



**Market Wage and Benefit Schedule Los Angeles/Orange Counties
ARCA/MCA and District Council 16
Service Master Labor Agreement**

DC 16 
ARCA/MCA 

September 5, 2016 - September 3, 2017

Classification	Wage	PTO	Total Taxable	H&W*	Pension	Natl.Pen.	401A**	Training	N. Trng	PIPE	ARCA/MCA	(Dues***)	Total
Journeyman	\$39.81	\$2.30	\$42.11	\$10.03	\$6.77	\$1.50	\$0.51	\$0.85	\$0.10	\$0.25	\$0.35	(2.20)	\$62.47
Foreman (115%)	\$45.78	\$2.64	\$48.42	\$10.03	\$6.77	\$1.50	\$0.51	\$0.85	\$0.10	\$0.25	\$0.35	(2.20)	\$68.78
General Foreman (125%)	\$49.76	\$2.86	\$52.62	\$10.03	\$6.77	\$1.50	\$0.51	\$0.85	\$0.10	\$0.25	\$0.35	(2.20)	\$72.98
Certified Journeyman	\$40.33	\$2.30	\$42.63	\$10.03	\$6.77	\$1.50	\$1.01	\$0.55	\$0.10	\$0.25	\$0.35	(2.20)	\$63.19
Certified Foreman (115%)	\$46.38	\$2.64	\$49.02	\$10.03	\$6.77	\$1.50	\$1.01	\$0.55	\$0.10	\$0.25	\$0.35	(2.20)	\$69.58
Certified General Foreman (125%)	\$50.41	\$2.86	\$53.27	\$10.03	\$6.77	\$1.50	\$1.01	\$0.55	\$0.10	\$0.25	\$0.35	(2.20)	\$73.83
Apprentice categories (one year each)													
Apprentice 1 (50%)	\$19.91	\$1.13	\$21.04	\$10.03	\$0.00	\$0.76	\$0.26	\$0.90	\$0.10	\$0.13	\$0.35	(1.55)	\$33.57
Apprentice 2 (60%)	\$23.89	\$1.35	\$25.24	\$10.03	\$0.00	\$0.76	\$0.51	\$0.90	\$0.10	\$0.19	\$0.35	(1.55)	\$38.08
Apprentice 3 (70%)	\$27.87	\$1.58	\$29.45	\$10.03	\$0.00	\$0.76	\$0.51	\$0.90	\$0.10	\$0.19	\$0.35	(1.55)	\$42.29
Apprentice 4 (80%)	\$31.85	\$1.80	\$33.65	\$10.03	\$0.00	\$0.76	\$0.76	\$0.90	\$0.10	\$0.19	\$0.35	(1.55)	\$46.74
Apprentice 5 (90%)	\$35.83	\$2.03	\$37.86	\$10.03	\$0.00	\$0.76	\$1.01	\$0.90	\$0.10	\$0.19	\$0.35	(1.55)	\$51.20
First Three Years as an MES (****):													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.03	\$1.89	\$0.76	\$0.00	\$0.50	\$0.10	\$0.19	\$0.35	(1.55)	
After Three Years as an MES:													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$10.03	\$2.58	\$1.13	\$0.00	\$0.50	\$0.10	\$0.19	\$0.35	(1.55)	
Tradesman (****)	\$12.00 min.	\$0.90		\$10.03	\$0.64	\$0.76	\$0.00	\$0.50	\$0.10	\$0.13	\$0.35	(1.55)	

(*) H&W rate includes \$.50 per hour as described in Section LA 4.01.D
(**) \$.01 of the 401-A Defined Contribution shall be used to pay the program administrative costs.
(***) 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. For classifications paying (\$2.20) Dues, such dues are comprised of District Council 16 dues check-off of (\$.95) and Union Local 250 Dues of (\$1.25). Classifications paying (\$1.55) Dues, such dues are District Council 16 dues check-off of (.95) and Union Local 250 Dues of (.60)
(****) Refer to 11.02-F for Probationary Period application

NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 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.

