

Independent and District Council 16

Service Master Labor Agreement

Independent

January 1, 2026 to August 30, 2026

Agreement # ISO29-250

Classifications	Wages	Paid Time Off	Dues (***)	UA Organizing (***)	Retiree X-Mas (***)	Total Taxable	Health and Welfare (*)	Local Pension (*)	401a (**)	National Pension	UA Training	JJATC	PIPE	ARCA/MCA	Total Non Taxable	Total Package
Journeyman	\$57.65	\$3.50	(\$1.85)	(\$0.10)	(\$1.00)	\$61.15	\$10.92	\$9.23	\$0.51	\$1.50	\$0.10	\$2.75	\$0.50	\$0.38	\$25.89	\$ 87.04
Foreman (115%)	\$66.30	\$4.03	(\$1.85)	(\$0.10)	(\$1.00)	\$70.33	\$10.92	\$9.23	\$0.51	\$1.50	\$0.10	\$2.75	\$0.50	\$0.38	\$25.89	\$ 96.22
General Foreman (125%)	\$72.06	\$4.38	(\$1.85)	(\$0.10)	(\$1.00)	\$76.44	\$10.92	\$9.23	\$0.51	\$1.50	\$0.10	\$2.75	\$0.50	\$0.38	\$25.89	\$ 102.33
Certified Journeyman	\$58.65	\$3.50	(\$1.85)	(\$0.10)	(\$1.00)	\$62.15	\$10.92	\$9.23	\$1.01	\$1.50	\$0.10	\$2.00	\$0.50	\$0.38	\$25.64	\$ 87.79
Certified Foreman (115%)	\$67.45	\$4.03	(\$1.85)	(\$0.10)	(\$1.00)	\$71.48	\$10.92	\$9.23	\$1.01	\$1.50	\$0.10	\$2.00	\$0.50	\$0.38	\$25.64	\$ 97.12
Certified General Foreman (125%)	\$73.31	\$4.38	(\$1.85)	(\$0.10)	(\$1.00)	\$77.69	\$10.92	\$9.23	\$1.01	\$1.50	\$0.10	\$2.00	\$0.50	\$0.38	\$25.64	\$ 103.33
Apprentice Categories (one year each)																
Apprentice 1st Year (50% of Journeyman)	\$28.83	\$1.75	(\$1.20)	(\$0.10)	(\$1.00)	\$30.58	\$11.42	\$0.00	\$0.26	\$0.76	\$0.10	\$2.25	\$0.25	\$0.38	\$15.42	\$ 46.00
Apprentice 2nd Year (60% of Journeyman)	\$34.59	\$2.10	(\$1.20)	(\$0.10)	(\$1.00)	\$36.69	\$11.42	\$0.00	\$0.51	\$0.76	\$0.10	\$2.25	\$0.38	\$0.38	\$15.80	\$ 52.49
Apprentice 3rd Year (70% of Journeyman)	\$40.36	\$2.45	(\$1.20)	(\$0.10)	(\$1.00)	\$42.81	\$11.42	\$0.00	\$0.51	\$0.76	\$0.10	\$2.25	\$0.38	\$0.38	\$15.80	\$ 58.61
Apprentice 4th Year (80% of Journeyman)	\$46.12	\$2.80	(\$1.20)	(\$0.10)	(\$1.00)	\$48.92	\$11.42	\$0.00	\$0.77	\$0.76	\$0.10	\$2.25	\$0.38	\$0.38	\$16.06	\$ 64.98
Apprentice 5th Year (90% of Journeyman)	\$51.89	\$3.15	(\$1.20)	(\$0.10)	(\$1.00)	\$55.04	\$11.42	\$0.00	\$1.02	\$0.76	\$0.10	\$2.25	\$0.38	\$0.38	\$16.31	\$ 71.35
First 3 years as a MES (****)																
Mechanical Equipment Serviceman (MES)	50-80%	8% of MES Wage	(\$1.20)	(\$0.10)	(\$1.00)		\$10.92	\$3.05	\$0.00	\$0.76	\$0.10	\$1.74	\$0.38	\$0.38	\$17.33	
After 3 years as a MES (****)																
Mechanical Equipment Serviceman (MES)	50-80%	8% of MES Wage	(\$1.20)	(\$0.10)	(\$1.00)		\$10.92	\$3.88	\$0.00	\$1.13	\$0.10	\$1.74	\$0.38	\$0.38	\$18.53	
Tradesman (****)	\$21.98	\$1.40	(\$1.20)	(\$0.10)	(\$1.00)		\$10.92	\$1.48	\$0.00	\$0.76	\$0.10	\$1.74	\$0.25	\$0.38	\$15.63	

(*) Pension rate includes (\$0.50) per hour as described in Section LA 4.01.D for all Journeyman Classifications, MES Classifications and the Tradesman Classification.

(*) Health and Welfare rate includes (\$0.50) per hour as described in Section LA 4.01.D for all Apprentice Classifications.

(**) (\$0.01) of the 401a Defined Contribution shall be used to pay the program administrative costs.

(***) 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. For classifications paying (\$2.95) Dues, such dues are comprised of District Council 16 dues check-off of (\$1.20), Local Union 250 Dues (\$0.65), Local Union 250 Retiree Christmas Bonus (\$1.00) and United Association Organizing (\$0.10). For classifications paying (2.30) Dues, such dues are comprised of District Council 16 dues check-off of (\$1.20), Local Union 250 Christmas Bonus (\$1.00) and United Association Organizing (\$0.10).

(****) Refer to 11.02F for Probationary Period application. Minimum Wage varies by City/County see California Labor Code.

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. Tradesman wages are to be 130% of state minimum wage plus \$0.01.