

Local Unions 114, 403 and 484
 Independent Contractor and District Council 16
 Service Master Labor Agreement
 January 1, 2026 to August 30, 2026

Independent

Agreement # 16T29

Classifications	Wages	Paid Time Off (*)	Dues (**)	UA Organizing (**)	Total Taxable	Health and Welfare	401a Pension	National Pension	UA Training	JJATC	A & J	PIPE	ARCA/MCA	Total Non Taxable	Total Package
Journeyman	\$49.11	\$4.70	\$1.85	\$0.10	\$53.81	\$9.36	\$5.35	\$4.00	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$21.52	\$75.33
Apprentice Categories (one year each)															
Apprentice 1st Year (50% of Journeyman)	\$24.56	\$2.35	\$1.85	\$0.10	\$26.91	\$9.36	\$2.68	\$0.40	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$15.25	\$42.16
Apprentice 2nd Year (60% of Journeyman)	\$29.47	\$2.82	\$1.85	\$0.10	\$32.29	\$9.36	\$3.21	\$0.40	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$15.78	\$48.07
Apprentice 3rd Year (70% of Journeyman)	\$34.38	\$3.29	\$1.85	\$0.10	\$37.67	\$9.36	\$3.75	\$1.00	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$16.92	\$54.59
Apprentice 4th Year (80% of Journeyman)	\$39.29	\$3.76	\$1.85	\$0.10	\$43.05	\$9.36	\$4.28	\$1.00	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$17.45	\$60.50
Apprentice 5th Year (90% of Journeyman)	\$44.20	\$4.23	\$1.85	\$0.10	\$48.43	\$9.36	\$4.82	\$1.00	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$17.99	\$66.42
Mechanical Equipment Serviceman (MES) (*)	\$24.56-\$39.29	8%^	\$1.85	\$0.10	\$0.00	\$9.36	\$5.35	\$2.80	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38		
Tradesman (***) Employers with 0-25 Employees	\$21.98	\$0.38	\$1.85	\$0.10	\$22.36	\$9.36	\$0.00	\$0.60	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$12.77	\$35.13
Tradesman (***) Employers with 26 or more Employees	\$21.98	\$0.38	\$1.85	\$0.10	\$22.36	\$9.36	\$0.00	\$0.60	\$0.10	\$1.30	\$0.38	\$0.65	\$0.38	\$12.77	\$35.13

(*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.

(**) Local Union 114, 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 of (\$1.95) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 114, 403 and 484 Dues (\$0.65) and United Association Organizing (\$0.10).

(***) Tradesman Wage comes from California Labor Code SB3 (Minimum Wage). Tradesman wages are to be 130% of state minimum wage plus \$0.01.

(^) MES PTO amount is calculated by multiplying MES Wage paid by contractor by 8%.

Note: The Employer shall pay the ARCA/MCA Promotion Fund (\$0.38) 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.