

**MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS**

**September 1, 2021 - August 31, 2022**

CLASS	WAGE	V & H	*** DUES DED'T	**** UA ORG	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	50.58	3.25	(1.75)	(0.10)	53.83	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$80.58
****Industrial Welder	55.64	3.25	(1.75)	(0.10)	58.89	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$85.64
Foreman	58.17	3.56	(1.75)	(0.10)	61.73	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$88.48
General Foreman	63.23	3.76	(1.75)	(0.10)	66.99	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$93.74
Pre-Apprentice	18.97	0.00	(1.75)	(0.10)	18.97	0.00	0.00	0.38	0.10	0.00	1.61	0.58	0.35	0.34	3.36	\$22.33
First Year	22.76	1.76	(1.25)	(0.10)	24.52	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$28.00
Second Year	25.29	2.06	(1.75)	(0.10)	27.35	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$40.52
Third Year	30.35	2.36	(1.75)	(0.10)	32.71	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$52.79
Fourth Year	35.41	2.65	(1.75)	(0.10)	38.06	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$58.57
Fifth Year	40.46	2.95	(1.75)	(0.10)	43.41	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$64.38

**ZONE-PAY I**

**Camp Pendleton, Vandenberg Air Force Base**

Journeyman	55.08	3.25	(1.75)	(0.10)	58.33	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$85.08
****Industrial Welder	60.14	3.25	(1.75)	(0.10)	63.39	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$90.14
Foreman	62.67	3.56	(1.75)	(0.10)	66.23	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$92.98
General Foreman	67.73	3.76	(1.75)	(0.10)	71.49	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$98.24
First Year	27.26	1.76	(1.25)	(0.10)	29.02	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$32.50
Second Year	29.79	2.06	(1.75)	(0.10)	31.85	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$45.02
Third Year	34.85	2.36	(1.75)	(0.10)	37.21	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$57.29
Fourth Year	39.91	2.65	(1.75)	(0.10)	42.56	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$63.07
Fifth Year	44.96	2.95	(1.75)	(0.10)	47.91	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$68.88

**ZONE-PAY II**

**29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo**

**Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island**

Journeyman	57.58	3.25	(1.75)	(0.10)	60.83	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$87.58
****Industrial Welder	62.64	3.25	(1.75)	(0.10)	65.89	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$92.64
Foreman	65.17	3.56	(1.75)	(0.10)	68.73	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$95.48
General Foreman	70.23	3.76	(1.75)	(0.10)	73.99	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$100.74
First Year	29.76	1.76	(1.25)	(0.10)	31.52	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$35.00
Second Year	32.29	2.06	(1.75)	(0.10)	34.35	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$47.52
Third Year	37.35	2.36	(1.75)	(0.10)	39.71	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$59.79
Fourth Year	42.41	2.65	(1.75)	(0.10)	45.06	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$65.57
Fifth Year	47.46	2.95	(1.75)	(0.10)	50.41	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$71.38

**ZONE-PAY III**

**Fort Irwin National Training Center, Seeley Naval Air Station**

Journeyman	61.08	3.25	(1.75)	(0.10)	64.33	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$91.08
****Industrial Welder	66.14	3.25	(1.75)	(0.10)	69.39	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$96.14
Foreman	68.67	3.56	(1.75)	(0.10)	72.23	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$98.98
General Foreman	73.73	3.76	(1.75)	(0.10)	77.49	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$104.24
First Year	33.26	1.76	(1.25)	(0.10)	35.02	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$38.50
Second Year	35.79	2.06	(1.75)	(0.10)	37.85	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$51.02
Third Year	40.85	2.36	(1.75)	(0.10)	43.21	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$63.29
Fourth Year	45.91	2.65	(1.75)	(0.10)	48.56	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$69.07
Fifth Year	50.96	2.95	(1.75)	(0.10)	53.91	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$74.88

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.

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

\*\*\* DISTRICT COUNCIL DUES CHECK-OFF \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

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

\*\*\*\*\* REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised: April 26, 2021

*Rayl A. Mc...*  
 6/25/2021

*...*  
 7.12.2021

**SHIFT - PAY  
 MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS  
 September 1, 2021 - August 31, 2022**

CLASS	WAGE	V & H	*** DUES DED'T	**** UA ORG	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	58.17	3.25	(1.75)	(0.10)	61.42	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$88.17
****Industrial Welder	63.99	3.25	(1.75)	(0.10)	67.24	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$93.99
Foreman	66.90	3.56	(1.75)	(0.10)	70.46	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$97.21
General Foreman	72.71	3.76	(1.75)	(0.10)	76.47	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$103.22
Pre-Apprentice	21.82	0.00	(1.75)	(0.10)	21.82	0.00	0.00	0.38	0.10	0.00	1.61	0.58	0.35	0.34	3.36	\$25.18
First Year	26.17	1.76	(1.25)	(0.10)	27.93	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$31.41
Second Year	29.08	2.06	(1.75)	(0.10)	31.14	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$44.31
Third Year	34.90	2.36	(1.75)	(0.10)	37.26	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$57.34
Fourth Year	40.72	2.65	(1.75)	(0.10)	43.37	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$63.88
Fifth Year	46.53	2.95	(1.75)	(0.10)	49.48	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$70.45

**ZONE-PAY I**

**Camp Pendleton, Vandenberg Air Force Base**

Journeyman	62.67	3.25	(1.75)	(0.10)	65.92	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$92.67
****Industrial Welder	68.49	3.25	(1.75)	(0.10)	71.74	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$98.49
Foreman	71.40	3.56	(1.75)	(0.10)	74.96	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$101.71
General Foreman	77.21	3.76	(1.75)	(0.10)	80.97	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$107.72
First Year	30.67	1.76	(1.25)	(0.10)	32.43	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$35.91
Second Year	33.58	2.06	(1.75)	(0.10)	35.64	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$48.81
Third Year	39.40	2.36	(1.75)	(0.10)	41.76	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$61.84
Fourth Year	45.22	2.65	(1.75)	(0.10)	47.87	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$68.38
Fifth Year	51.03	2.95	(1.75)	(0.10)	53.98	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$74.95

**ZONE-PAY II**

**29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo  
 Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island**

Journeyman	65.17	3.25	(1.75)	(0.10)	68.42	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$95.17
****Industrial Welder	70.99	3.25	(1.75)	(0.10)	74.24	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$100.99
Foreman	73.90	3.56	(1.75)	(0.10)	77.46	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$104.21
General Foreman	79.71	3.76	(1.75)	(0.10)	83.47	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$110.22
First Year	33.17	1.76	(1.25)	(0.10)	34.93	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$38.41
Second Year	36.08	2.06	(1.75)	(0.10)	38.14	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$51.31
Third Year	41.90	2.36	(1.75)	(0.10)	44.26	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$64.34
Fourth Year	47.72	2.65	(1.75)	(0.10)	50.37	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$70.88
Fifth Year	53.53	2.95	(1.75)	(0.10)	56.48	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$77.45

**ZONE-PAY III**

**Fort Irwin National Training Center, Seeley Naval Air Station**

Journeyman	68.67	3.25	(1.75)	(0.10)	71.92	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$98.67
****Industrial Welder	74.49	3.25	(1.75)	(0.10)	77.74	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$104.49
Foreman	77.40	3.56	(1.75)	(0.10)	80.96	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$107.71
General Foreman	83.21	3.76	(1.75)	(0.10)	86.97	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$113.72
First Year	36.67	1.76	(1.25)	(0.10)	38.43	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$41.91
Second Year	39.58	2.06	(1.75)	(0.10)	41.64	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$54.81
Third Year	45.40	2.36	(1.75)	(0.10)	47.76	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$67.84
Fourth Year	51.22	2.65	(1.75)	(0.10)	53.87	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$74.38
Fifth Year	57.03	2.95	(1.75)	(0.10)	59.98	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$80.95

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

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

\*\*\* DISTRICT COUNCIL DUES CHECK-OFF \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

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

\*\*\*\*\* REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised: April 26, 2021

*Douglas A. Moore*  
 6/25/2021

*Robert*  
 7.12.2021