

KERN, INYO AND MONO COUNTIES

WAGES AND FRINGE BENEFITS

MASTER AGREEMENT

September 1, 2018-August 31, 2019

CLASS	WAGE	V & H	*** DUES DED'T	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	45.25	3.25	{1.70}	48.50	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$72.67
Industrial Welder **	49.78	3.25	{1.70}	53.03	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$77.20
Foreman	52.04	3.25	{1.70}	55.29	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$79.46
General Foreman	56.56	3.25	{1.70}	59.81	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$83.98
Pre-Apprentice	16.97	0.00	{1.70}	16.97	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.31	2.83	\$19.80
First Year	20.36	1.76	{1.20}	22.12	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.31	2.95	\$25.07
Second Year	22.63	2.06	{1.70}	24.69	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.31	11.99	\$36.68
Third Year	27.15	2.36	{1.70}	29.51	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.31	17.50	\$47.01
Fourth Year	31.68	2.65	{1.70}	34.33	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.31	17.93	\$52.26
Fifth Year	36.20	2.95	{1.70}	39.15	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.31	18.39	\$57.54

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	52.25	3.25	{1.70}	55.50	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$79.67
Industrial Welder **	56.78	3.25	{1.70}	60.03	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$84.20
Foreman	59.04	3.25	{1.70}	62.29	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$86.46
General Foreman	63.56	3.25	{1.70}	66.81	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$90.98
First Year	27.36	1.76	{1.20}	29.12	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.31	2.95	\$32.07
Second Year	29.63	2.06	{1.70}	31.69	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.31	11.99	\$43.68
Third Year	34.15	2.36	{1.70}	36.51	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.31	17.50	\$54.01
Fourth Year	38.68	2.65	{1.70}	41.33	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.31	17.93	\$59.26
Fifth Year	43.20	2.95	{1.70}	46.15	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.31	18.39	\$64.54

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	55.75	3.25	{1.70}	59.00	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$83.17
Industrial Welder **	60.28	3.25	{1.70}	63.53	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$87.70
Foreman	62.54	3.25	{1.70}	65.79	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$89.96
General Foreman	67.06	3.25	{1.70}	70.31	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$94.48
First Year	30.86	1.76	{1.20}	32.62	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.31	2.95	\$35.57
Second Year	33.13	2.06	{1.70}	35.19	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.31	11.99	\$47.18
Third Year	37.65	2.36	{1.70}	40.01	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.31	17.50	\$57.51
Fourth Year	42.18	2.65	{1.70}	44.83	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.31	17.93	\$62.76
Fifth Year	46.70	2.95	{1.70}	49.65	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.31	18.39	\$68.04

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 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 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

June 21, 2018

R. [Signature] 6/26/18

[Signature]
6-28-18

SHIFT-PAY

AGREEMENT NO. 30726/ 10726

CPMCA / INDEPENDENT

KERN, INYO AND MONO COUNTIES

September 1, 2018

WAGES AND FRINGE BENEFITS

MASTER AGREEMENT

September 1, 2018 - August 31, 2019

CLASS	WAGE	V & H	*** DUES DED'T	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
Journeyman	52.04	3.25	{1.70}	55.29	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$79.46
Industrial Welder ****	57.24	3.25	{1.70}	60.49	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$84.66
Foreman	59.84	3.25	{1.70}	63.09	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$87.26
General Foreman	65.05	3.25	{1.70}	68.30	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$92.47
Pre-Apprentice	19.51	0.00	{1.70}	19.51	0.00	0.00	0.38	0.10	0.00	1.21	0.48	0.35	0.31	2.83	\$22.34
First Year	23.42	1.76	{1.10}	25.18	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.31	2.95	\$28.13
Second Year	26.02	2.06	{1.70}	28.08	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.31	11.99	\$40.07
Third Year	31.22	2.36	{1.70}	33.58	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.31	17.50	\$51.08
Fourth Year	36.43	2.65	{1.70}	39.08	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.31	17.93	\$57.01
Fifth Year	41.63	2.95	{1.70}	44.58	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.31	18.39	\$62.97

ZONE-PAY I

ZONE-PAY II

Edwards Air Force Base

Journeyman	59.04	3.25	{1.70}	62.29	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$86.46
Industrial Welder ****	64.25	3.25	{1.70}	67.50	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$91.67
Foreman	66.85	3.25	{1.70}	70.10	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$94.27
General Foreman	72.05	3.25	{1.70}	75.30	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$99.47
First Year	30.42	1.76	{1.20}	32.18	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.31	2.95	\$35.13
Second Year	33.02	2.06	{1.70}	35.08	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.31	11.99	\$47.07
Third Year	38.22	2.36	{1.70}	40.58	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.31	17.50	\$58.08
Fourth Year	43.43	2.65	{1.70}	46.08	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.31	17.93	\$64.01
Fifth Year	48.63	2.95	{1.70}	51.58	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.31	18.39	\$69.97

ZONE-PAY III

China Lake, Marine Mountain Warfare Training Center

Journeyman	62.54	3.25	{1.70}	65.79	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$89.96
Industrial Welder ****	67.74	3.25	{1.70}	70.99	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$95.16
Foreman	70.34	3.25	{1.70}	73.59	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$97.76
General Foreman	75.55	3.25	{1.70}	78.80	8.91	8.00	3.00	0.10	0.75	2.15	0.60	0.35	0.31	24.17	\$102.97
First Year	33.92	1.76	{1.10}	35.68	0.00	0.00	0.38	0.10	0.00	1.33	0.48	0.35	0.31	2.95	\$38.63
Second Year	36.52	2.06	{1.70}	38.58	8.91	0.00	0.38	0.10	0.00	1.40	0.54	0.35	0.31	11.99	\$50.57
Third Year	41.72	2.36	{1.70}	44.08	8.91	4.39	0.90	0.10	0.59	1.41	0.54	0.35	0.31	17.50	\$61.58
Fourth Year	46.93	2.65	{1.70}	49.58	8.91	4.72	0.90	0.10	0.64	1.46	0.54	0.35	0.31	17.93	\$67.51
Fifth Year	52.13	2.95	{1.70}	55.08	8.91	5.09	0.90	0.10	0.70	1.49	0.54	0.35	0.31	18.39	\$73.47

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Revised June 22, 2018

R. [Signature] 6/26/18

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6-28-18