

WAGES AND FRINGE BENEFITS

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	44.16	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$69.75
**** Industrial Welder	48.58	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$74.17
Foreman	50.78	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$76.68
General Foreman	55.20	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$81.30
Pre-Apprentice	16.56	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.81	0.43	0.25	0.35	\$18.88
First Year	19.87	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$23.85
Second Year	22.08	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$34.65
Third Year	26.50	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$44.53
Fourth Year	30.91	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$49.66
Fifth Year	35.33	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$54.84

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.

** 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 June 4, 2016

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

WAGES AND FRINGE BENEFITS

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	44.16	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$69.75
Industrial Welder ****	48.58	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$74.17
Foreman	50.78	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$76.68
General Foreman	55.20	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$81.30
Pre-Apprentice	16.56	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.81	0.43	0.25	0.35	\$18.88
First Year	19.87	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$23.85
Second Year	22.08	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$34.65
Third Year	26.50	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$44.53
Fourth Year	30.91	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$49.66
Fifth Year	35.33	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$54.84

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	48.66	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$74.25
Industrial Welder ****	53.08	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$78.67
Foreman	55.28	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$81.18
General Foreman	59.70	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$85.80
First Year	24.37	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$28.35
Second Year	26.58	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$39.15
Third Year	31.00	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$49.03
Fourth Year	35.41	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$54.16
Fifth Year	39.83	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$59.34

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	51.16	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$76.75
Industrial Welder ****	55.58	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$81.17
Foreman	57.78	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$83.68
General Foreman	62.20	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$88.30
First Year	26.87	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$30.85
Second Year	29.08	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$41.65
Third Year	33.50	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$51.53
Fourth Year	37.91	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$56.66
Fifth Year	42.33	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$61.84

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	54.66	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$80.25
Industrial Welder ****	59.08	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$84.67
Foreman	61.28	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$87.18
General Foreman	65.70	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$91.80
First Year	30.37	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$34.35
Second Year	32.58	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$45.15
Third Year	37.00	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$55.03
Fourth Year	41.41	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$60.16
Fifth Year	45.83	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$65.34

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 June 4, 2016

PP. 6/10/16 *Daniel 6/14/16*

SHIFT-PAY

WAGES AND FRINGE BENEFITS

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	50.78	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$76.37
Industrial Welder ****	55.86	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$81.45
Foreman	58.40	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$84.30
General Foreman	63.48	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$89.58
Pre-Apprentice	19.04	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.81	0.43	0.25	0.35	\$21.36
First Year	22.85	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$26.83
Second Year	25.39	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$36.96
Third Year	30.47	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$48.50
Fourth Year	35.55	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$54.30
Fifth Year	40.63	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$60.14

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	55.28	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$80.87
Industrial Welder ****	60.36	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$85.95
Foreman	62.90	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$88.80
General Foreman	67.98	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$94.08
First Year	27.35	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$31.33
Second Year	29.89	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$41.46
Third Year	34.97	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$53.00
Fourth Year	40.05	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$58.80
Fifth Year	45.13	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$64.64

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	57.78	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$83.37
Industrial Welder ****	62.86	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$88.45
Foreman	65.40	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$91.30
General Foreman	70.48	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$96.58
First Year	29.85	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$33.83
Second Year	32.39	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$43.96
Third Year	37.47	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$55.50
Fourth Year	42.55	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$61.30
Fifth Year	47.63	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$67.14

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	61.28	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$86.87
Industrial Welder ****	66.36	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$91.95
Foreman	68.90	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$94.80
General Foreman	73.98	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.35	\$100.08
First Year	33.35	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.35	\$37.33
Second Year	35.89	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.35	\$47.46
Third Year	40.97	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.35	\$59.00
Fourth Year	46.05	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.35	\$64.80
Fifth Year	51.13	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.35	\$70.64

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 June 4, 2016

R. [Signature] 6/19/16 [Signature] 6/14/16