

KERN, INYO AND MONO COUNTIES

WAGES AND FRINGE BENEFITS

MASTER AGREEMENT

September 1, 2019- August 31, 2020

CLASS	WAGE	V & H	*** DUES DED'T	***** UA ORG	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	47.00	3.25	{1.75}	{0.10}	50.25	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$75.21
Industrial Welder ****	51.70	3.25	{1.75}	{0.10}	54.95	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$79.91
Foreman	54.05	3.25	{1.75}	{0.10}	57.30	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$82.26
General Foreman	58.75	3.25	{1.75}	{0.10}	62.00	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$86.96
Pre-Apprentice	17.63	0.00	{1.75}	{0.10}	17.63	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$20.50
First Year	21.15	1.76	{1.25}	{0.10}	22.91	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$25.90
Second Year	23.50	2.06	{1.75}	{0.10}	25.56	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$37.84
Third Year	28.20	2.36	{1.75}	{0.10}	30.56	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$48.85
Fourth Year	32.90	2.65	{1.75}	{0.10}	35.55	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$54.27
Fifth Year	37.60	2.95	{1.75}	{0.10}	40.55	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$59.73

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	54.00	3.25	{1.75}	{0.10}	57.25	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$82.21
Industrial Welder ****	58.70	3.25	{1.75}	{0.10}	61.95	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$86.91
Foreman	61.05	3.25	{1.75}	{0.10}	64.30	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$89.26
General Foreman	65.75	3.25	{1.75}	{0.10}	69.00	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$93.96
First Year	28.15	1.76	{1.25}	{0.10}	29.91	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$32.90
Second Year	30.50	2.06	{1.75}	{0.10}	32.56	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$44.84
Third Year	35.20	2.36	{1.75}	{0.10}	37.56	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$55.85
Fourth Year	39.90	2.65	{1.75}	{0.10}	42.55	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$61.27
Fifth Year	44.60	2.95	{1.75}	{0.10}	47.55	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$66.73

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	57.50	3.25	{1.75}	{0.10}	60.75	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$85.71
Industrial Welder ****	62.20	3.25	{1.75}	{0.10}	65.45	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$90.41
Foreman	64.55	3.25	{1.75}	{0.10}	67.80	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$92.76
General Foreman	69.25	3.25	{1.75}	{0.10}	72.50	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$97.46
First Year	31.65	1.76	{1.25}	{0.10}	33.41	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$36.40
Second Year	34.00	2.06	{1.75}	{0.10}	36.06	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$48.34
Third Year	38.70	2.36	{1.75}	{0.10}	41.06	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$59.35
Fourth Year	43.40	2.65	{1.75}	{0.10}	46.05	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$64.77
Fifth Year	48.10	2.95	{1.75}	{0.10}	51.05	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$70.23

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

***** UA ORGANIZING DUES \$0.10

Revised July 11, 2019

R. Lopez 7/22/19



SHIFT-PAY

KERN, INYO AND MONO COUNTIES

WAGES AND FRINGE BENEFITS

MASTER AGREEMENT

September 1, 2019- August 31, 2020

CLASS	WAGE	V & H	*** DUES DED'T	**** UA ORG	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	RET TRAIN.	A&J X-MAS	** TRAIN.	PIPE	CONTR. LMCC	EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE
Journeyman	54.05	3.25	{1.75}	{0.10}	57.30	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$82.26
Industrial Welder *	59.46	3.25	{1.75}	{0.10}	62.71	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$87.67
Foreman	62.16	3.25	{1.75}	{0.10}	65.41	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$90.37
General Foreman	67.56	3.25	{1.75}	{0.10}	70.81	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$95.77
Pre-Apprentice	20.27	0.00	{1.75}	{0.10}	20.27	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$23.14
First Year	24.32	1.76	{1.25}	{0.10}	26.08	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$29.07
Second Year	27.03	2.06	{1.75}	{0.10}	29.09	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$41.37
Third Year	32.43	2.36	{1.75}	{0.10}	34.79	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$53.08
Fourth Year	37.84	2.65	{1.75}	{0.10}	40.49	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$59.21
Fifth Year	43.24	2.95	{1.75}	{0.10}	46.19	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$65.37

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	61.05	3.25	{1.75}	{0.10}	64.30	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$89.26
Industrial Welder *	66.46	3.25	{1.75}	{0.10}	69.71	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$94.67
Foreman	69.16	3.25	{1.75}	{0.10}	72.41	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$97.37
General Foreman	74.56	3.25	{1.75}	{0.10}	77.81	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$102.77
First Year	31.32	1.76	{1.25}	{0.10}	33.08	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$36.07
Second Year	34.03	2.06	{1.75}	{0.10}	36.09	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$48.37
Third Year	39.43	2.36	{1.75}	{0.10}	41.79	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$60.08
Fourth Year	44.84	2.65	{1.75}	{0.10}	47.49	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$66.21
Fifth Year	50.24	2.95	{1.75}	{0.10}	53.19	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$72.37

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	64.55	3.25	{1.75}	{0.10}	67.80	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$92.76
Industrial Welder *	69.96	3.25	{1.75}	{0.10}	73.21	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$98.17
Foreman	72.66	3.25	{1.75}	{0.10}	75.91	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$100.87
General Foreman	78.06	3.25	{1.75}	{0.10}	81.31	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$106.27
First Year	34.82	1.76	{1.25}	{0.10}	36.58	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$39.57
Second Year	37.53	2.06	{1.75}	{0.10}	39.59	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$51.87
Third Year	42.93	2.36	{1.75}	{0.10}	45.29	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$63.58
Fourth Year	48.34	2.65	{1.75}	{0.10}	50.99	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$69.71
Fifth Year	53.74	2.95	{1.75}	{0.10}	56.69	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$75.87

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***** UA ORGANIZING DUES \$0.10

Revised July 12, 2019

R. Colby 7/22/19

