

Wage and Benefit Schedule for Tri-Counties
(Local 114 / 403 / 484)
ARCA/MCA and District Council 16
Service Master Labor Agreement

DC 16

ARCA/MCA

September 1, 2025 - August 30, 2026

Classification	Wage	PTO	Total Taxable	Health Plan	Natl. Pension	401-A	JJATC	A&J	Natl Train	P.I.P.E.	ARCA/MCA	(Dues*)	Total
Journeyman	\$49.11	\$4.70	\$53.81	\$9.36	\$4.00	\$5.35	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	\$75.33
Apprentice categories (one year each)													
Apprentice 1 (50%)	\$24.56	\$2.35	\$26.91	\$9.36	\$0.40	\$2.68	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	\$42.16
Apprentice 2 (60%)	\$29.47	\$2.82	\$32.29	\$9.36	\$0.40	\$3.21	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	\$48.07
Apprentice 3 (70%)	\$34.38	\$3.29	\$37.67	\$9.36	\$1.00	\$3.75	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	\$54.59
Apprentice 4 (80%)	\$39.29	\$3.76	\$43.05	\$9.36	\$1.00	\$4.28	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	\$60.50
Apprentice 5 (90%)	\$44.20	\$4.23	\$48.43	\$9.36	\$1.00	\$4.82	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	\$66.42
Mechanical Equipment Serviceman (MES) (**)	50% - 80%	8% of MES wage		\$9.36	\$2.80	\$5.35	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	
Tradesman (**)	\$21.46	\$0.38		\$9.36	\$0.60	\$0.00	\$1.30	\$0.38	\$0.10	\$0.65	\$0.38	(1.95)	
(**) Refer to 11.02-F for Probationary Period application													
(**) Tradesman Wage comes from CA Labor Code (minimum wage)													
(*) NOTE: Local Unions 114, 403 and 484 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.													
All classification Dues (\$1.95) are comprised of DC16 Dues Check-Off of (\$1.20), Local Union Dues (\$0.65) and United Association Organizing of (\$0.10)													
These Dues will be sent from the Joint Depository directly to District Council 16													
(**)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 # 48T29													
2025 0901 Tri Counties Wage Schedule													

[Signature]
7-10-25

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