

**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

January 1, 2024 - August 31, 2024

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	\$44.41	\$4.70	\$49.11	\$9.26	\$3.55	\$5.00	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	\$69.68
Apprentice categories (one year each)													
Apprentice 1 (50%)	\$22.21	\$2.35	\$24.56	\$9.26	\$0.36	\$2.50	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	\$39.44
Apprentice 2 (60%)	\$26.65	\$2.82	\$29.47	\$9.26	\$0.36	\$3.00	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	\$44.85
Apprentice 3 (70%)	\$31.09	\$3.29	\$34.38	\$9.26	\$0.89	\$3.50	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	\$50.79
Apprentice 4 (80%)	\$35.53	\$3.76	\$39.29	\$9.26	\$0.89	\$4.00	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	\$56.20
Apprentice 5 (90%)	\$39.97	\$4.23	\$44.20	\$9.26	\$0.89	\$4.50	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	\$61.61
Mechanical Equipment Serviceman (MES) (**)	50% - 80%	8% of MES wage		\$9.26	\$2.49	\$5.00	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	
Tradesman (**) minimum wage varies by City/County see CA Labor Code	minimum wage \$16.00	\$0.38		\$9.26	\$0.53	\$0.00	\$1.30	\$0.38	\$0.10	\$0.60	\$0.38	*	
(**) Refer to 11.02-F for Probationary Period application													
(**) Tradesman Wage comes from CA Labor Code (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. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. 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) 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 (\$0.65) and United Association Organizing of (\$0.10). 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													
2024 0101 Tri Counties Wage Schedule													

*Handwritten signatures and dates in blue ink:*  
 11-14-23  
 11-14-23