

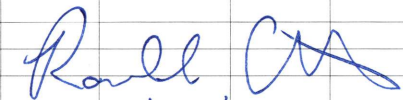
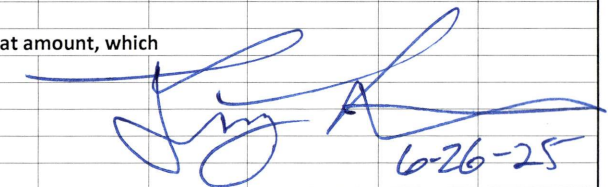


Wage and Benefit Schedule for San Bernardino and Riverside Counties
(Local 364 / 398)
ARCA/MCA and District Council 16
Service Master Labor Agreement
September 1, 2025 - August 30, 2026

DC 16 
ARCA/MCA 

Classification	Wage	PTO	Total Taxable	H&W*	Pension	JJATC	A&J	Natl Train	P.I.P.E.	ARCA/MCA	(Dues**)	Total
Journeyman (100%)	\$51.73	\$4.50	\$56.23	\$10.93	\$8.50	\$1.30	\$0.38	\$0.10	\$0.55	\$0.38	(\$1.95)	\$78.37
Foreman (110%)	\$56.90	\$4.50	\$61.40	\$10.93	\$8.50	\$1.30	\$0.38	\$0.10	\$0.55	\$0.38	(\$1.95)	\$83.54
General Foreman (120%)	\$62.08	\$4.50	\$66.58	\$10.93	\$8.50	\$1.30	\$0.38	\$0.10	\$0.55	\$0.38	(\$1.95)	\$88.72
Apprentice categories (one year each)												
Apprentice 1 (50%)	\$25.87	\$2.25	\$28.12	\$10.93	\$4.25	\$1.30	\$0.38	\$0.10	\$0.28	\$0.38	(\$1.45)	\$45.74
Apprentice 2 (60%)	\$31.04	\$2.70	\$33.74	\$10.93	\$5.10	\$1.30	\$0.38	\$0.10	\$0.41	\$0.38	(\$1.95)	\$52.34
Apprentice 3 (70%)	\$36.21	\$3.15	\$39.36	\$10.93	\$5.95	\$1.30	\$0.38	\$0.10	\$0.41	\$0.38	(\$1.95)	\$58.81
Apprentice 4 (80%)	\$41.38	\$3.60	\$44.98	\$10.93	\$6.80	\$1.30	\$0.38	\$0.10	\$0.41	\$0.38	(\$1.95)	\$65.28
Apprentice 5 (90%)	\$46.56	\$4.05	\$50.61	\$10.93	\$7.65	\$1.30	\$0.38	\$0.10	\$0.41	\$0.38	(\$1.95)	\$71.76
Mechanical Equipment Serviceman (MES) (***)	50% - 80%	\$3.60		\$10.93	\$6.80	\$1.30	\$0.38	\$0.10	\$0.41	\$0.38	(\$1.95)	
Tradesman (***) (****)	\$21.46	\$0.45		\$10.93	\$0.00	\$1.30	\$0.38	\$0.10	\$0.28	\$0.38	(\$1.95)	
(*) Health and Welfare (H&W) rate includes \$.50 per hour as described in Section SBR 3.01.B												
(**) 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 (\$1.45) for First Year Apprentices and (\$1.95) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.45) is comprised of DC16 Dues Check-Off (\$1.20), Local Union Dues (\$.15) and United Association Organizing (\$.10) All other classification Dues of (\$1.95) are comprised of DC16 Check-Off (\$1.20), Local Union Dues (\$.65) and United Association Organizing (\$.10)												
(***) Refer to 11.02-F for Probationary Period application												
NOTE: The Foreman and General Foreman classification Wage is calculated by multiplying the Journeyman Wage by the classification percentage.												
NOTE: The Apprentice classification Wage, PTO and Pension rates will be the Apprentice percentage of the Journeyman rate.												
(****) 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 # IRC29 2025 0901 SBR Wage Schedule												


6/26/25


6-26-25