

**MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS**

**September 1, 2024 - August 31, 2025**

CLASS	DC-16 **** WORK **345 TOTAL						NAT'L UA RET A&J ***						CONTR. TOTAL		TOTAL				
	WAGE	V & H	DUES	UA	PRES. DUES	**345 DUES DED'T	TOTAL H & W	DCPP	PENS.	PENS.	TRAIN.	X-MA	TRAIN.	PIPE		LMCC	EDUC	NON	PKGE
			DED'T	ORG	DUES	DED'T									DEV	TAX			
Journeyman	39.64	2.86	(0.78)	(0.10)	(0.21)	(4%)	42.50	9.26	0.00	10.45	3.00	0.10	0.85	2.34	0.75	0.35	0.30	27.40	\$69.90
Foreman	45.59	3.44	(0.78)	(0.10)	(0.21)	(4%)	49.03	9.26	0.00	10.45	3.00	0.10	0.85	2.34	0.75	0.35	0.30	27.40	\$76.43
<b>APPRENTICE RATES</b>																			
First Year	19.82	1.67	(0.78)	(0.10)	(0.21)	(4%)	21.49	9.76	0.00	0.00	0.38	0.10	0.00	2.04	0.75	0.35	0.30	13.68	\$35.17
Second Year	23.78	1.90	(0.78)	(0.10)	(0.21)	(4%)	25.68	9.76	0.00	0.00	0.38	0.10	0.00	2.11	0.75	0.35	0.30	13.75	\$39.43
Third Year	27.75	2.13	(0.78)	(0.10)	(0.21)	(4%)	29.88	9.26	0.00	8.22	0.90	0.10	0.85	2.12	0.75	0.35	0.30	22.85	\$52.73
Fourth Year	31.71	2.37	(0.78)	(0.10)	(0.21)	(4%)	34.08	9.26	0.00	8.22	0.90	0.10	0.85	2.17	0.75	0.35	0.30	22.90	\$56.98
Fifth Year	35.68	2.61	(0.78)	(0.10)	(0.21)	(4%)	38.29	9.26	0.00	8.81	1.13	0.10	0.85	2.20	0.75	0.35	0.30	23.75	\$62.04
<b>TRADESMAN</b>																			
****Tradesman	19.01	0.00	(0.63)	(0.10)	(0.21)	(4%)	19.01	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.70	0.20	0.30	5.46	\$24.47
<b>SEWER AND STORM DRAIN</b>																			
Journeyman	45.22	1.37	(1.26)	(0.10)	(0.21)	(4%)	46.59	9.15	0.00	7.60	3.00	0.10	0.85	2.68	0.90	0.35	0.35	24.98	\$71.57
Tradesman	23.02	0.00	(0.63)	(0.10)	(0.21)	(4%)	23.02	9.40	0.00	0.00	0.38	0.10	0.00	1.76	0.75	0.35	0.35	13.09	\$36.11
* 345 Tradesman	23.02	0.00	(0.63)	(0.10)	(0.21)	(4%)	23.02	3.00	6.05	0.00	0.38	0.10	0.00	1.76	0.75	0.35	0.35	12.74	\$35.76

\* 345 TRADESMAN PART OF THE TOTAL PACKAGE SHALL BE ALLOCATED TO PAY \$3.00 TO THE LANDSCAPE H&W FUND AND \$6.05 TO THE LANDSCAPE DEFINED CONTRIBUTION PENSION PLAN.

\*\* EMPLOYER AGREES TO DEDUCT LOCAL 345 SUPPLEMENTAL WORKING DUES WHICH ARE 4% OF THE GROSS BASE WAGE REMAINING AFTER DEDUCTING DC-16 DUES, UA ORGANIZING DUES AND WORK PRESERVATION

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

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

\*\*\*\*\*MINIMUM WAGE MAY BE HIGHER THAN THE TRADESMAN POSTED RATE AS IT VARIES IN THE CITIES OF LOS ANGELES COUNTY, THE HIGHER RATE MUST BE PAID

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"

Revised 6/11/2024

*Rayl A Ma*  
 6/18/2024

*[Signature]*  
 7-9-24

**SHIFT PAY  
 MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS**

**September 1, 2024 - August 31, 2025**

CLASS	WAGE V & H		DC-16	****	WORK	**345	TOTAL	NAT'L		UA	RET	A&J	***	CONTR.		TOTAL	TOTAL		
	DUES	DED'T	DUES	UA	PRES.	DUES	TAXABLE	H & W	DCPP	PENS.	PENS.	TRAIN.	X-MAS	TRAIN.	PIPE	LMCC	EDUC	NON	PKGE
				ORG	DUES	DED'T										DEV	TAX		
Journeyman	45.59	2.86	(0.78)	(0.10)	(0.21)	(4%)	48.45	9.26	0.00	10.45	3.00	0.10	0.85	2.34	0.75	0.35	0.30	27.40	\$75.85
Foreman	52.42	3.44	(0.78)	(0.10)	(0.21)	(4%)	55.86	9.26	0.00	10.45	3.00	0.10	0.85	2.34	0.75	0.35	0.30	27.40	\$83.26
<b>APPRENTICE RATES</b>																			
First Year	22.79	1.67	(0.78)	(0.10)	(0.21)	(4%)	24.46	9.76	0.00	0.00	0.38	0.10	0.00	2.04	0.75	0.35	0.30	13.68	\$38.14
Second Year	27.35	1.90	(0.78)	(0.10)	(0.21)	(4%)	29.25	9.76	0.00	0.00	0.38	0.10	0.00	2.11	0.75	0.35	0.30	13.75	\$43.00
Third Year	31.91	2.13	(0.78)	(0.10)	(0.21)	(4%)	34.04	9.26	0.00	8.22	0.90	0.10	0.85	2.12	0.75	0.35	0.30	22.85	\$56.89
Fourth Year	36.47	2.37	(0.78)	(0.10)	(0.21)	(4%)	38.84	9.26	0.00	8.22	0.90	0.10	0.85	2.17	0.75	0.35	0.30	22.90	\$61.74
Fifth Year	41.03	2.61	(0.78)	(0.10)	(0.21)	(4%)	43.64	9.26	0.00	8.81	1.13	0.10	0.85	2.20	0.75	0.35	0.30	23.75	\$67.39
<b>TRADESMAN</b>																			
****Tradesman	21.86	0.00	(0.63)	(0.10)	(0.21)	(4%)	21.86	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.70	0.20	0.30	5.46	\$27.32
<b>SEWER AND STORM DRAIN</b>																			
Journeyman	52.00	1.37	(1.26)	(0.10)	(0.21)	(4%)	53.37	9.15	0.00	7.60	3.00	0.10	0.85	2.68	0.90	0.35	0.35	24.98	\$78.35
Tradesman	26.48	0.00	(0.63)	(0.10)	(0.21)	(4%)	26.48	9.40	0.00	0.00	0.38	0.10	0.00	1.76	0.75	0.35	0.35	13.09	\$39.57
* 345 Tradesman	26.48	0.00	(0.63)	(0.10)	(0.21)	(4%)	26.48	3.00	6.05	0.00	0.38	0.10	0.00	1.76	0.75	0.35	0.35	12.74	\$39.22

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Revised 6/11/2024

*Daryl A. Ma*  
6/18/2024

*[Signature]*  
7-9-24