

MASTER AGREEMENT WAGES AND FRINGE BENEFITS

September 1, 2026 - August 31, 2027

CLASS	WAGE	APPR DAY SCHOOL	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	61.28	0.00	3.55	(1.95)	(0.10)	64.83	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$94.22
*****Industrial Welder	67.41	0.00	3.55	(1.95)	(0.10)	70.96	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$100.35
Foreman	70.47	0.00	3.86	(1.95)	(0.10)	74.33	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$103.72
General Foreman	76.60	0.00	4.06	(1.95)	(0.10)	80.66	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$110.05
* Pre-Apprentice	21.98	0.00	0.00	(1.95)	(0.10)	21.98	0.00	0.00	0.38	0.10	0.00	2.11	0.83	0.40	0.38	4.20	\$26.18
First Year	27.58	1.00	2.06	(1.45)	(0.10)	30.64	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$34.96
Second Year	30.64	1.00	2.36	(1.95)	(0.10)	34.00	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$49.06
Third Year	36.77	1.00	2.66	(1.95)	(0.10)	40.43	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$63.15
Fourth Year	42.90	1.00	2.95	(1.95)	(0.10)	46.85	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$70.00
Fifth Year	49.02	1.00	3.25	(1.95)	(0.10)	53.27	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$76.88

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	65.78	0.00	3.55	(1.95)	(0.10)	69.33	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$98.72
*****Industrial Welder	71.91	0.00	3.55	(1.95)	(0.10)	75.46	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$104.85
Foreman	74.97	0.00	3.86	(1.95)	(0.10)	78.83	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$108.22
General Foreman	81.10	0.00	4.06	(1.95)	(0.10)	85.16	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$114.55
First Year	32.08	1.00	2.06	(1.45)	(0.10)	35.14	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$39.46
Second Year	35.14	1.00	2.36	(1.95)	(0.10)	38.50	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$53.56
Third Year	41.27	1.00	2.66	(1.95)	(0.10)	44.93	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$67.65
Fourth Year	47.40	1.00	2.95	(1.95)	(0.10)	51.35	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$74.50
Fifth Year	53.52	1.00	3.25	(1.95)	(0.10)	57.77	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$81.38

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	68.28	0.00	3.55	(1.95)	(0.10)	71.83	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$101.22
*****Industrial Welder	74.41	0.00	3.55	(1.95)	(0.10)	77.96	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$107.35
Foreman	77.47	0.00	3.86	(1.95)	(0.10)	81.33	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$110.72
General Foreman	83.60	0.00	4.06	(1.95)	(0.10)	87.66	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$117.05
First Year	34.58	1.00	2.06	(1.45)	(0.10)	37.64	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$41.96
Second Year	37.64	1.00	2.36	(1.95)	(0.10)	41.00	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$56.06
Third Year	43.77	1.00	2.66	(1.95)	(0.10)	47.43	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$70.15
Fourth Year	49.90	1.00	2.95	(1.95)	(0.10)	53.85	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$77.00
Fifth Year	56.02	1.00	3.25	(1.95)	(0.10)	60.27	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$83.88

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	71.78	0.00	3.55	(1.95)	(0.10)	75.33	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$104.72
*****Industrial Welder	77.91	0.00	3.55	(1.95)	(0.10)	81.46	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$110.85
Foreman	80.97	0.00	3.86	(1.95)	(0.10)	84.83	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$114.22
General Foreman	87.10	0.00	4.06	(1.95)	(0.10)	91.16	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$120.55
First Year	38.08	1.00	2.06	(1.45)	(0.10)	41.14	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$45.46
Second Year	41.14	1.00	2.36	(1.95)	(0.10)	44.50	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$59.56
Third Year	47.27	1.00	2.66	(1.95)	(0.10)	50.93	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$73.65
Fourth Year	53.40	1.00	2.95	(1.95)	(0.10)	57.35	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$80.50
Fifth Year	59.52	1.00	3.25	(1.95)	(0.10)	63.77	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$87.38

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"

* PRE-APPRENTICE WAGES ARE TO BE 130% OF STATE MINIMUM WAGE PLUS \$0.01

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

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.75 FOR FIRST YEAR APPRENTICES AND \$1.25 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.70 LOCAL DUES FOR ALL CLASSIFICATIONS

**** UA ORGANIZING DUES \$0.10

***** REFERENCE D.3.7.2 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised 07/07/2026

Roddy Cobb
7/7/26

[Signature]
7-21-26

SHIFT - PAY MASTER AGREEMENT WAGES AND FRINGE BENEFITS

September 1, 2026 - August 31, 2027

CLASS	WAGE	APPR DAY SCHOOL	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	70.47	0.00	3.55	(1.95)	(0.10)	74.02	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$103.41
*****Industrial Welder	77.52	0.00	3.55	(1.95)	(0.10)	81.07	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$110.46
Foreman	81.04	0.00	3.86	(1.95)	(0.10)	84.90	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$114.29
General Foreman	88.09	0.00	4.06	(1.95)	(0.10)	92.15	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$121.54
* Pre-Apprentice	25.28	0.00	0.00	(1.95)	(0.10)	25.28	0.00	0.00	0.38	0.10	0.00	2.11	0.83	0.40	0.38	4.20	\$29.48
First Year	31.71	1.00	2.06	(1.45)	(0.10)	34.77	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$39.09
Second Year	35.24	1.00	2.36	(1.95)	(0.10)	38.60	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$53.66
Third Year	42.28	1.00	2.66	(1.95)	(0.10)	45.94	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$68.66
Fourth Year	49.34	1.00	2.95	(1.95)	(0.10)	53.29	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$76.44
Fifth Year	56.38	1.00	3.25	(1.95)	(0.10)	60.63	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$84.24

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	74.97	0.00	3.55	(1.95)	(0.10)	78.52	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$107.91
*****Industrial Welder	82.02	0.00	3.55	(1.95)	(0.10)	85.57	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$114.96
Foreman	85.54	0.00	3.86	(1.95)	(0.10)	89.40	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$118.79
General Foreman	92.59	0.00	4.06	(1.95)	(0.10)	96.65	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$126.04
First Year	36.21	1.00	2.06	(1.45)	(0.10)	39.27	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$43.59
Second Year	39.74	1.00	2.36	(1.95)	(0.10)	43.10	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$58.16
Third Year	46.78	1.00	2.66	(1.95)	(0.10)	50.44	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$73.16
Fourth Year	53.84	1.00	2.95	(1.95)	(0.10)	57.79	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$80.94
Fifth Year	60.88	1.00	3.25	(1.95)	(0.10)	65.13	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$88.74

ZONE-PAY II29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo
Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	77.47	0.00	3.55	(1.95)	(0.10)	81.02	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$110.41
*****Industrial Welder	84.52	0.00	3.55	(1.95)	(0.10)	88.07	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$117.46
Foreman	88.04	0.00	3.86	(1.95)	(0.10)	91.90	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$121.29
General Foreman	95.09	0.00	4.06	(1.95)	(0.10)	99.15	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$128.54
First Year	38.71	1.00	2.06	(1.45)	(0.10)	41.77	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$46.09
Second Year	42.24	1.00	2.36	(1.95)	(0.10)	45.60	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$60.66
Third Year	49.28	1.00	2.66	(1.95)	(0.10)	52.94	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$75.66
Fourth Year	56.34	1.00	2.95	(1.95)	(0.10)	60.29	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$83.44
Fifth Year	63.38	1.00	3.25	(1.95)	(0.10)	67.63	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$91.24

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	80.97	0.00	3.55	(1.95)	(0.10)	84.52	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$113.91
*****Industrial Welder	88.02	0.00	3.55	(1.95)	(0.10)	91.57	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$120.96
Foreman	91.54	0.00	3.86	(1.95)	(0.10)	95.40	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$124.79
General Foreman	98.59	0.00	4.06	(1.95)	(0.10)	102.65	10.11	10.45	3.00	0.10	0.95	3.05	0.95	0.40	0.38	29.39	\$132.04
First Year	42.21	1.00	2.06	(1.45)	(0.10)	45.27	0.00	0.00	0.38	0.10	0.00	2.23	0.83	0.40	0.38	4.32	\$49.59
Second Year	45.74	1.00	2.36	(1.95)	(0.10)	49.10	10.61	0.00	0.38	0.10	0.00	2.30	0.89	0.40	0.38	15.06	\$64.16
Third Year	52.78	1.00	2.66	(1.95)	(0.10)	56.44	10.11	6.84	0.90	0.10	0.79	2.31	0.89	0.40	0.38	22.72	\$79.16
Fourth Year	59.84	1.00	2.95	(1.95)	(0.10)	63.79	10.11	7.17	0.90	0.10	0.84	2.36	0.89	0.40	0.38	23.15	\$86.94
Fifth Year	66.88	1.00	3.25	(1.95)	(0.10)	71.13	10.11	7.54	0.90	0.10	0.90	2.39	0.89	0.40	0.38	23.61	\$94.74

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

* PRE-APPRENTICE WAGES ARE TO BE 130% OF STATE MINIMUM WAGE PLUS \$0.01

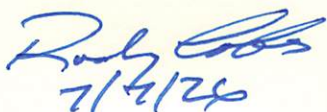
** PIPE ALLOCATIONS \$0.15 P911, \$0.15 PTRN AND BALANCE OF CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.75 FOR FIRST YEAR APPRENTICES AND \$1.25 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.70 LOCAL DUES FOR ALL CLASSIFICATIONS

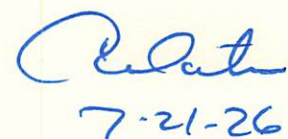
**** UA ORGANIZING DUES \$0.10

***** REFERENCE D.3.7.2 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised 07/07/2026



7/7/26



7-21-26