

(DISTRICT COUNCIL 16 WIDE)
 MARKET RECOVERY
 WAGES AND FRINGE BENEFITS

January 1, 2026 - August 31, 2026

| CLASS | WAGE | 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 | 49.31 | 1.72 | (1.85) | (0.10) | 51.03 | 9.36 | 9.56 | 1.50 | 0.10 | 0.90 | 2.27 | 0.80 | 0.40 | 0.38 | 25.27 | \$76.30 |
| Foreman | 58.28 | 1.72 | (1.85) | (0.10) | 60.00 | 9.36 | 9.56 | 1.50 | 0.10 | 0.90 | 2.27 | 0.80 | 0.40 | 0.38 | 25.27 | \$85.27 |
| General Foreman | 64.11 | 1.72 | (1.85) | (0.10) | 65.83 | 9.36 | 9.56 | 1.50 | 0.10 | 0.90 | 2.27 | 0.80 | 0.40 | 0.38 | 25.27 | \$91.10 |
| * Pre-Apprentice | 21.98 | 0.00 | (1.85) | (0.10) | 21.98 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 2.06 | 0.78 | 0.40 | 0.38 | 4.10 | \$26.08 |
| First Year | 26.23 | 1.96 | (1.35) | (0.10) | 26.19 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 2.18 | 0.78 | 0.40 | 0.38 | 4.22 | \$32.41 |
| Second Year | 29.14 | 2.26 | (1.85) | (0.10) | 31.40 | 9.86 | 0.00 | 0.38 | 0.10 | 0.00 | 2.25 | 0.84 | 0.40 | 0.38 | 14.21 | \$45.61 |
| Third Year | 34.97 | 2.56 | (1.85) | (0.10) | 37.53 | 9.36 | 6.84 | 0.90 | 0.10 | 0.74 | 2.26 | 0.84 | 0.40 | 0.38 | 21.82 | \$59.35 |
| Fourth Year | 40.80 | 2.85 | (1.85) | (0.10) | 43.65 | 9.36 | 7.17 | 0.90 | 0.10 | 0.79 | 2.31 | 0.84 | 0.40 | 0.38 | 22.25 | \$65.90 |
| Fifth Year | 46.62 | 3.15 | (1.85) | (0.10) | 49.77 | 9.36 | 7.54 | 0.90 | 0.10 | 0.85 | 2.34 | 0.84 | 0.40 | 0.38 | 22.71 | \$72.48 |

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"

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

** PIPE ALLOCATIONS \$0.10 P911, \$0.15 PTRN, \$0.05 PTRN2 AND BALANCE OF CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.70 FOR FIRST YEAR APPRENTICES AND \$1.20 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** UA ORGANIZING DUES \$0.10

THIS WAGE SHEET IS NOT TO BE USED FOR PREVAILING WAGE OR ANY P.L.A. / C.U.R.E. PROJECTS AND REQUIRES THE APPROVAL FROM THE LOCAL HAVING JURISDICTION OF THE PROJECT PRIOR TO IMPLEMENTATION

Revised 12/01/25

Randy [Signature] 12-12-25

Randy [Signature] 12/18/25