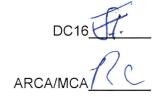
Wage and Benefit Schedule for Bakersfield (Kern, Inyo and Mono Counties Local 460) ARCA/MCA and District Council 16 Service Master Labor Agreement September 1, 2025 - August 30, 2026



	Wage	PTO	Total Taxable	H&W	Pension	Natl. Pension			Natl. Train	PIPE	Ret. X-mas	ARCA/MCA	(Dues*)	Total
Journeyman	\$50.32	\$3.25	\$53.57	\$9.36	\$10.45	-	\$1.30	-	\$0.10	\$0.85	\$0.90		(\$1.95)	
Foreman (115%)	\$57.87	\$3.25	\$61.12	\$9.36	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.85	\$0.90	\$0.38	(\$1.95)	\$87.84
General Foreman (125%)	\$62.90	\$3.25	\$66.15	\$9.36	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.85	\$0.90	\$0.38	(\$1.95)	\$92.87
Apprentice categories (one year each)														
Apprentice 1 (50%) (***)	\$25.16		\$26.79		\$0.00		\$1.30		\$0.10		\$0.00		(\$1.45)	
Apprentice 2 (60%) (***)	\$30.19		\$32.14	-	\$0.00		\$1.30		\$0.10		\$0.00		(\$1.95)	-
Apprentice 3 (70%)	\$35.22	\$2.28	\$37.50	\$9.36	\$5.23		\$1.30		\$0.10	\$0.64	\$0.59		(\$1.95)	
Apprentice 4 (80%)	\$40.26	\$2.60	\$42.86		\$5.75	\$0.90	\$1.30	\$0.38	\$0.10	\$0.64	\$0.63	\$0.38	(\$1.95)	\$62.30
Apprentice 5 (90%)	\$45.29	\$2.93	\$48.22	\$9.36	\$6.27	\$0.90	\$1.30	\$0.38	\$0.10	\$0.64	\$0.68	\$0.38	(\$1.95)	\$68.23
Mechanical Equipment Serviceman (MES) (**)(***)	50% - 80%	\$1.63		\$9.86	\$0.00	\$0.90	\$1.30	\$0.38	\$0.10	\$0.64	\$0.00	\$0.38	(\$1.95)	
Tradesman (**)(***) (****)	\$21.46	\$1.63		\$9.86	\$0.00	\$0.38	\$1.30	\$0.38	\$0.10	\$0.43	\$0.00	\$0.38	(\$1.95)	
The per employee amount which is included in the "Comp and (\$1.95) for all other classifications will be sent from the						ies, Administrat	ive Due	s oi (\$1.	45) for First 1	ear Ap	prentices			
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