

(DISTRICT COUNCIL WIDE)
SCHEDULE A
NATIONAL RESIDENTIAL AGREEMENT
WAGES AND FRINGE BENEFITS

September 1, 2026 - August 31, 2027

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	48.50	2.83	(1.95)	0.10	51.33	10.11	9.25	0.90	0.10	0.95	2.27	0.90	0.40	0.38	25.26	\$76.59
Foreman	52.93	2.83	(1.95)	0.10	55.76	10.11	9.36	0.90	0.10	0.95	2.29	0.90	0.40	0.38	25.39	\$81.15
RESIDENTIAL TRAINEE																
Pre-Trainee	24.69	1.17	(1.95)	0.10	25.86	0.00	0.00	0.90	0.10	0.00	2.20	0.90	0.40	0.38	4.88	\$30.74
Res. Trainee 1	24.69	1.17	(1.95)	0.10	25.86	10.61	0.00	0.90	0.10	0.00	2.20	0.90	0.40	0.38	15.49	\$41.35
Res. Trainee 2	31.53	1.17	(1.95)	0.10	32.70	10.61	0.00	0.90	0.10	0.00	2.23	0.90	0.40	0.38	15.52	\$48.22
Res. Trainee 3	38.32	1.17	(1.95)	0.10	39.49	10.61	0.00	0.90	0.10	0.00	2.27	0.90	0.40	0.38	15.56	\$55.05

WAGE AND FRINGE BENEFITS SHALL INCREASE AT A PRORATA SHARE OF THE CPMCA MASTER LABOR AGREEMENT

TRAINEE RATIO, NOT MORE THAN ONE TRAINEE WORKING TO ONE JOURNEYMAN WORKING ON ANY PROJECT AT ANY TIME

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"

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

*** DISTRICT COUNCIL DUES CHECK-OFF OF \$1.25 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.70 LOCAL DUES FOR ALL CLASSIFICATIONS

**** UA ORGANIZING DUES \$0.10

Revised 07/07/2026

Paula
7-21-26

Randy Cobb
7/7/26