

**KERN, INYO AND MONO COUNTIES
WAGES AND FRINGE BENEFITS
MASTER AGREEMENT**

July 1, 2016 - June 30, 2017

| 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 | 41.53 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$67.12 |
| Industrial Welder **** | 45.68 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$71.27 |
| Foreman | 47.76 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$73.35 |
| General Foreman | 51.91 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$77.50 |
| Pre-Apprentice | 15.57 | {1.60} | 0.00 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 0.81 | 0.43 | 0.25 | 0.35 | \$17.89 |
| First Year | 18.69 | {1.10} | 0.00 | 0.00 | 1.54 | 0.38 | 0.10 | 0.00 | 0.93 | 0.43 | 0.25 | 0.35 | \$22.67 |
| Second Year | 20.77 | {1.60} | 0.00 | 8.16 | 1.84 | 0.38 | 0.10 | 0.00 | 1.00 | 0.49 | 0.25 | 0.35 | \$33.34 |
| Third Year | 24.92 | {1.60} | 4.04 | 8.16 | 2.14 | 0.90 | 0.10 | 0.59 | 1.01 | 0.49 | 0.25 | 0.35 | \$42.95 |
| Fourth Year | 29.07 | {1.60} | 4.37 | 8.16 | 2.43 | 0.90 | 0.10 | 0.64 | 1.06 | 0.49 | 0.25 | 0.35 | \$47.82 |
| Fifth Year | 33.22 | {1.60} | 4.74 | 8.16 | 2.73 | 0.90 | 0.10 | 0.70 | 1.09 | 0.49 | 0.25 | 0.35 | \$52.73 |

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

| | | | | | | | | | | | | | |
|------------------------|-------|--------|------|------|------|------|------|------|------|------|------|------|---------|
| Journeyman | 48.53 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$74.12 |
| Industrial Welder **** | 52.68 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$78.27 |
| Foreman | 54.76 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$80.35 |
| General Foreman | 58.91 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$84.50 |
| First Year | 25.69 | {1.10} | 0.00 | 0.00 | 1.54 | 0.38 | 0.10 | 0.00 | 0.93 | 0.43 | 0.25 | 0.35 | \$29.67 |
| Second Year | 27.77 | {1.60} | 0.00 | 8.16 | 1.84 | 0.38 | 0.10 | 0.00 | 1.00 | 0.49 | 0.25 | 0.35 | \$40.34 |
| Third Year | 31.92 | {1.60} | 4.04 | 8.16 | 2.14 | 0.90 | 0.10 | 0.59 | 1.01 | 0.49 | 0.25 | 0.35 | \$49.95 |
| Fourth Year | 36.07 | {1.60} | 4.37 | 8.16 | 2.43 | 0.90 | 0.10 | 0.64 | 1.06 | 0.49 | 0.25 | 0.35 | \$54.82 |
| Fifth Year | 40.22 | {1.60} | 4.74 | 8.16 | 2.73 | 0.90 | 0.10 | 0.70 | 1.09 | 0.49 | 0.25 | 0.35 | \$59.73 |

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

| | | | | | | | | | | | | | |
|------------------------|-------|--------|------|------|------|------|------|------|------|------|------|------|---------|
| Journeyman | 52.03 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$77.62 |
| Industrial Welder **** | 56.18 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$81.77 |
| Foreman | 58.26 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$83.85 |
| General Foreman | 62.41 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$88.00 |
| First Year | 29.19 | {1.10} | 0.00 | 0.00 | 1.54 | 0.38 | 0.10 | 0.00 | 0.93 | 0.43 | 0.25 | 0.35 | \$33.17 |
| Second Year | 31.27 | {1.60} | 0.00 | 8.16 | 1.84 | 0.38 | 0.10 | 0.00 | 1.00 | 0.49 | 0.25 | 0.35 | \$43.84 |
| Third Year | 35.42 | {1.60} | 4.04 | 8.16 | 2.14 | 0.90 | 0.10 | 0.59 | 1.01 | 0.49 | 0.25 | 0.35 | \$53.45 |
| Fourth Year | 39.57 | {1.60} | 4.37 | 8.16 | 2.43 | 0.90 | 0.10 | 0.64 | 1.06 | 0.49 | 0.25 | 0.35 | \$58.32 |
| Fifth Year | 43.72 | {1.60} | 4.74 | 8.16 | 2.73 | 0.90 | 0.10 | 0.70 | 1.09 | 0.49 | 0.25 | 0.35 | \$63.23 |

V&H CONTRIBUTIONS ON ALL OVERTIME IS 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.

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

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

Revised May 19, 2016

R. Colon 6/19/16 *Paulo 6/14/16*

SHIFT-PAY

AGREEMENT NO. 51718

ARCA / INDEPENDENT

July 1, 2016

KERN, INYO AND MONO COUNTIES

WAGES AND FRINGE BENEFITS

MASTER AGREEMENT

July 1, 2016 - June 30, 2017

| 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 | 47.76 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$73.35 |
| Industrial Welder **** | 52.54 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$78.13 |
| Foreman | 54.92 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$80.51 |
| General Foreman | 59.70 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$85.29 |
| Pre-Apprentice | 17.91 | {1.60} | 0.00 | 0.00 | 0.00 | 0.38 | 0.10 | 0.00 | 0.81 | 0.43 | 0.25 | 0.35 | \$20.23 |
| First Year | 21.49 | {1.10} | 0.00 | 0.00 | 1.54 | 0.38 | 0.10 | 0.00 | 0.93 | 0.43 | 0.25 | 0.35 | \$25.47 |
| Second Year | 23.88 | {1.60} | 0.00 | 8.16 | 1.84 | 0.38 | 0.10 | 0.00 | 1.00 | 0.49 | 0.25 | 0.35 | \$36.45 |
| Third Year | 28.66 | {1.60} | 4.04 | 8.16 | 2.14 | 0.90 | 0.10 | 0.59 | 1.01 | 0.49 | 0.25 | 0.35 | \$46.69 |
| Fourth Year | 33.43 | {1.60} | 4.37 | 8.16 | 2.43 | 0.90 | 0.10 | 0.64 | 1.06 | 0.49 | 0.25 | 0.35 | \$52.18 |
| Fifth Year | 38.21 | {1.60} | 4.74 | 8.16 | 2.73 | 0.90 | 0.10 | 0.70 | 1.09 | 0.49 | 0.25 | 0.35 | \$57.72 |

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

| | | | | | | | | | | | | | |
|------------------------|-------|--------|------|------|------|------|------|------|------|------|------|------|---------|
| Journeyman | 54.76 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$80.35 |
| Industrial Welder **** | 59.54 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$85.13 |
| Foreman | 61.92 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$87.51 |
| General Foreman | 66.70 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$92.29 |
| First Year | 28.49 | {1.10} | 0.00 | 0.00 | 1.54 | 0.38 | 0.10 | 0.00 | 0.93 | 0.43 | 0.25 | 0.35 | \$32.47 |
| Second Year | 30.88 | {1.60} | 0.00 | 8.16 | 1.84 | 0.38 | 0.10 | 0.00 | 1.00 | 0.49 | 0.25 | 0.35 | \$43.45 |
| Third Year | 35.66 | {1.60} | 4.04 | 8.16 | 2.14 | 0.90 | 0.10 | 0.59 | 1.01 | 0.49 | 0.25 | 0.35 | \$53.69 |
| Fourth Year | 40.43 | {1.60} | 4.37 | 8.16 | 2.43 | 0.90 | 0.10 | 0.64 | 1.06 | 0.49 | 0.25 | 0.35 | \$59.18 |
| Fifth Year | 45.21 | {1.60} | 4.74 | 8.16 | 2.73 | 0.90 | 0.10 | 0.70 | 1.09 | 0.49 | 0.25 | 0.35 | \$64.72 |

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

| | | | | | | | | | | | | | |
|------------------------|-------|--------|------|------|------|------|------|------|------|------|------|------|---------|
| Journeyman | 58.26 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$83.85 |
| Industrial Welder **** | 63.04 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$88.63 |
| Foreman | 65.42 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$91.01 |
| General Foreman | 70.20 | {1.60} | 7.65 | 8.16 | 3.03 | 3.00 | 0.10 | 0.75 | 1.75 | 0.55 | 0.25 | 0.35 | \$95.79 |
| First Year | 31.99 | {1.10} | 0.00 | 0.00 | 1.54 | 0.38 | 0.10 | 0.00 | 0.93 | 0.43 | 0.25 | 0.35 | \$35.97 |
| Second Year | 34.38 | {1.60} | 0.00 | 8.16 | 1.84 | 0.38 | 0.10 | 0.00 | 1.00 | 0.49 | 0.25 | 0.35 | \$46.95 |
| Third Year | 39.16 | {1.60} | 4.04 | 8.16 | 2.14 | 0.90 | 0.10 | 0.59 | 1.01 | 0.49 | 0.25 | 0.35 | \$57.19 |
| Fourth Year | 43.93 | {1.60} | 4.37 | 8.16 | 2.43 | 0.90 | 0.10 | 0.64 | 1.06 | 0.49 | 0.25 | 0.35 | \$62.68 |
| Fifth Year | 48.71 | {1.60} | 4.74 | 8.16 | 2.73 | 0.90 | 0.10 | 0.70 | 1.09 | 0.49 | 0.25 | 0.35 | \$68.22 |

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Revised May 19, 2016

R. Ellis 6/19/16 *Andrew 6/14/16*