

MASTER AGREEMENT

WAGES AND FRINGE BENEFITS

July 1, 2017- August 31, 2018

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	46.03	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$72.19
**** Industrial Welder	50.63	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$76.79
Foreman	52.93	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$79.40
General Foreman	57.54	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$84.21
Pre-Apprentice	17.26	{1.70}	0.00	0.00	0.00	0.38	0.10	0.00	0.91	0.48	0.35	0.35	\$19.83
First Year	20.71	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$25.16
Second Year	23.02	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$36.06
Third Year	27.62	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$46.22
Fourth Year	32.22	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$51.54
Fifth Year	36.82	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$56.90

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.

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** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTIONS TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.55 FOR FIRST YEAR APPRENTICES AND \$1.05 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised July 27, 2017

R. Coe 7/27/17
Pauline 8/1/17

WAGES AND FRINGE BENEFITS
 MASTER AGREEMENT
 July 1, 2017 - August 31, 2018

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	46.03	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$72.19
Industrial Welder ****	50.63	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$76.79
Foreman	52.93	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$79.40
General Foreman	57.54	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$84.21
Pre-Apprentice	17.26	{1.70}	0.00	0.00	0.00	0.38	0.10	0.00	0.91	0.48	0.35	0.35	\$19.83
First Year	20.71	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$25.16
Second Year	23.02	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$36.06
Third Year	27.62	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$46.22
Fourth Year	32.22	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$51.54
Fifth Year	36.82	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$56.90

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	50.53	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$76.69
Industrial Welder ****	55.13	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$81.29
Foreman	57.43	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$83.90
General Foreman	62.04	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$88.71
First Year	25.21	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$29.66
Second Year	27.52	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$40.56
Third Year	32.12	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$50.72
Fourth Year	36.72	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$56.04
Fifth Year	41.32	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$61.40

ZONE-PAY II

29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo,
 Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	53.03	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$79.19
Industrial Welder ****	57.63	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$83.79
Foreman	59.93	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$86.40
General Foreman	64.54	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$91.21
First Year	27.71	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$32.16
Second Year	30.02	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$43.06
Third Year	34.62	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$53.22
Fourth Year	39.22	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$58.54
Fifth Year	43.82	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$63.90

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	56.53	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$82.69
Industrial Welder ****	61.13	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$87.29
Foreman	63.43	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$89.90
General Foreman	68.04	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$94.71
First Year	31.21	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$35.66
Second Year	33.52	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$46.56
Third Year	38.12	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$56.72
Fourth Year	42.72	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$62.04
Fifth Year	47.32	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$67.40

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Revised June 13, 2017

R. Obo 6/13/17 *J 6/26/17*

SHIFT-PAY

**WAGES AND FRINGE BENEFITS
 MASTER AGREEMENT
 July 1, 2017 - August 31, 2018**

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Journeyman	52.93	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$79.09
Industrial Welder ****	58.23	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$84.39
Foreman	60.87	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$87.34
General Foreman	66.17	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$92.84
Pre-Apprentice	19.85	{1.70}	0.00	0.00	0.00	0.38	0.10	0.00	0.91	0.48	0.35	0.35	\$22.42
First Year	23.82	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$28.27
Second Year	26.47	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$39.51
Third Year	31.76	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$50.36
Fourth Year	37.05	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$56.37
Fifth Year	42.35	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$62.43

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	57.43	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$83.59
Industrial Welder ****	62.73	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$88.89
Foreman	65.37	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$91.84
General Foreman	70.67	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$97.34
First Year	28.32	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$32.77
Second Year	30.97	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$44.01
Third Year	36.26	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$54.86
Fourth Year	41.55	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$60.87
Fifth Year	46.85	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$66.93

ZONE-PAY II

29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo,
 Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	59.93	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$86.09
Industrial Welder ****	65.23	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$91.39
Foreman	67.87	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$94.34
General Foreman	73.17	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$99.84
First Year	30.82	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$35.27
Second Year	33.47	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$46.51
Third Year	38.76	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$57.36
Fourth Year	44.05	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$63.37
Fifth Year	49.35	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$69.43

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	63.43	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$89.59
Industrial Welder ****	68.73	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$94.89
Foreman	71.37	{1.70}	7.75	8.16	3.56	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$97.84
General Foreman	76.67	{1.70}	7.75	8.16	3.76	3.00	0.10	0.75	1.85	0.60	0.35	0.35	\$103.34
First Year	34.32	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.35	\$38.77
Second Year	36.97	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.35	\$50.01
Third Year	42.26	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.35	\$60.86
Fourth Year	47.55	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.35	\$66.87
Fifth Year	52.85	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.35	\$72.93

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Revised June 13, 2017

R. [Signature] 6/13/17 *[Signature] 6/26/17*