

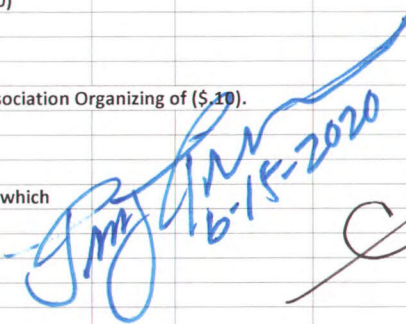
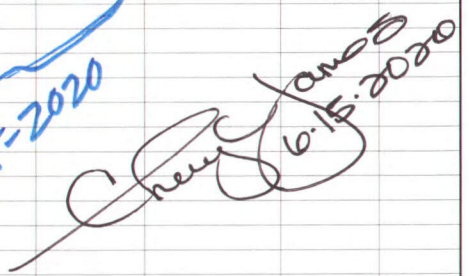
Wage and Benefit Schedule for Tri-Counties  
 (Local 114 / 403 / 484)  
 ARCA/MCA and District Council 16  
 Service Master Labor Agreement

DC 16 

ARCA/MCA 

August 31, 2020 - August 29, 2021

| Classification   | Wage      | PTO               | Total Taxable | Health Plan | Natl. Pension | 401-A  | JJATC  | A&J    | Natl Train | P.I.P.E. | ARCA/MCA | (Dues*) | Total   |
|--|-----------|-------------------|---------------|-------------|---------------|--------|--------|--------|------------|----------|----------|---------|---------|
| Journeyman   | \$40.46   | \$4.67            | \$45.13       | \$9.06      | \$3.55        | \$3.30 | \$0.84 | \$0.42 | \$0.10     | \$0.45   | \$0.38   | *       | \$63.23 |
| Apprentice categories (one year each)  |           |                   |               |             |               |        |        |        |            |          |          |         |         |
| Apprentice 1 (50%)   | \$20.23   | \$2.34            | \$22.57       | \$9.06      | \$0.36        | \$1.65 | \$0.84 | \$0.42 | \$0.10     | \$0.45   | \$0.38   | *       | \$35.83 |
| Apprentice 2 (60%)   | \$24.28   | \$2.80            | \$27.08       | \$9.06      | \$0.36        | \$1.98 | \$0.84 | \$0.42 | \$0.10     | \$0.45   | \$0.38   | *       | \$40.67 |
| Apprentice 3 (70%)   | \$28.32   | \$3.27            | \$31.59       | \$9.06      | \$0.89        | \$2.31 | \$0.84 | \$0.42 | \$0.10     | \$0.45   | \$0.38   | *       | \$46.04 |
| Apprentice 4 (80%)   | \$32.37   | \$3.74            | \$36.11       | \$9.06      | \$0.89        | \$2.64 | \$0.84 | \$0.42 | \$0.10     | \$0.45   | \$0.38   | *       | \$50.89 |
| Apprentice 5 (90%)   | \$36.41   | \$4.20            | \$40.61       | \$9.06      | \$0.89        | \$2.97 | \$0.84 | \$0.42 | \$0.10     | \$0.45   | \$0.38   | *       | \$55.72 |
| Mechanical Equipment Serviceman (MES) (**)   | 50% - 80% | 8% of<br>MES wage |               | \$9.06      | \$2.49        | \$3.30 | \$0.42 | \$0.21 | \$0.10     | \$0.45   | \$0.38   | *       |         |
| Tradesman (**) employers with 0-25 employees   | \$13.00   | \$0.37            |               | \$9.06      | \$0.53        | \$0.00 | \$0.42 | \$0.21 | \$0.10     | \$0.45   | \$0.38   | *       |         |
| Tradesman (**) employers with 26 or more employees   | \$14.00   | \$0.37            |               | \$9.06      | \$0.53        | \$0.00 | \$0.42 | \$0.21 | \$0.10     | \$0.45   | \$0.38   | *       |         |
| (**) Refer to 11.02-F for Probationary Period application  |           |                   |               |             |               |        |        |        |            |          |          |         |         |
| (**) Tradesman Wage comes from CA Labor Code SB3 (minimum wage)  |           |                   |               |             |               |        |        |        |            |          |          |         |         |
| (*) NOTE: Local Unions 403 and 484 Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages.<br>The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository.<br>All classification Dues (\$1.45) are comprised of DC16 Dues Check-Off of (\$1.10), Local Union Dues (\$0.25) and United Association Organizing of (\$0.10)<br>These Dues will be sent from the Joint Depository directly to District Council 16 |           |                   |               |             |               |        |        |        |            |          |          |         |         |
| (*) NOTE: Local Union 114 - All classification Dues (\$1.85) are comprised of DC 16 Dues Check-Off of (\$1.10), Local Union Dues (\$.65) and United Association Organizing of (\$0.10).<br>Local Union Dues will be sent from the Joint Depository directly to District Council 16.  |           |                   |               |             |               |        |        |        |            |          |          |         |         |
| 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 # 48T24  |           |                   |               |             |               |        |        |        |            |          |          |         |         |
| 2020 0831 Tri Counties Wage Schedule   |           |                   |               |             |               |        |        |        |            |          |          |         |         |

 6-15-2020  
 6-15-2020