

**KERN, INYO & MONO COUNTIES
 MASTER AGREEMENT
 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	58.28	3.45	(1.85)	(0.10)	\$61.73	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$90.22
****Industrial Welder	64.11	3.45	(1.85)	(0.10)	\$67.56	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$96.05
Foreman	67.02	3.76	(1.85)	(0.10)	\$70.78	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$99.27
General Foreman	72.85	3.96	(1.85)	(0.10)	\$76.81	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$105.30
*****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)	\$28.19	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

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	65.28	3.45	(1.85)	(0.10)	\$68.73	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$97.22
****Industrial Welder	71.11	3.45	(1.85)	(0.10)	\$74.56	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$103.05
Foreman	74.02	3.76	(1.85)	(0.10)	\$77.78	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$106.27
General Foreman	79.85	3.96	(1.85)	(0.10)	\$83.81	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$112.30
First Year	33.23	1.96	(1.35)	(0.10)	\$35.19	0.00	0.00	0.38	0.10	0.00	2.18	0.78	0.40	0.38	\$4.22	\$39.41
Second Year	36.14	2.26	(1.85)	(0.10)	\$38.40	9.86	0.00	0.38	0.10	0.00	2.25	0.84	0.40	0.38	\$14.21	\$52.61
Third Year	41.97	2.56	(1.85)	(0.10)	\$44.53	9.36	6.84	0.90	0.10	0.74	2.26	0.84	0.40	0.38	\$21.82	\$66.35
Fourth Year	47.80	2.85	(1.85)	(0.10)	\$50.65	9.36	7.17	0.90	0.10	0.79	2.31	0.84	0.40	0.38	\$22.25	\$72.90
Fifth Year	53.62	3.15	(1.85)	(0.10)	\$56.77	9.36	7.54	0.90	0.10	0.85	2.34	0.84	0.40	0.38	\$22.71	\$79.48

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	68.78	3.45	(1.85)	(0.10)	\$72.23	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$100.72
****Industrial Welder	74.61	3.45	(1.85)	(0.10)	\$78.06	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$106.55
Foreman	77.52	3.76	(1.85)	(0.10)	\$81.28	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$109.77
General Foreman	83.35	3.96	(1.85)	(0.10)	\$87.31	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$115.80
First Year	36.73	1.96	(1.35)	(0.10)	\$38.69	0.00	0.00	0.38	0.10	0.00	2.18	0.78	0.40	0.38	\$4.22	\$42.91
Second Year	39.64	2.26	(1.85)	(0.10)	\$41.90	9.86	0.00	0.38	0.10	0.00	2.25	0.84	0.40	0.38	\$14.21	\$56.11
Third Year	45.47	2.56	(1.85)	(0.10)	\$48.03	9.36	6.84	0.90	0.10	0.74	2.26	0.84	0.40	0.38	\$21.82	\$69.85
Fourth Year	51.30	2.85	(1.85)	(0.10)	\$54.15	9.36	7.17	0.90	0.10	0.79	2.31	0.84	0.40	0.38	\$22.25	\$76.40
Fifth Year	57.12	3.15	(1.85)	(0.10)	\$60.27	9.36	7.54	0.90	0.10	0.85	2.34	0.84	0.40	0.38	\$22.71	\$82.98

* 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, \$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 AND UA ORGANIZING DUES \$0.10

**** REFERENCE D.3.6.1 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 12/01/25

Randy Cobb 12-12-25

Rand LTT 12/18/25

SHIFT-PAY
 KERN, INYO & MONO COUNTIES
 MASTER AGREEMENT
 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	67.02	3.45	(1.85)	(0.10)	\$70.47	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$98.96
****Industrial Welder	73.73	3.45	(1.85)	(0.10)	\$77.18	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$105.67
Foreman	77.07	3.76	(1.85)	(0.10)	\$80.83	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$109.32
General Foreman	83.78	3.96	(1.85)	(0.10)	\$87.74	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$116.23
*****Pre-Apprentice	25.28	0.00	(1.85)	(0.10)	\$25.28	0.00	0.00	0.38	0.10	0.00	2.06	0.78	0.40	0.38	\$4.10	\$29.38
First Year	30.16	1.96	(1.35)	(0.10)	\$32.12	0.00	0.00	0.38	0.10	0.00	2.18	0.78	0.40	0.38	\$4.22	\$36.34
Second Year	33.51	2.26	(1.85)	(0.10)	\$35.77	9.86	0.00	0.38	0.10	0.00	2.25	0.84	0.40	0.38	\$14.21	\$49.98
Third Year	40.21	2.56	(1.85)	(0.10)	\$42.77	9.36	6.84	0.90	0.10	0.74	2.26	0.84	0.40	0.38	\$21.82	\$64.59
Fourth Year	46.92	2.85	(1.85)	(0.10)	\$49.77	9.36	7.17	0.90	0.10	0.79	2.31	0.84	0.40	0.38	\$22.25	\$72.02
Fifth Year	53.62	3.15	(1.85)	(0.10)	\$56.77	9.36	7.54	0.90	0.10	0.85	2.34	0.84	0.40	0.38	\$22.71	\$79.48

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	74.02	3.45	(1.85)	(0.10)	\$77.47	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$105.96
****Industrial Welder	80.73	3.45	(1.85)	(0.10)	\$84.18	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$112.67
Foreman	84.07	3.76	(1.85)	(0.10)	\$87.83	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$116.32
General Foreman	90.78	3.96	(1.85)	(0.10)	\$94.74	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$123.23
First Year	37.16	1.96	(1.35)	(0.10)	\$39.12	0.00	0.00	0.38	0.10	0.00	2.18	0.78	0.40	0.38	\$4.22	\$43.34
Second Year	40.51	2.26	(1.85)	(0.10)	\$42.77	9.86	0.00	0.38	0.10	0.00	2.25	0.84	0.40	0.38	\$14.21	\$56.98
Third Year	47.21	2.56	(1.85)	(0.10)	\$49.77	9.36	6.84	0.90	0.10	0.74	2.26	0.84	0.40	0.38	\$21.82	\$71.59
Fourth Year	53.92	2.85	(1.85)	(0.10)	\$56.77	9.36	7.17	0.90	0.10	0.79	2.31	0.84	0.40	0.38	\$22.25	\$79.02
Fifth Year	60.62	3.15	(1.85)	(0.10)	\$63.77	9.36	7.54	0.90	0.10	0.85	2.34	0.84	0.40	0.38	\$22.71	\$86.48

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	77.52	3.45	(1.85)	(0.10)	\$80.97	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$109.46
****Industrial Welder	84.23	3.45	(1.85)	(0.10)	\$87.68	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$116.17
Foreman	87.57	3.76	(1.85)	(0.10)	\$91.33	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$119.82
General Foreman	94.28	3.96	(1.85)	(0.10)	\$98.24	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.38	\$28.49	\$126.73
First Year	40.66	1.96	(1.35)	(0.10)	\$42.62	0.00	0.00	0.38	0.10	0.00	2.18	0.78	0.40	0.38	\$4.22	\$46.84
Second Year	44.01	2.26	(1.85)	(0.10)	\$46.27	9.86	0.00	0.38	0.10	0.00	2.25	0.84	0.40	0.38	\$14.21	\$60.48
Third Year	50.71	2.56	(1.85)	(0.10)	\$53.27	9.36	6.84	0.90	0.10	0.74	2.26	0.84	0.40	0.38	\$21.82	\$75.09
Fourth Year	57.42	2.85	(1.85)	(0.10)	\$60.27	9.36	7.17	0.90	0.10	0.79	2.31	0.84	0.40	0.38	\$22.25	\$82.52
Fifth Year	64.12	3.15	(1.85)	(0.10)	\$67.27	9.36	7.54	0.90	0.10	0.85	2.34	0.84	0.40	0.38	\$22.71	\$89.98

* 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, \$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 AND UA ORGANIZING DUES \$0.10

**** REFERENCE D.3.6.1 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 12/01/25

Randy Coble 12-12-25

Rand Otto 12/18/25