

**KERN, INYO & MONO COUNTIES
MASTER AGREEMENT
WAGES AND FRINGE BENEFITS**

September 1, 2026 - August 31, 2027

CLASS	WAGE	APPR DAY SCHOOL	* V & H	*** DUES DED'T	***** UA ORG	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE
Journeyman	61.28	0.00	3.55	(1.95)	(0.10)	\$64.83	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$94.22
****Industrial Welder	67.41	0.00	3.55	(1.95)	(0.10)	\$70.96	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$100.35
Foreman	70.47	0.00	3.86	(1.95)	(0.10)	\$74.33	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$103.72
General Foreman	76.60	0.00	4.06	(1.95)	(0.10)	\$80.66	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$110.05
*****Pre-Apprentice	21.98	0.00	0.00	(1.95)	(0.10)	\$21.98	0.00	0.00	0.38	0.10	0.00	2.11	0.83	0.40	0.38	\$4.20	\$26.18
First Year	27.58	1.00	2.06	(1.45)	(0.10)	\$30.64	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	\$4.32	\$34.96
Second Year	30.64	1.00	2.36	(1.95)	(0.10)	\$34.00	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	\$15.06	\$49.06
Third Year	36.77	1.00	2.66	(1.95)	(0.10)	\$40.43	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	\$22.72	\$63.15
Fourth Year	42.90	1.00	2.95	(1.95)	(0.10)	\$46.85	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	\$23.15	\$70.00
Fifth Year	49.02	1.00	3.25	(1.95)	(0.10)	\$53.27	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	\$23.61	\$76.88

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	68.28	0.00	3.55	(1.95)	(0.10)	\$71.83	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$101.22
****Industrial Welder	74.41	0.00	3.55	(1.95)	(0.10)	\$77.96	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$107.35
Foreman	77.47	0.00	3.86	(1.95)	(0.10)	\$81.33	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$110.72
General Foreman	83.60	0.00	4.06	(1.95)	(0.10)	\$87.66	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$117.05
First Year	34.58	1.00	2.06	(1.45)	(0.10)	\$37.64	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	\$4.32	\$41.96
Second Year	37.64	1.00	2.36	(1.95)	(0.10)	\$41.00	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	\$15.06	\$56.06
Third Year	43.77	1.00	2.66	(1.95)	(0.10)	\$47.43	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	\$22.72	\$70.15
Fourth Year	49.90	1.00	2.95	(1.95)	(0.10)	\$53.85	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	\$23.15	\$77.00
Fifth Year	56.02	1.00	3.25	(1.95)	(0.10)	\$60.27	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	\$23.61	\$83.88

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	71.78	0.00	3.55	(1.95)	(0.10)	\$75.33	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$104.72
****Industrial Welder	77.91	0.00	3.55	(1.95)	(0.10)	\$81.46	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$110.85
Foreman	80.97	0.00	3.86	(1.95)	(0.10)	\$84.83	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$114.22
General Foreman	87.10	0.00	4.06	(1.95)	(0.10)	\$91.16	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$120.55
First Year	38.08	1.00	2.06	(1.45)	(0.10)	\$41.14	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	\$4.32	\$45.46
Second Year	41.14	1.00	2.36	(1.95)	(0.10)	\$44.50	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	\$15.06	\$59.56
Third Year	47.27	1.00	2.66	(1.95)	(0.10)	\$50.93	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	\$22.72	\$73.65
Fourth Year	53.40	1.00	2.95	(1.95)	(0.10)	\$57.35	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	\$23.15	\$80.50
Fifth Year	59.52	1.00	3.25	(1.95)	(0.10)	\$63.77	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	\$23.61	\$87.38

* V & H INCLUDED IN THE STRAIGHT TIME HOURLY WAGE RATE. V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

"401K CONTRIBUTIONS: ALL EMPLOYERS ARE SUBJECT TO THE REPORTING REQUIREMENTS OF THE SOUTHERN CALIFORNIA DEFINED CONTRIBUTION FUND. EMPLOYEES ARE AUTOMATICALLY ENROLLED AT A PRE-TAX RATE OF \$0.50 PER HOUR UNLESS THE EMPLOYEE OPTS-OUT OR ELECTS ANOTHER ELECTION TYPE AND/OR AMOUNT ON AN ENROLLMENT/CHANGE/OPT-OUT FORM"

** PIPE ALLOCATIONS \$0.15 P911, \$0.15 PTRN AND BALANCE OF CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.75 FOR FIRST YEAR APPRENTICES AND \$1.25 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.70 LOCAL DUES FOR ALL CLASSIFICATIONS AND UA ORGANIZING DUES \$0.10

**** REFERENCE D.3.7.2 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

***** UA ORGANIZING DUES \$0.10

***** PRE-APPRENTICE WAGES ARE TO BE 130% OF STATE MINIMUM WAGE PLUS \$0.01

Revised 07/15/2026

Randy Loda
7/15/26

Randy Loda
8/3/26

SHIFT-PAY
KERN, INYO & MONO COUNTIES
MASTER AGREEMENT
WAGES AND FRINGE BENEFITS

September 1, 2026 - August 31, 2027

CLASS	WAGE	APPR DAY SCHOOL	* V & H	*** DUES DED'T	***** UA ORG	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE
Journeyman	70.47	0.00	3.55	(1.95)	(0.10)	\$74.02	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$103.41
****Industrial Welder	77.52	0.00	3.55	(1.95)	(0.10)	\$81.07	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$110.46
Foreman	81.04	0.00	3.86	(1.95)	(0.10)	\$84.90	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$114.29
General Foreman	88.09	0.00	4.06	(1.95)	(0.10)	\$92.15	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$121.54
*****Pre-Apprentice	25.28	0.00	0.00	(1.95)	(0.10)	\$25.28	0.00	0.00	0.38	0.10	0.00	2.11	0.83	0.40	0.38	\$4.20	\$29.48
First Year	31.71	1.00	2.06	(1.45)	(0.10)	\$34.77	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	\$4.32	\$39.09
Second Year	35.24	1.00	2.36	(1.95)	(0.10)	\$38.60	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	\$15.06	\$53.66
Third Year	42.28	1.00	2.66	(1.95)	(0.10)	\$45.94	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	\$22.72	\$68.66
Fourth Year	49.34	1.00	2.95	(1.95)	(0.10)	\$53.29	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	\$23.15	\$76.44
Fifth Year	56.38	1.00	3.25	(1.95)	(0.10)	\$60.63	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	\$23.61	\$84.24

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	77.47	0.00	3.55	(1.95)	(0.10)	\$81.02	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$110.41
****Industrial Welder	84.52	0.00	3.55	(1.95)	(0.10)	\$88.07	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$117.46
Foreman	88.04	0.00	3.86	(1.95)	(0.10)	\$91.90	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$121.29
General Foreman	95.09	0.00	4.06	(1.95)	(0.10)	\$99.15	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$128.54
First Year	38.71	1.00	2.06	(1.45)	(0.10)	\$41.77	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	\$4.32	\$46.09
Second Year	42.24	1.00	2.36	(1.95)	(0.10)	\$45.60	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	\$15.06	\$60.66
Third Year	49.28	1.00	2.66	(1.95)	(0.10)	\$52.94	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	\$22.72	\$75.66
Fourth Year	56.34	1.00	2.95	(1.95)	(0.10)	\$60.29	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	\$23.15	\$83.44
Fifth Year	63.38	1.00	3.25	(1.95)	(0.10)	\$67.63	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	\$23.61	\$91.24

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	80.97	0.00	3.55	(1.95)	(0.10)	\$84.52	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$113.91
****Industrial Welder	88.02	0.00	3.55	(1.95)	(0.10)	\$91.57	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$120.96
Foreman	91.54	0.00	3.86	(1.95)	(0.10)	\$95.40	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$124.79
General Foreman	98.59	0.00	4.06	(1.95)	(0.10)	\$102.65	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	\$29.39	\$132.04
First Year	42.21	1.00	2.06	(1.45)	(0.10)	\$45.27	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	\$4.32	\$49.59
Second Year	45.74	1.00	2.36	(1.95)	(0.10)	\$49.10	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	\$15.06	\$64.16
Third Year	52.78	1.00	2.66	(1.95)	(0.10)	\$56.44	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	\$22.72	\$79.16
Fourth Year	59.84	1.00	2.95	(1.95)	(0.10)	\$63.79	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	\$23.15	\$86.94
Fifth Year	66.88	1.00	3.25	(1.95)	(0.10)	\$71.13	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	\$23.61	\$94.74

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Revised 07/15/2026

Randy Lobo
7/15/26

Ronell UA
8/3/26