	\$0.00	\$0.26	(1.60)				
NOTE: *** The Health Plan hourly contribution for a Tradesman becomes effective after a six month period of employment.															
NOTE: The Apprentice classification Wage, Vacation and Pension rates will be the Apprentice percentage of the journeyman rate.															
The ARCA/MCA dues are to be paid by the Association member companies to the Southern California Pipe Trades Benefit Trust.															
DRAFT 01 072911															

**Wage and Benefit Schedule for Inyo, Kern and Mono Counties
ARCA/MCA and District Council 16
Service Master Labor Agreement**

DC 16 _____

ARCA/MCA _____

September 5, 2011 - September 2, 2012

Classification	Wage	Vacation	Total Taxable	Health Plan	Pension	JJATC	A&J	Natl Train	P.I.P.E.	ARCA/MCA	(*Dues)	Total
Journeyman (100%)	\$34.01	\$1.25	\$35.26	\$5.73	\$5.00	\$0.97	\$0.32	\$0.10	\$0.25	\$0.26	(1.60)	\$47.89
Foreman (110%)	\$37.54	\$1.25	\$38.79	\$5.73	\$5.00	\$0.97	\$0.32	\$0.10	\$0.25	\$0.26	(1.60)	\$51.42
General Foreman (120%)	\$41.06	\$1.25	\$42.31	\$5.73	\$5.00	\$0.97	\$0.32	\$0.10	\$0.25	\$0.26	(1.60)	\$54.94
Apprentice categories (one year each)												
Apprentice 1 (45%)	\$15.30	\$0.56	\$15.87	\$5.73	\$2.25	\$0.09	\$0.05	\$0.10	\$0.13	\$0.26	(1.60)	\$24.48
Apprentice 2 (55%)	\$18.71	\$0.69	\$19.40	\$5.73	\$2.75	\$0.13	\$0.07	\$0.10	\$0.19	\$0.26	(1.60)	\$28.63
Apprentice 3 (65%)	\$22.11	\$0.81	\$22.92	\$5.73	\$3.25	\$0.14	\$0.07	\$0.10	\$0.19	\$0.26	(1.60)	\$32.66
Apprentice 4 (75%)	\$25.51	\$0.94	\$26.45	\$5.73	\$3.75	\$0.17	\$0.09	\$0.10	\$0.19	\$0.26	(1.60)	\$36.74
Apprentice 5 (85%)	\$28.91	\$1.06	\$29.97	\$5.73	\$4.25	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	(1.60)	\$40.79
Mechanical Equipment Serviceman (MES)	50% - 80%	\$0.94		\$5.73	\$3.75	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	(1.60)	
Tradesman***	\$10.00 minimum	\$0.00		\$5.73	\$0.00	\$0.02	\$0.00	\$0.10	\$0.13	\$0.26	(1.60)	
NOTE: *** The Health Plan hourly contribution for a Tradesman becomes effective after a six month period of employment.												
NOTE: The Foreman and General Foreman classification 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 Wage)												
NOTE: The Apprentice classification Wage, Vacation and Pension 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 (\$0.59) for all classifications will be sent from the Joint Depository directly to District Council 16.												
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.26 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.												
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**Wage and Benefit Schedule for Tri-Counties
ARCA/MCA and District Council 16
Service Master Labor Agreement**

DC 16 _____

ARCA/MCA _____

September 5, 2011 - September 2, 2012

Classification	Base Wage	Vacation	Total Taxable	Health Plan	Pension	JJATC	A&J	Natl Train	P.I.P.E.	ARCA/MCA	(*Dues)	Total
Journeyman (100%)	\$28.80	\$1.25	\$30.05	\$5.73	\$5.00	\$0.44	\$0.10	\$0.10	\$0.25	\$0.26	(1.60)	\$41.93
Foreman (110%)	\$31.81	\$1.25	\$33.06	\$5.73	\$5.00	\$0.44	\$0.10	\$0.10	\$0.25	\$0.26	(1.60)	\$44.94
General Foreman (120%)	\$34.81	\$1.25	\$36.06	\$5.73	\$5.00	\$0.44	\$0.10	\$0.10	\$0.25	\$0.26	(1.60)	\$47.94
Apprentice categories (one year each)												
Apprentice 1 (45%)	\$12.96	\$0.56	\$13.52	\$5.73	\$2.25	\$0.42	\$0.10	\$0.10	\$0.13	\$0.26	(1.60)	\$22.51
Apprentice 2 (55%)	\$15.84	\$0.69	\$16.53	\$5.73	\$2.75	\$0.44	\$0.10	\$0.10	\$0.19	\$0.26	(1.60)	\$26.10
Apprentice 3 (65%)	\$18.72	\$0.81	\$19.53	\$5.73	\$3.25	\$0.47	\$0.10	\$0.10	\$0.19	\$0.26	(1.60)	\$29.63
Apprentice 4 (75%)	\$21.60	\$0.94	\$22.54	\$5.73	\$3.75	\$0.49	\$0.10	\$0.10	\$0.19	\$0.26	(1.60)	\$33.16
Apprentice 5 (85%)	\$24.48	\$1.06	\$25.54	\$5.73	\$4.25	\$0.52	\$0.10	\$0.10	\$0.19	\$0.26	(1.60)	\$36.69
Mechanical Equipment Serviceman (MES)	50% - 80%	\$0.94		\$5.73	\$3.75	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	(1.60)	
Tradesman***	\$10.00 minimum	\$0.00		\$5.73	\$0.00	\$0.19	\$0.10	\$0.10	\$0.13	\$0.26	(1.60)	
NOTE: *** The Health Plan hourly contribution for a Tradesman becomes effective after a six month period of employment.												
NOTE: The Foreman and General Foreman classification 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 Wage)												
NOTE: The Apprentice classification Wage, Vacation and Pension 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 (\$0.95) for all classifications will be sent from the Joint Depository directly to District Council 16.												
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.26 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.												
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