

Wage and Benefit Schedule for Bakersfield  
(Kern, Inyo and Mono Counties Local 460)  
ARCA/MCA and District Council 16  
Service Master Labor Agreement  
January 1, 2026 - August 30, 2026

DC16



ARCA/MCA



Classification	Wage	PTO	Total Taxable	H&W	Pension	Natl. Pension	JJATC	A&J	Natl. Train	PIPE	Ret. X-mas	ARCA/MCA	(Dues*)	Total	
J Journeyman	\$50.32	\$3.25	\$53.57	\$9.36	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.85	\$0.90	\$0.38	(\$1.95)	\$80.29	
Foreman (115%)	\$57.87	\$3.25	\$61.12	\$9.36	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.85	\$0.90	\$0.38	(\$1.95)	\$87.84	
General Foreman (125%)	\$62.90	\$3.25	\$66.15	\$9.36	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.85	\$0.90	\$0.38	(\$1.95)	\$92.87	
<b>Apprentice categories (one year each)</b>															
Apprentice 1 (50%) (***)	\$25.16	\$1.63	\$26.79	\$9.86	\$0.00	\$0.38	\$1.30	\$0.38	\$0.10	\$0.43	\$0.00	\$0.38	(\$1.45)	\$39.62	
Apprentice 2 (60%) (***)	\$30.19	\$1.95	\$32.14	\$9.86	\$0.00	\$0.38	\$1.30	\$0.38	\$0.10	\$0.64	\$0.00	\$0.38	(\$1.95)	\$45.18	
Apprentice 3 (70%)	\$35.22	\$2.28	\$37.50	\$9.36	\$5.23	\$0.90	\$1.30	\$0.38	\$0.10	\$0.64	\$0.59	\$0.38	(\$1.95)	\$56.38	
Apprentice 4 (80%)	\$40.26	\$2.60	\$42.86	\$9.36	\$5.75	\$0.90	\$1.30	\$0.38	\$0.10	\$0.64	\$0.63	\$0.38	(\$1.95)	\$62.30	
Apprentice 5 (90%)	\$45.29	\$2.93	\$48.22	\$9.36	\$6.27	\$0.90	\$1.30	\$0.38	\$0.10	\$0.64	\$0.68	\$0.38	(\$1.95)	\$68.23	
Mechanical Equipment Serviceman (MES) (**)(***)	50% - 80%	\$1.63		\$9.86	\$0.00	\$0.90	\$1.30	\$0.38	\$0.10	\$0.64	\$0.00	\$0.38	(\$1.95)		
Tradesman (**)(***) (****)		\$21.98	\$1.63		\$9.86	\$0.00	\$0.38	\$1.30	\$0.38	\$0.10	\$0.43	\$0.00	\$0.38	(\$1.95)	
(*) 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: 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: 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 # 40729															
2026 0112 Bakersfield Wage Schedule															



1/12/26