Wage and Benefit Schedule for Bakersfield (Kern, Inyo and Mono Counties) Local 460

Independent Contractor and District Council 16

Service Master Labor Agreement

September 5th, 2022 to September 3rd, 2023

DC16 _____

Independent _____

Agreement # 18724

| Classifications | Wages | Paid Time Off (*) | Dues (**) | UA Organizing (**) | Total Taxable | Health and Welfare | Local Pension | National Pension | UA Training | Retiree X-Mas | JJATC | A & J | PIPE | ARCA/MCA | Total Non Taxable | Total Package |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Journeyman | $42.79 | $3.25 | $1.75 | $0.10 | $46.04 | $9.26 | $10.35 | $3.00 | $0.10 | $0.85 | $1.10 | $0.38 | $0.70 | $0.38 | $26.12 | $72.16 |
| Foreman (115% of Journeyman) | $49.21 | $3.25 | $1.75 | $0.10 | $52.46 | $9.26 | $10.35 | $3.00 | $0.10 | $0.85 | $1.10 | $0.38 | $0.70 | $0.38 | $26.12 | $78.58 |
| General Foreman (125% of Journeyman) | $53.49 | $3.25 | $1.75 | $0.10 | $56.74 | $9.26 | $10.35 | $3.00 | $0.10 | $0.85 | $1.10 | $0.38 | $0.70 | $0.38 | $26.12 | $82.86 |
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| Apprentice Categories (one year each) | | | | | | | | | | | | | | | | |
| Apprentice 1st Year (50% of Journeyman) | $21.40 | $1.63 | $1.25 | $0.10 | $23.03 | $9.76 | $0.00 | $0.38 | $0.10 | $0.00 | $1.10 | $0.38 | $0.35 | $0.38 | $12.45 | $35.48 |
| Apprentice 2nd Year (60% of Journeyman) | $25.67 | $1.95 | $1.75 | $0.10 | $27.62 | $9.76 | $0.00 | $0.38 | $0.10 | $0.00 | $1.10 | $0.38 | $0.53 | $0.38 | $12.63 | $40.25 |
| Apprentice 3rd Year (70% of Journeyman) | $29.95 | $2.28 | $1.75 | $0.10 | $32.23 | $9.26 | $5.18 | $0.90 | $0.10 | $0.55 | $1.10 | $0.38 | $0.53 | $0.38 | $18.38 | $50.61 |
| Apprentice 4th Year (80% of Journeyman) | $34.23 | $2.60 | $1.75 | $0.10 | $36.83 | $9.26 | $5.69 | $0.90 | $0.10 | $0.60 | $1.10 | $0.38 | $0.53 | $0.38 | $18.94 | $55.77 |
| Apprentice 5th Year (90% of Journeyman) | $38.51 | $2.93 | $1.75 | $0.10 | $41.44 | $9.26 | $6.21 | $0.90 | $0.10 | $0.64 | $1.10 | $0.38 | $0.53 | $0.38 | $19.50 | $60.94 |
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| Mechanical Equipment Serviceman (MES) | 50-80% | $1.63 | $1.75 | $0.10 | | $9.76 | $0.00 | $0.90 | $0.10 | $0.00 | $1.10 | $0.38 | $0.53 | $0.38 | $13.15 | |
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| Tradesman | Minimum Wage | $1.63 | $1.75 | $0.10 | | $9.76 | $0.00 | $0.38 | $0.10 | $0.00 | $1.10 | $0.38 | $0.35 | $0.38 | $12.45 | |
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6-22-2022

(*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.

(**) Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. First Year Apprentices Dues of ($1.35) are comprised of District Council 16 Dues Check-Off ($1.10), Local Union 460 Dues ($0.15) and United Association Organizing ($0.10). For all other classifications Dues of ($1.85) are comprised of District Council 16 Dues Check-Off ($1.10), Local Union 460 Dues ($0.65) and United Association Organizing ($0.10).

Note: The Employer shall pay to the ARCA/MCA Promotion Fund ($0.38) per hour worked for all classifications under this Agreement. That amount, which will be included in the "Composite Rate" is to be sent to the Joint Trust Depository.