
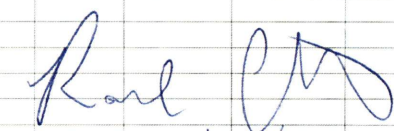


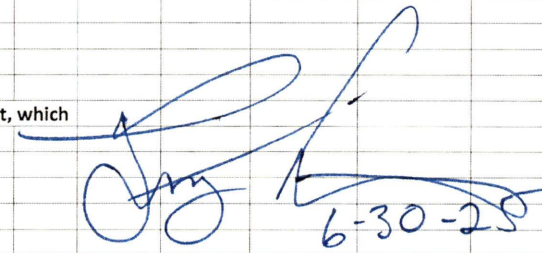
Wage and Benefit Schedule for San Diego and Imperial Counties
(Local 230)
ARCA/MCA and District Council 16
Service Master Labor Agreement
September 1, 2025 - August 30, 2026

DC16 

ARCA/MCA 

Classification	Wage	PTO*	Total Taxable	401A	Natl. Pension	Natl. Train	PIPE	JJATC	A&J	Pension	H&W***	Ret. X-mas	ARCA/MCA	Dues**	Total
Journeyman (100%)	\$48.70	\$4.75	\$53.45	\$1.32	\$2.63	\$0.10	\$0.85	\$1.30	\$0.38	\$10.45	\$9.36	\$0.90	\$0.38	(\$1.95)	\$81.12
Apprentice 1 (50%) (***)	\$24.35	\$2.38	\$26.73	\$0.26	\$0.26	\$0.10	\$0.43	\$1.30	\$0.38	\$0.00	\$9.86	\$0.00	\$0.38	(\$1.45)	\$39.70
Apprentice 2 (60%) (***)	\$29.22	\$2.85	\$32.07	\$0.26	\$0.26	\$0.10	\$0.64	\$1.30	\$0.38	\$0.00	\$9.86	\$0.00	\$0.38	(\$1.95)	\$45.25
Apprentice 3 (70%)	\$34.09	\$3.33	\$37.42	\$0.26	\$0.66	\$0.10	\$0.64	\$1.30	\$0.38	\$3.66	\$9.36	\$0.68	\$0.38	(\$1.95)	\$54.84
Apprentice 4 (80%)	\$38.96	\$3.80	\$42.76	\$0.33	\$0.66	\$0.10	\$0.64	\$1.30	\$0.38	\$4.18	\$9.36	\$0.77	\$0.38	(\$1.95)	\$60.86
Apprentice 5 (90%)	\$43.83	\$4.28	\$48.11	\$0.33	\$0.66	\$0.10	\$0.64	\$1.30	\$0.38	\$4.70	\$9.36	\$0.81	\$0.38	(\$1.95)	\$66.77
Classification															
Mechanical Equipment Serviceman															
Mechanical Equipment Serviceman (MES)(***)(****)	50% - 80%	\$2.85		\$2.90	\$3.76	\$0.10	\$0.64	\$1.30	\$0.38	\$0.00	\$9.86	\$0.00	\$0.38	(\$1.95)	
Tradesman (****)	\$21.46	\$0.38		\$0.00	\$0.00	\$0.10	\$0.43	\$1.30	\$0.38	\$0.00	\$9.86	\$0.00	\$0.38	(\$1.95)	
NOTES:															
(*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.															
(**) 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 of (\$1.20), Local Union Dues (\$0.15) and United Association Organizing (\$0.10). All other classifications Dues of (\$1.95) are comprised of DC16 Dues Check-Off of (\$1.20), Local Union Dues (\$0.65), United Association Organizing (\$0.10).															
(***) NOTE: Apprentice 1, Apprentice 2, MES & Tradesman H&W amount is \$.50 higher which goes into their HRA account because they do not have a Pension. All other classifications lowered their HRA and moved their \$.50 to Pension.															
(****) Tradesman wages are to be 130% of state minimum wage plus \$0.01.															
(****) NOTE: MES 401A & Natl. Pension % is higher than Journeyman because MES does not have a Pension															
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.															


6/30/25


6-30-25