

WAGES AND FRINGE BENEFITS

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	48.13	3.25	{1.75}	{0.10}	51.38	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$76.34
**** Industrial Welder	52.94	3.25	{1.75}	{0.10}	56.19	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$81.15
Foreman	55.35	3.56	{1.75}	{0.10}	58.91	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$83.87
General Foreman	60.16	3.76	{1.75}	{0.10}	63.92	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$88.88
Pre-Apprentice	18.05	0.00	{1.75}	{0.10}	18.05	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$20.92
First Year	21.66	1.76	{1.25}	{0.10}	23.42	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$26.41
Second Year	24.07	2.06	{1.75}	{0.10}	26.13	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$38.41
Third Year	28.88	2.36	{1.75}	{0.10}	31.24	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$49.53
Fourth Year	33.69	2.65	{1.75}	{0.10}	36.34	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$55.06
Fifth Year	38.50	2.95	{1.75}	{0.10}	41.45	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$60.63

V & H CONTRIBUTIONS ON ALL OVERTIME 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 \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 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

***** ORGANIZING DUES \$0.10

Revised July 12, 2019

R. Cobas 7/22/19



WAGES AND FRINGE BENEFITS

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	48.13	3.25	{1.75}	{0.10}	51.38	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$76.34
Industrial Welder ****	52.94	3.25	{1.75}	{0.10}	56.19	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$81.15
Foreman	55.35	3.56	{1.75}	{0.10}	58.91	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$83.87
General Foreman	60.16	3.76	{1.75}	{0.10}	63.92	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$88.88
Pre-Apprentice	18.05	0.00	{1.75}	{0.10}	18.05	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$20.92
First Year	21.66	1.76	{1.25}	{0.10}	23.42	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$26.41
Second Year	24.07	2.06	{1.75}	{0.10}	26.13	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$38.41
Third Year	28.88	2.36	{1.75}	{0.10}	31.24	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$49.53
Fourth Year	33.69	2.65	{1.75}	{0.10}	36.34	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$55.06
Fifth Year	38.50	2.95	{1.75}	{0.10}	41.45	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$60.63

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	52.63	3.25	{1.75}	{0.10}	55.88	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$80.84
Industrial Welder ****	57.44	3.25	{1.75}	{0.10}	60.69	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$85.65
Foreman	59.85	3.56	{1.75}	{0.10}	63.41	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$88.37
General Foreman	64.66	3.76	{1.75}	{0.10}	68.42	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$93.38
First Year	26.16	1.76	{1.25}	{0.10}	27.92	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$30.91
Second Year	28.57	2.06	{1.75}	{0.10}	30.63	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$42.91
Third Year	33.38	2.36	{1.75}	{0.10}	35.74	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$54.03
Fourth Year	38.19	2.65	{1.75}	{0.10}	40.84	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$59.56
Fifth Year	43.00	2.95	{1.75}	{0.10}	45.95	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$65.13

ZONE-PAY II

29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo,
 Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	55.13	3.25	{1.75}	{0.10}	58.38	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	83.34
Industrial Welder ****	59.94	3.25	{1.75}	{0.10}	63.19	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	88.15
Foreman	62.35	3.56	{1.75}	{0.10}	65.91	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	90.87
General Foreman	67.16	3.76	{1.75}	{0.10}	70.92	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	95.88
First Year	28.66	1.76	{1.25}	{0.10}	30.42	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	33.41
Second Year	31.07	2.06	{1.75}	{0.10}	33.13	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	45.41
Third Year	35.88	2.36	{1.75}	{0.10}	38.24	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	56.53
Fourth Year	40.69	2.65	{1.75}	{0.10}	43.34	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	62.06
Fifth Year	45.50	2.95	{1.75}	{0.10}	48.45	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	67.63

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	58.63	3.25	{1.75}	{0.10}	61.88	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$86.84
Industrial Welder ****	63.44	3.25	{1.75}	{0.10}	66.69	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$91.65
Foreman	65.85	3.56	{1.75}	{0.10}	69.41	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$94.37
General Foreman	70.66	3.76	{1.75}	{0.10}	74.42	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$99.38
First Year	32.16	1.76	{1.25}	{0.10}	33.92	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$36.91
Second Year	34.57	2.06	{1.75}	{0.10}	36.63	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$48.91
Third Year	39.38	2.36	{1.75}	{0.10}	41.74	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$60.03
Fourth Year	44.19	2.65	{1.75}	{0.10}	46.84	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$65.56
Fifth Year	49.00	2.95	{1.75}	{0.10}	51.95	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$71.13

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Revised July 11, 2019

R. Colon 7/22/19



SHIFT-PAY

WAGES AND FRINGE BENEFITS

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 NONM TAXABLE	TOTAL PACKAGE
Journeyman	55.35	3.25	{1.75}	{0.10}	58.60	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$83.56
Industrial Welder ****	60.88	3.25	{1.75}	{0.10}	64.13	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$89.09
Foreman	63.65	3.56	{1.75}	{0.10}	67.21	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$92.17
General Foreman	69.19	3.76	{1.75}	{0.10}	72.95	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$97.91
Pre-Apprentice	20.76	0.00	{1.75}	{0.10}	20.76	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.35	2.87	\$23.63
First Year	24.91	1.76	{1.25}	{0.10}	26.67	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$29.66
Second Year	27.67	2.06	{1.75}	{0.10}	29.73	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$42.01
Third Year	33.21	2.36	{1.75}	{0.10}	35.57	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$53.86
Fourth Year	38.74	2.65	{1.75}	{0.10}	41.39	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$60.11
Fifth Year	44.28	2.95	{1.75}	{0.10}	47.23	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$66.41

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	59.85	3.25	{1.75}	{0.10}	63.10	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$88.06
Industrial Welder ****	65.38	3.25	{1.75}	{0.10}	68.63	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$93.59
Foreman	68.15	3.56	{1.75}	{0.10}	71.71	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$96.67
General Foreman	73.69	3.76	{1.75}	{0.10}	77.45	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$102.41
First Year	29.41	1.76	{1.25}	{0.10}	31.17	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$34.16
Second Year	32.17	2.06	{1.75}	{0.10}	34.23	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$46.51
Third Year	37.71	2.36	{1.75}	{0.10}	40.07	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$58.36
Fourth Year	43.24	2.65	{1.75}	{0.10}	45.89	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$64.61
Fifth Year	48.78	2.95	{1.75}	{0.10}	51.73	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$70.91

ZONE-PAY II

29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo,
 Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	62.35	3.25	{1.75}	{0.10}	65.60	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$90.56
Industrial Welder ****	67.88	3.25	{1.75}	{0.10}	71.13	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$96.09
Foreman	70.65	3.56	{1.75}	{0.10}	74.21	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$99.17
General Foreman	76.19	3.76	{1.75}	{0.10}	79.95	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$104.91
First Year	31.91	1.76	{1.25}	{0.10}	33.67	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$36.66
Second Year	34.67	2.06	{1.75}	{0.10}	36.73	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$49.01
Third Year	40.21	2.36	{1.75}	{0.10}	42.57	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$60.86
Fourth Year	45.74	2.65	{1.75}	{0.10}	48.39	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$67.11
Fifth Year	51.28	2.95	{1.75}	{0.10}	54.23	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$73.41

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	65.85	3.25	{1.75}	{0.10}	69.10	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$94.06
Industrial Welder ****	71.38	3.25	{1.75}	{0.10}	74.63	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$99.59
Foreman	74.15	3.56	{1.75}	{0.10}	77.71	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$102.67
General Foreman	79.69	3.76	{1.75}	{0.10}	83.45	9.16	8.50	3.00	0.10	0.75	2.15	0.60	0.35	0.35	24.96	\$108.41
First Year	35.41	1.76	{1.25}	{0.10}	37.17	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.35	2.99	\$40.16
Second Year	38.17	2.06	{1.75}	{0.10}	40.23	9.16	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.35	12.28	\$52.51
Third Year	43.71	2.36	{1.75}	{0.10}	46.07	9.16	4.89	0.90	0.10	0.59	1.41	0.54	0.35	0.35	18.29	\$64.36
Fourth Year	49.24	2.65	{1.75}	{0.10}	51.89	9.16	5.22	0.90	0.10	0.64	1.46	0.54	0.35	0.35	18.72	\$70.61
Fifth Year	54.78	2.95	{1.75}	{0.10}	57.73	9.16	5.59	0.90	0.10	0.70	1.49	0.54	0.35	0.35	19.18	\$76.91

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**** REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

***** UA ORGANIZING DUES \$0.10

July 11, 2019

R. [Signature] 7/22/19

[Signature]