

**MASTER AGREEMENT
 WAGES AND FRINGE BENEFITS**

January 1, 2026 - August 31, 2026

CLASS	DC-16		****	WORK	**345	TOTAL	NAT'L UA RET A&J ***										CONTR. TOTAL		TOTAL
	WAGE	V & H	DUES	UA	PRES.	DUES	TAXABLE	H & W	DCPP	PENS.	PENS.	TRAIN.	X-MAS	TRAIN.	PIPE	LMCC	EDUC	NON	PKGE
	DED'T			ORG	DUES	DED'T										DEV	TAX		
Journeyman	41.84	2.91	(0.78)	(0.10)	(0.21)	(4%)	44.75	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$72.40
Foreman	48.12	3.49	(0.78)	(0.10)	(0.21)	(4%)	51.61	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$79.26
APPRENTICE RATES																			
First Year	20.92	1.72	(0.78)	(0.10)	(0.21)	(4%)	22.64	9.86	0.00	0.00	0.38	0.10	0.00	2.09	0.75	0.40	0.30	13.88	\$36.52
Second Year	25.10	1.95	(0.78)	(0.10)	(0.21)	(4%)	27.05	9.86	0.00	0.00	0.38	0.10	0.00	2.16	0.75	0.40	0.30	13.95	\$41.00
Third Year	29.29	2.18	(0.78)	(0.10)	(0.21)	(4%)	31.47	9.36	0.00	8.22	0.90	0.10	0.90	2.17	0.75	0.40	0.30	23.10	\$54.57
Fourth Year	33.47	2.42	(0.78)	(0.10)	(0.21)	(4%)	35.89	9.36	0.00	8.22	0.90	0.10	0.90	2.22	0.75	0.40	0.30	23.15	\$59.04
Fifth Year	37.66	2.66	(0.78)	(0.10)	(0.21)	(4%)	40.32	9.36	0.00	8.81	1.13	0.10	0.90	2.25	0.75	0.40	0.30	24.00	\$64.32
TRADESMAN																			
****Tradesman	21.98	0.00	(0.63)	(0.10)	(0.21)	(4%)	21.98	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.70	0.25	0.30	5.51	\$27.49
SEWER AND STORM DRAIN																			
Journeyman	47.42	1.42	(1.20)	(0.10)	(0.21)	(4%)	48.84	9.25	0.00	7.60	3.00	0.10	0.90	2.73	0.90	0.40	0.35	25.23	\$74.07
Tradesman	24.15	0.00	(0.63)	(0.10)	(0.21)	(4%)	24.15	9.50	0.00	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	13.29	\$37.44
* 345 Tradesman	24.15	0.00	(0.63)	(0.10)	(0.21)	(4%)	24.15	3.00	6.05	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	12.84	\$36.99

* 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 12/01/25

Randy Lopez 12-12-25

[Signature]
 12-15-2025

SHIFT PAY
 MASTER AGREEMENT
 WAGES AND FRINGE BENEFITS

January 1, 2026 - August 31, 2026

CLASS	WAGE	V & H	DC-16 DUES DED'T	**** UA ORG	WORK PRES. DUES DED'T	**345 DUES DED'T	TOTAL TAXABLE H & W	DCPP	NAT'L PENS.	UA PENS.	RET. TRAIN.	A&J X-MAS TRAIN.	*** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PKGE		
Journeyman	48.12	2.91	(0.78)	(0.10)	(0.21)	(4%)	51.03	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$78.68
Foreman	55.33	3.49	(0.78)	(0.10)	(0.21)	(4%)	58.82	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$86.47
APPRENTICE RATES																			
First Year	24.06	1.72	(0.78)	(0.10)	(0.21)	(4%)	25.78	9.86	0.00	0.00	0.38	0.10	0.00	2.09	0.75	0.40	0.30	13.88	\$39.66
Second Year	28.87	1.95	(0.78)	(0.10)	(0.21)	(4%)	30.82	9.86	0.00	0.00	0.38	0.10	0.00	2.16	0.75	0.40	0.30	13.95	\$44.77
Third Year	33.68	2.18	(0.78)	(0.10)	(0.21)	(4%)	35.86	9.36	0.00	8.22	0.90	0.10	0.90	2.17	0.75	0.40	0.30	23.10	\$58.96
Fourth Year	38.49	2.42	(0.78)	(0.10)	(0.21)	(4%)	40.91	9.36	0.00	8.22	0.90	0.10	0.90	2.22	0.75	0.40	0.30	23.15	\$64.06
Fifth Year	43.30	2.66	(0.78)	(0.10)	(0.21)	(4%)	45.96	9.36	0.00	8.81	1.13	0.10	0.90	2.25	0.75	0.40	0.30	24.00	\$69.96
TRADESMAN																			
****Tradesman	25.28	0.00	(0.63)	(0.10)	(0.21)	(4%)	25.28	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.70	0.25	0.30	5.51	\$30.79
SEWER AND STORM DRAIN																			
Journeyman	54.53	1.42	(1.20)	(0.10)	(0.21)	(4%)	55.95	9.25	0.00	7.60	3.00	0.10	0.90	2.73	0.90	0.40	0.35	25.23	\$81.18
Tradesman	27.78	0.00	(0.63)	(0.10)	(0.21)	(4%)	27.78	9.50	0.00	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	13.29	\$41.07
* 345 Tradesman	27.78	0.00	(0.63)	(0.10)	(0.21)	(4%)	27.78	3.00	6.05	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	12.84	\$40.62

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Revised 12/01/25

Reedy 12-12-25

[Signature]
 12-15-2025