Wage and Benefit Schedule for San Diego and Imperial Counties ARCA/MCA and District Council 16 Service Master Labor Agreement

DC16

September 5, 2016 - September 3, 2017

Journeyman (100%) \$34.25 \$4.17 \$38.42 \$0.60 \$2.63 \$0.10 \$0.55 \$0.83 \$0.31 \$7.65 \$8.16 \$0.75 \$0.35 \$(\$1.60) \$66.35 \$0.60 \$2.63 \$0.10 \$0.55 \$0.83 \$0.31 \$7.65 \$8.16 \$0.75 \$0.35 \$(\$1.60) \$66.35 \$0.60 \$60.35 \$0.60															$\overline{}$	
Apprentice 1 (50%)	Classification	Wage	PTO*	Total Taxable	401A	Natl. Pen.	Natl. Train	PIPE	JJATC	A&J	Pension	H&W	Ret. X-mas	ARCA/MCA	Dues**	Total
Apprentice 2 (60%)	Journeyman (100%)	\$34.25	\$4.17	\$38.42	\$0.60	\$2.63	\$0.10	\$0.55	\$0.83	\$0.31	\$7.65	\$8.16	\$0.75	\$0.35	(\$1.60)	\$60.35
Apprentice 2 (60%)	Apprentice 1 (50%)	\$17.13	\$1.96	\$19 09 ⁺	\$0.00 ⁺	\$0.27	\$0.10	\$0.28	\$0.82	\$0.30	\$0.00 ⁺	\$8.16 ⁺	\$0.00	\$0.35 ⁺	(\$1.10) [±]	\$29.37
Apprentice 3 (70%) \$23.98 \$27.5 \$32.673 \$0.00 \$0.66 \$0.10 \$0.41 \$0.82 \$0.30 \$2.68 \$8.16 \$0.65 \$0.35 \$(\$1.60) \$40.77 Apprentice 4 (80%) \$27.40 \$3.13 \$30.53 \$30.53 \$30.53 \$0.00 \$0.66 \$0.10 \$0.41 \$0.82 \$0.30 \$3.05 \$8.16 \$0.64 \$0.35 \$(\$1.60) \$45.03 Apprentice 5 (90%) \$30.83 \$33.53 \$34.36 \$0.00 \$0.66 \$0.10 \$0.41 \$0.82 \$0.30 \$3.44 \$8.86 \$0.64 \$0.35 \$(\$1.60) \$45.03 Apprentice 5 (90%) \$30.83 \$33.53 \$34.36 \$0.00 \$0.66 \$0.10 \$0.41 \$0.82 \$0.30 \$3.44 \$8.86 \$0.64 \$0.35 \$(\$1.60) \$49.28 Classification Wage PTO* Total Taxable 401A Natl. Pen. Natl. Train PIPE JJATC A&J ARCA/MCA Dues Total Optional II&W Mechanical Equipment Serviceman Mechanical Equipment Serviceman (MES) 50% 80% \$2.30 \$1.71 \$3.76 \$0.10 \$0.41 \$0.82 \$0.30 \$0.35 \$(\$1.60) \$8.16 Fradesman \$12.00 min. \$0.35 \$0.00 \$0.00 \$0.00 \$0.10 \$0.28 \$0.82 \$0.30 \$0.35 \$(\$1.60) \$8.16 NOTES: Paid Time Off (PTO) contribution is paid at time and one half on all overtime hours. (**) 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 (\$1.10) for First Year Apprentices and (\$1.60) for all other classifications by Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.45) plus (\$.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.95) plus (\$.65) Local Union Dues. All other classifications under this Agreement. That amount, which	Apprentice 2 (60%)	\$20.55	\$2.35	\$22.90 ⁺	\$0.00	\$0.27	\$0.10 [†]	\$0.41	\$0.82	\$0.30	+	\$8.16	\$0.00	\$0.35	+	\$33.31
Apprentice 4 (80%) \$27.40 \$3.13 \$3.05 \$30.00 \$0.66 \$0.10 \$0.41 \$0.82 \$0.30 \$3.06 \$8.16 \$0.64 \$0.35 \$(\$1.60) \$45.03 \$49.28 \$(\$1.60) \$45.03 \$(\$	Apprentice 3 (70%)	\$23.98	\$2.75	\$26.73 ⁺	\$0.00 ⁺	\$0.66	\$0.10	\$0.41	\$0.82	່ \$0.3ບ້	\$2.68	\$8.16	\$0.56	\$0.35 [†]	, -+	\$40.77
Apprentice 5 (90%) \$30.83 \$3.53 \$34.36 \$0.00 \$0.66 \$0.10 \$0.41 \$0.82 \$0.30 \$3.44 \$8.16 \$0.68 \$0.35 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$49.28 \$(\$1.60) \$40.41 \$	Apprentice 4 (80%)	\$27.40	\$3.13	\$30.53	\$0.00 [†]	\$0.66	* \$0.10	\$0.41	\$0.82	່ \$0.30 [†]	\$3.06 ⁺	\$8,16 [†]	\$0.64	\$0.35	<u> </u>	
Mechanical Equipment Serviceman (MES) 50% 80% \$2.30 \$1.71 \$33.76 \$0.10 \$0.41 \$0.82 \$0.30 \$0.35 (\$1.60) \$8.16 Tradesman \$12.00 min. \$0.35 \$0.00 \$0.00 \$0.00 \$0.10 \$0.28 \$0.82 \$0.30 \$0.35 (\$1.60) \$8.16 NOTES: * Paid Time Off (PTO) contribution is paid at time and one half on all overtime hours. **(**) 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 (\$1.10) for First Year Apprentices and (\$1.60) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.10) is comprised of District Council Dues Check-Off of (\$.45) plus (\$.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.95) plus (\$.65) Local Union Dues. NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which	Apprentice 5 (90%)	\$30.83	\$3.53 ₊	\$34.36	\$0.00	\$0.66	\$0.10	\$0.41	\$0.82	\$0.30		+		+ +	·	\$49.28
Mechanical Equipment Serviceman (MES) 50% 80% \$2.30 \$1.71 \$3.76 \$0.10 \$0.41 \$0.82 \$0.30 \$0.35 \$(\$1.60) \$8.16 \$ Fradesman \$12.00 min. \$0.35 \$0.00 \$0.00 \$0.00 \$0.10 \$0.28 \$0.82 \$0.30 \$0.35 \$(\$1.60) \$ NOTES: *Paid Time Off (PTO) contribution is paid at time and one half on all overtime hours. (**) 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 (\$1.10) for First Year Apprentices and (\$160) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.10) is comprised of District Council Dues Check-Off of (\$.45) plus (\$.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.95) plus (\$.65) Local Union Dues. NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which	Classification	Wage	† PTO* [†]	Total Taxable	401A +	Nati. Pen.	Nati. Train	PIPE	JJATC	A&J	ARCA/MCA	Dues +	Total	Optional H&W	+	
Mechanical Equipment Serviceman (MES) 50% 80% \$2.30 \$1.71 \$3.76 \$0.10 \$0.41 \$0.82 \$0.30 \$0.35 \$(\$1.60) \$8.16 \$ Fradesman \$12.00 min. \$0.35 \$0.00 \$0.00 \$0.00 \$0.10 \$0.28 \$0.82 \$0.30 \$0.35 \$(\$1.60) \$ NOTES: *Paid Time Off (PTO) contribution is paid at time and one half on all overtime hours. (**) 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 (\$1.10) for First Year Apprentices and (\$160) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.10) is comprised of District Council Dues Check-Off of (\$.45) plus (\$.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.95) plus (\$.65) Local Union Dues. NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which	Mechanical Fauinment Serviceman		+ +		+		+	4	+ +	+	+	+		+	+	-
NOTES: * Paid Time Off (PTO) contribution is paid at time and one half on all overtime hours. (**) 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 (\$1.10) for First Year Apprentices and (\$1 60) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.10) is comprised of District Council Dues Check-Off of (\$.45) plus (\$.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.95) plus (\$.65) Local Union Dues. NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which		50% - 80%	\$2.30 ⁺	+	\$1.71 ⁺	\$3.76	\$0.10 [†]	\$0.41	\$0.82	\$0.30 ₊	\$0.35	(\$1.60) ₊	-	\$8.16	+	
*Paid Time Off (PTO) contribution is paid at time and one half on all overtime hours. (**) 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 (\$1.10) for First Year Apprentices and (\$1 60) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.10) is comprised of District Council Dues Check-Off of (\$.45) plus (\$.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.95) plus (\$.65) Local Union Dues. NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which	Tradesman	\$12.00 min.	\$0.35	+	\$0.00 ⁺	\$0.00	\$0.10	\$0.28	\$0.82	\$0.30 [†]	\$0.35 ⁺	(\$1.60) ₊	-	\$8.16	+	-
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amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. Of those Dues, Administrative Dues of (\$1.10) for First Year Apprentices and (\$1 60) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.10) is comprised of District Council Dues Check-Off of (\$.45) plus (\$.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council Dues Check-Off of (\$.95) plus (\$.65) Local Union Dues. NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which		at time and o	ne half oʻ	n all overtime hours	s. +		+ +			+ + + +	+	+		+ +	+	
NOTE. The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which	amount which is included in the "Composit all other classifications will be sent from the Dues Check-Off of (\$.45) plus (\$.65) Local U	e Rate" is sen Joint Trust l	t to the Jo Depositor	oint Trust Depository of directly to Distric	ry. Of the t Council	ose Dues, Ad 16. First Yea	ministrative l or Apprentice	Dues of Dues o	(\$1.10) fo f (\$1.10)	or First is com <u>r</u>	Year Apprent prised of Distri	tices and (\$1 ct Council		+ + + + + + + +	÷	
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