

KERN, INYO AND MONO COUNTIES
 WAGES AND FRINGE BENEFITS
 MASTER AGREEMENT
 July 1, 2017-August 31, 2018

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	43.90	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$70.01
Industrial Welder ****	48.29	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$74.40
Foreman	50.49	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$76.60
General Foreman	54.88	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$80.99
Pre-Apprentice	16.46	{1.70}	0.00	0.00	0.00	0.38	0.10	0.00	0.91	0.48	0.35	0.30	\$18.98
First Year	19.76	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.30	\$24.16
Second Year	21.95	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.30	\$34.94
Third Year	26.34	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.30	\$44.89
Fourth Year	30.73	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.30	\$50.00
Fifth Year	35.12	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.30	\$55.15

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	50.90	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$77.01
Industrial Welder ****	55.29	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$81.40
Foreman	57.49	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$83.60
General Foreman	61.88	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$87.99
First Year	26.76	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.30	\$31.16
Second Year	28.95	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.30	\$41.94
Third Year	33.34	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.30	\$51.89
Fourth Year	37.73	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.30	\$57.00
Fifth Year	42.12	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.30	\$62.15

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	54.40	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$80.51
Industrial Welder ****	58.79	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$84.90
Foreman	60.99	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$87.10
General Foreman	65.38	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$91.49
First Year	30.26	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.30	\$34.66
Second Year	32.45	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.30	\$45.44
Third Year	36.84	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.30	\$55.39
Fourth Year	41.23	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.30	\$60.50
Fifth Year	45.62	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.30	\$65.65

V&H CONTRIBUTIONS ON ALL OVERTIME IS 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.

** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTIONS TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.55 FOR FIRST YEAR APPRENTICES AND \$1.05 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

Revised June 2, 2017

R. Edwards 6/2/17

R. Edwards 6-5-2017

SHIFT-PAY

AGREEMENT NO. 30718/10718

CPMCA / INDEPENDENT

July 1, 2017

**KERN, INYO AND MONO COUNTIES
WAGES AND FRINGE BENEFITS**

MASTER AGREEMENT

July 1, 2017 - August 31, 2018

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	50.49	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$76.60
Industrial Welder ****	55.53	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35		\$81.34
Foreman	58.06	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$84.17
General Foreman	63.11	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$89.22
Pre-Apprentice	18.93	{1.70}	0.00	0.00	0.00	0.38	0.10	0.00	0.91	0.48	0.35	0.30	\$21.45
First Year	22.72	{1.10}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.30	\$27.12
Second Year	25.24	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.30	\$38.23
Third Year	30.29	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.30	\$48.84
Fourth Year	35.34	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.30	\$54.61
Fifth Year	40.39	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.30	\$60.42

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	57.49	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$83.60
Industrial Welder ****	62.53	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$88.64
Foreman	65.06	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$91.17
General Foreman	70.11	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$96.22
First Year	29.72	{1.20}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.30	\$34.12
Second Year	32.24	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.30	\$45.23
Third Year	37.29	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.30	\$55.84
Fourth Year	42.34	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.30	\$61.61
Fifth Year	47.39	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.30	\$67.42

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	60.99	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$87.10
Industrial Welder ****	66.03	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$92.14
Foreman	68.56	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$94.67
General Foreman	73.61	{1.70}	7.75	8.16	3.25	3.00	0.10	0.75	1.85	0.60	0.35	0.30	\$99.72
First Year	33.22	{1.10}	0.00	0.00	1.76	0.38	0.10	0.00	1.03	0.48	0.35	0.30	\$37.62
Second Year	35.74	{1.70}	0.00	8.16	2.06	0.38	0.10	0.00	1.10	0.54	0.35	0.30	\$48.73
Third Year	40.79	{1.70}	4.14	8.16	2.36	0.90	0.10	0.59	1.11	0.54	0.35	0.30	\$59.34
Fourth Year	45.84	{1.70}	4.47	8.16	2.65	0.90	0.10	0.64	1.16	0.54	0.35	0.30	\$65.11
Fifth Year	50.89	{1.70}	4.84	8.16	2.95	0.90	0.10	0.70	1.19	0.54	0.35	0.30	\$70.92

V&H CONTRIBUTIONS ON ALL OVERTIME IS 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.

** PIPE ALLOCATIONS: \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTIONS TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.55 FOR FIRST YEAR APPRENTICES AND \$1.05 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

Revised June 2, 2017

R. [Signature] 6/2/17

[Signature] 6-5-2017