
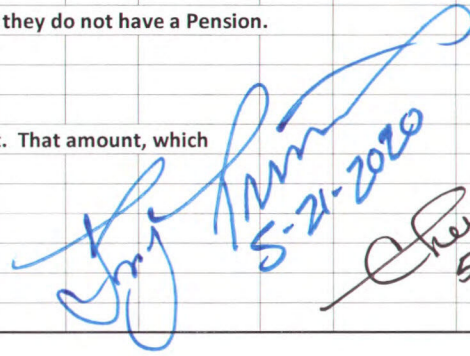
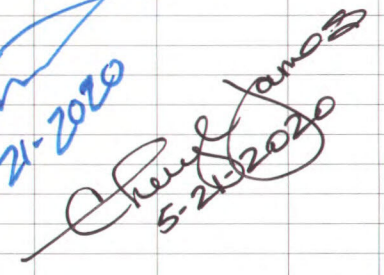


**Wage and Benefit Schedule for Bakersfield
(Kern, Inyo and Mono Counties Local 460)
ARCA/MCA and District Council 16
Service Master Labor Agreement
August 31, 2020 - August 29, 2021**

DC16 

ARCA/MCA 

Classification	Wage	PTO	Total Taxable	H&W	Pension	Natl. Pen.	JJATC	A&J	Natl. Train	PIPE	Ret. X-mas	ARCA/MCA	(Dues*)	Total
Journeyman	\$40.15	\$2.40	\$42.55	\$8.76	\$9.10	\$3.00	\$1.69	\$0.83	\$0.10	\$0.65	\$0.80	\$0.38	(\$1.85)	\$67.86
Foreman (115%)	\$46.17	\$2.40	\$48.57	\$8.76	\$9.10	\$3.00	\$1.69	\$0.83	\$0.10	\$0.65	\$0.80	\$0.38	(\$1.85)	\$73.88
General Foreman (125%)	\$50.19	\$2.40	\$52.59	\$8.76	\$9.10	\$3.00	\$1.69	\$0.83	\$0.10	\$0.65	\$0.80	\$0.38	(\$1.85)	\$77.90
Apprentice categories (one year each)														
Apprentice 1 (50%) (***)	\$20.08	\$1.20	\$21.28	\$9.26	\$0.00	\$0.38	\$0.24	\$0.15	\$0.10	\$0.33	\$0.00	\$0.38	(\$1.35)	\$32.12
Apprentice 2 (60%) (***)	\$24.09	\$1.44	\$25.53	\$9.26	\$0.00	\$0.38	\$0.34	\$0.18	\$0.10	\$0.49	\$0.00	\$0.38	(\$1.85)	\$36.66
Apprentice 3 (70%)	\$28.11	\$1.68	\$29.79	\$8.76	\$4.55	\$0.90	\$0.37	\$0.18	\$0.10	\$0.49	\$0.52	\$0.38	(\$1.85)	\$46.04
Apprentice 4 (80%)	\$32.12	\$1.92	\$34.04	\$8.76	\$5.01	\$0.90	\$0.44	\$0.22	\$0.10	\$0.49	\$0.56	\$0.38	(\$1.85)	\$50.90
Apprentice 5 (90%)	\$36.14	\$2.16	\$38.30	\$8.76	\$5.46	\$0.90	\$0.49	\$0.27	\$0.10	\$0.49	\$0.60	\$0.38	(\$1.85)	\$55.75
Mechanical Equipment Serviceman (MES) (**)(***)	50% - 80%	\$1.20		\$9.26	\$0.00	\$0.90	\$0.44	\$0.18	\$0.10	\$0.49	\$0.00	\$0.38	(\$1.85)	
Tradesman (**)(***)	minimum wage	\$1.20		\$9.26	\$0.00	\$0.38	\$0.05	\$0.00	\$0.10	\$0.33	\$0.00	\$0.38	(\$1.85)	
(**) Refer to 11.02-F for Probationary Period application														
(*) 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 (\$1.35) for First Year Apprentices and (\$1.85) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.35) is comprised of DC16 Dues Check-Off (\$1.10), Local Union Dues (\$.15) and United Association Organizing (\$.10) All other classification Dues of (\$1.85) are comprised of DC16 Check-Off (\$1.10), Local Union Dues (\$.65) and United Association Organizing (\$.10)														
(***) NOTE: Apprentice 1, Apprentice 2, MES & Tradesman H&W amount is \$.50 higher which goes into their HRA account because they do not have a Pension. All other classifications lowered their HRA and moved their \$.50 to Pension														
NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.38 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.														
Agreement # 40724 2020 0831 Bakersfield Wage Schedule														

 5-21-2020
 5-21-2020