

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

DC16

ARCA/MCA

September 1, 2025 - August 30, 2026

Classification	Wage	PTO	Total Taxable	H&W*	Pension*	Natl. Pension****	401A**	JJATC Training	Natl. Train	PIPE	ARCA/MCA	(Dues****)	Total
Journeyman	\$57.65	\$3.50	\$61.15	\$10.92	\$9.23	\$1.50	\$0.51	\$2.75	\$0.10	\$0.50	\$0.38	(2.95)	\$87.04
Foreman (115%)	\$66.30	\$4.03	\$70.33	\$10.92	\$9.23	\$1.50	\$0.51	\$2.75	\$0.10	\$0.50	\$0.38	(2.95)	\$96.22
General Foreman (125%)	\$72.06	\$4.38	\$76.44	\$10.92	\$9.23	\$1.50	\$0.51	\$2.75	\$0.10	\$0.50	\$0.38	(2.95)	\$102.33
Certified Journeyman	\$58.65	\$3.50	\$62.15	\$10.92	\$9.23	\$1.50	\$1.01	\$2.00	\$0.10	\$0.50	\$0.38	(2.95)	\$87.79
Certified Foreman (115%)	\$67.45	\$4.03	\$71.48	\$10.92	\$9.23	\$1.50	\$1.01	\$2.00	\$0.10	\$0.50	\$0.38	(2.95)	\$97.12
Certified General Foreman (125%)	\$73.31	\$4.38	\$77.69	\$10.92	\$9.23	\$1.50	\$1.01	\$2.00	\$0.10	\$0.50	\$0.38	(2.95)	\$103.33
Apprentice categories (one year each)													
Apprentice 1 (50%)	\$28.83	\$1.75	\$30.58	\$11.42	\$0.00	\$0.76	\$0.26	\$2.25	\$0.10	\$0.25	\$0.38	(2.30)	\$46.00
Apprentice 2 (60%)	\$34.59	\$2.10	\$36.69	\$11.42	\$0.00	\$0.76	\$0.51	\$2.25	\$0.10	\$0.38	\$0.38	(2.30)	\$52.49
Apprentice 3 (70%)	\$40.36	\$2.45	\$42.81	\$11.42	\$0.00	\$0.76	\$0.51	\$2.25	\$0.10	\$0.38	\$0.38	(2.30)	\$58.61
Apprentice 4 (80%)	\$46.12	\$2.80	\$48.92	\$11.42	\$0.00	\$0.76	\$0.77	\$2.25	\$0.10	\$0.38	\$0.38	(2.30)	\$64.98
Apprentice 5 (90%)	\$51.89	\$3.15	\$55.04	\$11.42	\$0.00	\$0.76	\$1.02	\$2.25	\$0.10	\$0.38	\$0.38	(2.30)	\$71.35
First Three Years as an MES (****):													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.92	\$3.05	\$0.76	\$0.00	\$1.74	\$0.10	\$0.38	\$0.38	(2.30)	
After Three Years as an MES:													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.92	\$3.88	\$1.13	\$0.00	\$1.74	\$0.10	\$0.38	\$0.38	(2.30)	
Tradesman (****)													
	\$21.46	\$1.40		\$10.92	\$1.48	\$0.76	\$0.00	\$1.74	\$0.10	\$0.25	\$0.38	(2.30)	
(*) Pension rate includes \$.50 per hour as described in Section LA 4.01.D for all Journeyman Classifications, MES Classifications and the Tradesman Classification													
(*) H&W rate includes \$.50 per hour as described in Section LA 4.01.D for all Apprentice Classifications													
(**) \$.01 of the 401-A Defined Contribution shall be used to pay the program administrative costs.													
(***) Retiree Bonus and Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Retiree Bonus and Dues from wages. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. For classifications paying (\$2.95) Dues, are comprised of District Council 16 dues check-off of (\$1.20), Local Union 250 Dues of (\$.65) and Local Union 250 Retiree Christmas Bonus of (\$1.00) and United Association Organizing (\$.10) For classifications paying (\$2.30) Dues, are comprised of District Council 16 dues check-off of (\$1.20), and Local Union 250 Retiree Christmas Bonus of (\$1.00) and United Association Organizing (\$.10)													
(****) National Pension Plan Apprentice, First Three Years MES & Tradesman Contributions should be 50% of Journeyman National Pension. The National Pension funding improvement plan (FIP) filed with the IRS notes \$.76 cents therefore the National Pension Contribution for Apprentice, First Three Years MES & Tradesman at this time are \$.76													
(*****) Refer to 11.02-F for Probationary Period application (*****) Tradesman wages are to be 130% of state minimum wage plus \$0.01.													
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.38 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.													
Agreement # 4S029-250 2025 0901 LA OC HVAC Wage Schedule													

Raul C...
6/26/25

[Signature]
6-26-25