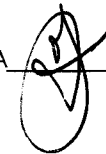


Wage and Benefit Schedule for San Bernardino and Riverside Counties
 ARCA/MCA and District Council 16
 Service Master Labor Agreement
 August 31, 2009 - August 31, 2010

DC 16 

ARCA/MCA 

Classification	Base Wage	Vacation	Taxable Wage	(*Dues)	Health Plan	Pension	JJATC	A&J	Natl Train	P.I.P.E.	ARCA/MCA	Total
Journeyman (100%)	\$33.01	\$2.25	\$35.26	(0.59)	\$5.73	\$5.00	\$0.19	\$0.10	\$0.10	\$0.25	\$0.26	\$46.89
Foreman (110%)	\$36.54	\$2.25	\$38.79	(0.59)	\$5.73	\$5.00	\$0.19	\$0.10	\$0.10	\$0.25	\$0.26	\$50.42
General Foreman (120%)	\$40.06	\$2.25	\$42.31	(0.59)	\$5.73	\$5.00	\$0.19	\$0.10	\$0.10	\$0.25	\$0.26	\$53.94
Apprentice categories (one year each)												
Apprentice 1 (50%)	\$16.51	\$1.13	\$17.64	(0.59)	\$5.73	\$2.50	\$0.19	\$0.10	\$0.10	\$0.13	\$0.26	\$26.65
Apprentice 2 (60%)	\$19.81	\$1.35	\$21.16	(0.59)	\$5.73	\$3.00	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	\$30.73
Apprentice 3 (70%)	\$23.11	\$1.58	\$24.69	(0.59)	\$5.73	\$3.50	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	\$34.76
Apprentice 4 (80%)	\$26.41	\$1.80	\$28.21	(0.59)	\$5.73	\$4.00	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	\$38.78
Apprentice 5 (90%)	\$29.71	\$2.03	\$31.74	(0.59)	\$5.73	\$4.50	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	\$42.81
Mechanical Equipment Serviceman (MES)	50% - 80%	\$1.80		(0.59)	\$5.73	\$4.00	\$0.19	\$0.10	\$0.10	\$0.19	\$0.26	
Tradesman***	\$10.00 minimum	\$0.00		(0.59)	\$5.73	\$0.00	\$0.19	\$0.10	\$0.10	\$0.13	\$0.26	
NOTE: *** The Health Plan hourly contribution for a Tradesman becomes effective after a six month period of employment.												
NOTE: The Foreman and General Foreman classification Base Wage is calculated by multiplying the Journeyman Taxable Wage by the classification percentage, and deducting the Vacation. (Journeyman Taxable Wage multiplied by the classification percentage less the Vacation equals the Base Wage)												
NOTE: The Apprentice classification Base Wage, Pension and Vacation rates will be the Apprentice percentage of the journeyman rate.												
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 (\$0.59) for all classifications will be sent from the Joint Depository directly to District Council 16.												
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.26 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.												

