

**MASTER AGREEMENT
 WAGES AND FRINGE BENEFITS**

September 1, 2022 - August 31, 2023

CLASS	DC-16		****	WORK	**345	TOTAL	NAT'L							***	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	35.44	2.76	(0.68)	(0.10)	(0.21)	(4%)	38.20	9.26	0.00	10.35	3.00	0.10	0.85	2.09	0.55	0.35	0.30	26.85	\$65.05
Foreman	40.76	3.34	(0.68)	(0.10)	(0.21)	(4%)	44.10	9.26	0.00	10.35	3.00	0.10	0.85	2.09	0.55	0.35	0.30	26.85	\$70.95
APPRENTICE RATES																			
First Year	17.72	1.57	(0.68)	(0.10)	(0.21)	(4%)	19.29	9.76	0.00	0.00	0.38	0.10	0.00	1.79	0.55	0.35	0.30	13.23	\$32.52
Second Year	21.26	1.80	(0.68)	(0.10)	(0.21)	(4%)	23.06	9.76	0.00	0.00	0.38	0.10	0.00	1.86	0.55	0.35	0.30	13.30	\$36.36
Third Year	24.81	2.03	(0.68)	(0.10)	(0.21)	(4%)	26.84	9.26	0.00	8.12	0.90	0.10	0.85	1.87	0.55	0.35	0.30	22.30	\$49.14
Fourth Year	28.35	2.27	(0.68)	(0.10)	(0.21)	(4%)	30.62	9.26	0.00	8.12	0.90	0.10	0.85	1.92	0.55	0.35	0.30	22.35	\$52.97
Fifth Year	31.90	2.51	(0.68)	(0.10)	(0.21)	(4%)	34.41	9.26	0.00	8.71	1.13	0.10	0.85	1.95	0.55	0.35	0.30	23.20	\$57.61
TRADESMAN																			
****Tradesman	16.67	0.00	(0.53)	(0.10)	(0.21)	(4%)	16.67	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.50	0.20	0.30	5.26	\$21.93
SEWER AND STORM DRAIN																			
Journeyman	41.02	1.27	(1.10)	(0.10)	(0.21)	(4%)	42.29	9.15	0.00	7.50	3.00	0.10	0.85	2.43	0.70	0.35	0.35	24.43	\$66.72
Tradesman	20.88	0.00	(0.53)	(0.10)	(0.21)	(4%)	20.88	9.40	0.00	0.00	0.38	0.10	0.00	1.51	0.55	0.35	0.35	12.64	\$33.52
* 345 Tradesman	20.88	0.00	(0.53)	(0.10)	(0.21)	(4%)	20.88	3.00	6.05	0.00	0.38	0.10	0.00	1.51	0.55	0.35	0.35	12.29	\$33.17

* 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 \$0.10 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 REATE 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: May 25, 2022

David A. Mc...
 6/16/2022

[Signature]
 6-22-22

SHIFT PAY
 MASTER AGREEMENT
 WAGES AND FRINGE BENEFITS

September 1, 2022 - August 31, 2023

CLASS	WAGE	V & H	DC-16 DUES DED'T	**** UA ORG	WORK PRES. DUES	**345 DUES DED'T	TOTAL TAXABLE H & W	DCPP	NAT'L PENS.	UA PENS.	RET. TRAIN. X-MA	A&J TRAIN.	*** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PKGE		
Journeyman	40.76	2.76	(0.68)	(0.10)	(0.21)	(4%)	43.52	9.26	0.00	10.35	3.00	0.10	0.85	2.09	0.55	0.35	0.30	26.85	\$70.37
Foreman	46.87	3.34	(0.68)	(0.10)	(0.21)	(4%)	50.21	9.26	0.00	10.35	3.00	0.10	0.85	2.09	0.55	0.35	0.30	26.85	\$77.06
APPRENTICE RATES																			
First Year	20.38	1.57	(0.68)	(0.10)	(0.21)	(4%)	21.95	9.76	0.00	0.00	0.38	0.10	0.00	1.79	0.55	0.35	0.30	13.23	\$35.18
Second Year	24.45	1.80	(0.68)	(0.10)	(0.21)	(4%)	26.25	9.76	0.00	0.00	0.38	0.10	0.00	1.86	0.55	0.35	0.30	13.30	\$39.55
Third Year	28.53	2.03	(0.68)	(0.10)	(0.21)	(4%)	30.56	9.26	0.00	8.12	0.90	0.10	0.85	1.87	0.55	0.35	0.30	22.30	\$52.86
Fourth Year	32.60	2.27	(0.68)	(0.10)	(0.21)	(4%)	34.87	9.26	0.00	8.12	0.90	0.10	0.85	1.92	0.55	0.35	0.30	22.35	\$57.22
Fifth Year	36.69	2.51	(0.68)	(0.10)	(0.21)	(4%)	39.20	9.26	0.00	8.71	1.13	0.10	0.85	1.95	0.55	0.35	0.30	23.20	\$82.40
TRADESMAN																			
Tradesman	19.17	0.00	(0.53)	(0.10)	(0.21)	(4%)	19.17	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.50	0.20	0.30	5.26	\$24.43
SEWER AND STORM DRAIN																			
Journeyman	47.17	1.27	(1.10)	(0.10)	(0.21)	(4%)	48.44	9.15	0.00	7.50	3.00	0.10	0.85	2.43	0.70	0.35	0.35	24.43	\$72.87
Tradesman	24.01	0.00	(0.53)	(0.10)	(0.21)	(4%)	24.01	9.40	0.00	0.00	0.38	0.10	0.00	1.51	0.55	0.35	0.35	12.64	\$36.65
* 345 Tradesman	24.01	0.00	(0.53)	(0.10)	(0.21)	(4%)	24.01	3.00	6.05	0.00	0.38	0.10	0.00	1.51	0.55	0.35	0.35	12.29	\$36.30

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Revised: May 25, 2022

David A. Ma
6/16/2022

C. Pat.
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