

**KERN, INYO & MONO COUNTIES  
 MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS**

**September 1, 2023 - August 31, 2024**

CLASS	WAGE	V & H	*** DUES DED'T	**** UA ORG	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE
Journeyman	53.78	3.40	(1.75)	(0.10)	57.18	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$85.22
Industrial Welder ****	59.16	3.40	(1.75)	(0.10)	62.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$90.60
Foreman	61.85	3.40	(1.75)	(0.10)	65.25	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$93.29
General Foreman	67.23	3.40	(1.75)	(0.10)	70.63	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$98.67
Pre-Apprentice	20.17	0.00	(1.75)	(0.10)	20.17	0.00	0.00	0.38	0.10	0.00	1.91	0.68	0.35	0.38	3.80	\$23.97
First Year	24.20	1.91	(1.25)	(0.10)	26.11	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.38	3.92	\$30.03
Second Year	26.89	2.21	(1.75)	(0.10)	29.10	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.38	13.81	\$42.91
Third Year	32.27	2.51	(1.75)	(0.10)	34.78	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.38	21.37	\$56.15
Fourth Year	37.65	2.80	(1.75)	(0.10)	40.45	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.38	21.8	\$62.25
Fifth Year	43.02	3.10	(1.75)	(0.10)	46.12	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.38	22.26	\$68.38

**ZONE-PAY I**

**ZONE-PAY II**

Edwards Air Force Base

Journeyman	60.78	3.40	(1.75)	(0.10)	64.18	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$92.22
Industrial Welder ****	66.16	3.40	(1.75)	(0.10)	69.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$97.60
Foreman	68.85	3.40	(1.75)	(0.10)	72.25	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$100.29
General Foreman	74.23	3.40	(1.75)	(0.10)	77.63	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$105.67
First Year	31.20	1.91	(1.25)	(0.10)	33.11	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.38	3.92	\$37.03
Second Year	33.89	2.21	(1.75)	(0.10)	36.10	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.38	13.81	\$49.91
Third Year	39.27	2.51	(1.75)	(0.10)	41.78	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.38	21.37	\$63.15
Fourth Year	44.65	2.80	(1.75)	(0.10)	47.45	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.38	21.80	\$69.25
Fifth Year	50.02	3.10	(1.75)	(0.10)	53.12	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.38	22.26	\$75.38

**ZONE-PAY III**

China Lake, Marine Mountain Warfare Training Center

Journeyman	64.28	3.40	(1.75)	(0.10)	67.68	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$95.72
Industrial Welder ****	69.66	3.40	(1.75)	(0.10)	73.06	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$101.10
Foreman	72.35	3.40	(1.75)	(0.10)	75.75	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$103.79
General Foreman	77.73	3.40	(1.75)	(0.10)	81.13	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$109.17
First Year	34.70	1.91	(1.25)	(0.10)	36.61	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.38	3.92	\$40.53
Second Year	37.39	2.21	(1.75)	(0.10)	39.60	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.38	13.81	\$53.41
Third Year	42.77	2.51	(1.75)	(0.10)	45.28	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.38	21.37	\$66.65
Fourth Year	48.15	2.80	(1.75)	(0.10)	50.95	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.38	21.80	\$72.75
Fifth Year	53.52	3.10	(1.75)	(0.10)	56.62	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.38	22.26	\$78.88

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.05 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JULY 1, 2007 IF AUTHORIZED BY AN EMPLOYEE SIGNATURE CARD, THE EMPLOYEE'S VACATION AND HOLIDAY CONTRIBUTION WILL BE REDUCED BY \$0.01 PER HOUR AND THIS AMOUNT WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

"401K CONTRIBUTIONS: ALL EMPLOYERS ARE SUBJECT TO THE REPORTING REQUIREMENTS OF THE SOUTHERN CALIFORNIA DEFINED CONTRIBUTION FUND. EMPLOYEES ARE AUTOMATICALLY ENROLLED AT A PRE-TAX RATE OF \$0.50 PER HOUR UNLESS THE EMPLOYEE OPTS-OUT OR ELECTS ANOTHER ELECTION TYPE AND/OR AMOUNT ON AN ENROLLMENT/CHANGE/OPT-OUT FORM"

\*\* PIPE ALLOCATIONS \$0.10 P911, \$0.15 PTRN, \$0.05 PTRN2 AND BALANCE OF CONTRIBUTION TO PIPE.

\*\*\* DISTRICT COUNCIL DUES CHECK-OFF \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

\*\*\*\* REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

\*\*\*\*\* UA ORGANIZING DUES \$0.10

*Dayl H Ma*  
7/10/2023

*Cheryl Jones*  
7-18-2023

SHIFT-PAY  
 KERN, INYO & MONO COUNTIES  
 MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS

September 1, 2023 - August 31, 2024

CLASS	WAGE	V & H	*** DUES DED'T	**** UA ORG	TOTAL TAXABLE	H & W	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PACKAGE
Journeyman	61.85	3.40	(1.75)	(0.10)	65.25	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$93.29
Industrial Welder ****	68.03	3.40	(1.75)	(0.10)	71.43	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$99.47
Foreman	71.13	3.40	(1.75)	(0.10)	74.53	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$102.57
General Foreman	77.31	3.40	(1.75)	(0.10)	80.71	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$108.75
Pre-Apprentice	23.20	0.00	(1.75)	(0.10)	23.20	0.00	0.00	0.38	0.10	0.00	1.91	0.68	0.35	0.38	3.80	\$27.00
First Year	27.83	1.91	(1.25)	(0.10)	29.74	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.38	3.92	\$33.66
Second Year	30.92	2.21	(1.75)	(0.10)	33.13	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.38	13.81	\$46.94
Third Year	37.11	2.51	(1.75)	(0.10)	39.62	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.38	21.37	\$60.99
Fourth Year	43.30	2.80	(1.75)	(0.10)	46.10	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.38	21.8	\$67.90
Fifth Year	49.48	3.10	(1.75)	(0.10)	52.58	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.38	22.26	\$74.84

**ZONE-PAY I**

**ZONE-PAY II**

Edwards Air Force Base

Journeyman	68.85	3.40	(1.75)	(0.10)	72.25	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$100.29
Industrial Welder ****	75.03	3.40	(1.75)	(0.10)	78.43	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$106.47
Foreman	78.13	3.40	(1.75)	(0.10)	81.53	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$109.57
General Foreman	84.31	3.40	(1.75)	(0.10)	87.71	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$115.75
First Year	34.83	1.91	(1.25)	(0.10)	36.74	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.38	3.92	\$40.66
Second Year	37.92	2.21	(1.75)	(0.10)	40.13	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.38	13.81	\$53.94
Third Year	44.11	2.51	(1.75)	(0.10)	46.62	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.38	21.37	\$67.99
Fourth Year	50.30	2.80	(1.75)	(0.10)	53.10	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.38	21.80	\$74.90
Fifth Year	56.48	3.10	(1.75)	(0.10)	59.58	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.38	22.26	\$81.84

**ZONE-PAY III**

China Lake, Marine Mountain Warfare Training Center

Journeyman	72.35	3.40	(1.75)	(0.10)	75.75	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$103.79
Industrial Welder ****	78.53	3.40	(1.75)	(0.10)	81.93	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$109.97
Foreman	81.63	3.40	(1.75)	(0.10)	85.03	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$113.07
General Foreman	87.81	3.40	(1.75)	(0.10)	91.21	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.38	28.04	\$119.25
First Year	38.33	1.91	(1.25)	(0.10)	40.24	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.38	3.92	\$44.16
Second Year	41.42	2.21	(1.75)	(0.10)	43.63	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.38	13.81	\$57.44
Third Year	47.61	2.51	(1.75)	(0.10)	50.12	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.38	21.37	\$71.49
Fourth Year	53.80	2.80	(1.75)	(0.10)	56.60	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.38	21.80	\$78.40
Fifth Year	59.98	3.10	(1.75)	(0.10)	63.08	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.38	22.26	\$85.34

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Revised: May 10, 2023

*David A. Moore*  
 7/10/2023

*Cheryl James*  
 7.18.2023