

**Wage and Benefit Schedule for Bakersfield
(Kern, Inyo and Mono Counties Local 460)
ARCA/MCA and District Council 16
Service Master Labor Agreement
September 4, 2023 - August 31, 2024**

DC16

ARCA/MCA

Classification	Wage	PTO	Total Taxable	H&W	Pension	Natl. Pension	JJATC	A&J	Natl. Train	PIPE	Ret. X-mas	ARCA/MCA	(Dues*)	Total
Journeyman	\$44.54	\$3.25	\$47.79	\$9.26	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.80	\$0.85	\$0.38	(\$1.85)	\$74.31
Foreman (115%)	\$51.22	\$3.25	\$54.47	\$9.26	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.80	\$0.85	\$0.38	(\$1.85)	\$80.99
General Foreman (125%)	\$55.68	\$3.25	\$58.93	\$9.26	\$10.45	\$3.00	\$1.30	\$0.38	\$0.10	\$0.80	\$0.85	\$0.38	(\$1.85)	\$85.45
Apprentice categories (one year each)														
Apprentice 1 (50%) (***)	\$22.27	\$1.63	\$23.90	\$9.76	\$0.00	\$0.38	\$1.30	\$0.38	\$0.10	\$0.40	\$0.00	\$0.38	(\$1.35)	\$36.60
Apprentice 2 (60%) (***)	\$26.72	\$1.95	\$28.67	\$9.76	\$0.00	\$0.38	\$1.30	\$0.38	\$0.10	\$0.60	\$0.00	\$0.38	(\$1.85)	\$41.57
Apprentice 3 (70%)	\$31.18	\$2.28	\$33.46	\$9.26	\$5.23	\$0.90	\$1.30	\$0.38	\$0.10	\$0.60	\$0.55	\$0.38	(\$1.85)	\$52.16
Apprentice 4 (80%)	\$35.63	\$2.60	\$38.23	\$9.26	\$5.75	\$0.90	\$1.30	\$0.38	\$0.10	\$0.60	\$0.60	\$0.38	(\$1.85)	\$57.50
Apprentice 5 (90%)	\$40.09	\$2.93	\$43.02	\$9.26	\$6.27	\$0.90	\$1.30	\$0.38	\$0.10	\$0.60	\$0.64	\$0.38	(\$1.85)	\$62.85
Mechanical Equipment Serviceman (MES) (**)(***)	50% - 80%	\$1.63		\$9.76	\$0.00	\$0.90	\$1.30	\$0.38	\$0.10	\$0.60	\$0.00	\$0.38	(\$1.85)	
Tradesman (**)(***) minimum wage varies by City/County see CA Labor Code	minimum wage	\$1.63		\$9.76	\$0.00	\$0.38	\$1.30	\$0.38	\$0.10	\$0.40	\$0.00	\$0.38	(\$1.85)	
<p>(*) NOTE: Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages.</p> <p>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.</p> <p>First Year Apprentice Dues of (\$1.35) is comprised of DC16 Dues Check-Off (\$1.10), Local Union Dues (\$0.15) and United Association Organizing (\$0.10)</p> <p>All other classification Dues of (\$1.85) are comprised of DC16 Check-Off (\$1.10), Local Union Dues (\$0.65) and United Association Organizing (\$0.10)</p>														
<p>(**) Refer to 11.02-F for Probationary Period application</p>														
<p>(***) 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.</p> <p>All other classifications lowered their HRA and moved their \$.50 to Pension</p>														
<p>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.</p>														
<p>Agreement # 40724</p> <p>2023 0904 Bakersfield Wage Schedule</p>														

Cheryl Jones
7-17-2023

[Signature]
7-17-23