

**MASTER AGREEMENT  
 WAGES AND FRINGE BENEFITS**

**September 1, 2022 - August 31, 2023**

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	51.88	3.30	(1.75)	(0.10)	55.18	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$82.84
*****Industrial Welder	57.07	3.30	(1.75)	(0.10)	60.37	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$88.03
Foreman	59.66	3.61	(1.75)	(0.10)	63.27	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$90.93
General Foreman	64.85	3.81	(1.75)	(0.10)	68.66	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$96.32
Pre-Apprentice	19.46	0.00	(1.75)	(0.10)	19.46	0.00	0.00	0.38	0.10	0.00	1.76	0.58	0.35	0.35	3.52	\$22.98
First Year	23.35	1.81	(1.25)	(0.10)	25.16	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$28.80
Second Year	25.94	2.11	(1.75)	(0.10)	28.05	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$41.58
Third Year	31.13	2.41	(1.75)	(0.10)	33.54	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$54.53
Fourth Year	36.32	2.70	(1.75)	(0.10)	39.02	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$60.44
Fifth Year	41.50	3.00	(1.75)	(0.10)	44.50	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$66.38

**ZONE-PAY I**

**Camp Pendleton, Vandenberg Air Force Base**

Journeyman	56.38	3.30	(1.75)	(0.10)	59.68	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$87.34
*****Industrial Welder	61.57	3.30	(1.75)	(0.10)	64.87	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$92.53
Foreman	64.16	3.61	(1.75)	(0.10)	67.77	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$95.43
General Foreman	69.35	3.81	(1.75)	(0.10)	73.16	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$100.82
First Year	27.85	1.81	(1.25)	(0.10)	29.66	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$33.30
Second Year	30.44	2.11	(1.75)	(0.10)	32.55	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$46.08
Third Year	35.63	2.41	(1.75)	(0.10)	38.04	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$59.03
Fourth Year	40.82	2.70	(1.75)	(0.10)	43.52	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$64.94
Fifth Year	46.00	3.00	(1.75)	(0.10)	49.00	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$70.88

**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	58.88	3.30	(1.75)	(0.10)	62.18	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$89.84
*****Industrial Welder	64.07	3.30	(1.75)	(0.10)	67.37	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$95.03
Foreman	66.66	3.61	(1.75)	(0.10)	70.27	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$97.93
General Foreman	71.85	3.81	(1.75)	(0.10)	75.66	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$103.32
First Year	30.35	1.81	(1.25)	(0.10)	32.16	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$35.80
Second Year	32.94	2.11	(1.75)	(0.10)	35.05	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$48.58
Third Year	38.13	2.41	(1.75)	(0.10)	40.54	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$61.53
Fourth Year	43.32	2.70	(1.75)	(0.10)	46.02	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$67.44
Fifth Year	48.50	3.00	(1.75)	(0.10)	51.50	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$73.38

**ZONE-PAY III**

**Fort Irwin National Training Center, Seeley Naval Air Station**

Journeyman	62.38	3.30	(1.75)	(0.10)	65.68	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$93.34
*****Industrial Welder	67.57	3.30	(1.75)	(0.10)	70.87	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$98.53
Foreman	70.16	3.61	(1.75)	(0.10)	73.77	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$101.43
General Foreman	75.35	3.81	(1.75)	(0.10)	79.16	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$106.82
First Year	33.85	1.81	(1.25)	(0.10)	35.66	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$39.30
Second Year	36.44	2.11	(1.75)	(0.10)	38.55	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$52.08
Third Year	41.63	2.41	(1.75)	(0.10)	44.04	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$65.03
Fourth Year	46.82	2.70	(1.75)	(0.10)	49.52	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$70.94
Fifth Year	52.00	3.00	(1.75)	(0.10)	55.00	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$76.88

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 \$0.10 P911, \$0.15 PTRN, \$0.05 PTRN2 AND BALANCE OF CONTRIBUTION TO PIPE.

\*\*\* DISTRICT COUNCIL DUES CHECK-OFF \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

\*\*\*\* UA ORGANIZING DUES \$0.10

\*\*\*\*\* REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

Revised: May 23, 2022

*Daryl A. Ma*  
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	*** 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	59.66	3.30	(1.75)	(0.10)	62.96	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$90.62
*****Industrial Welder	65.63	3.30	(1.75)	(0.10)	68.93	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$96.59
Foreman	68.61	3.61	(1.75)	(0.10)	72.22	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$99.88
General Foreman	74.58	3.81	(1.75)	(0.10)	78.39	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$106.05
Pre-Apprentice	22.38	0.00	(1.75)	(0.10)	22.38	0.00	0.00	0.38	0.10	0.00	1.76	0.58	0.35	0.35	3.52	\$25.90
First Year	26.85	1.81	(1.25)	(0.10)	28.66	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$32.30
Second Year	29.83	2.11	(1.75)	(0.10)	31.94	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$45.47
Third Year	35.80	2.41	(1.75)	(0.10)	38.21	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$59.20
Fourth Year	41.77	2.70	(1.75)	(0.10)	44.47	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$65.89
Fifth Year	47.73	3.00	(1.75)	(0.10)	50.73	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$72.61

**ZONE-PAY I**

Camp Pendleton, Vandenberg Air Force Base

Journeyman	64.16	3.30	(1.75)	(0.10)	67.46	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$95.12
*****Industrial Welder	70.13	3.30	(1.75)	(0.10)	73.43	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$101.09
Foreman	73.11	3.61	(1.75)	(0.10)	76.72	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$104.38
General Foreman	79.08	3.81	(1.75)	(0.10)	82.89	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$110.55
First Year	31.35	1.81	(1.25)	(0.10)	33.16	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$36.80
Second Year	34.33	2.11	(1.75)	(0.10)	36.44	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$49.97
Third Year	40.30	2.41	(1.75)	(0.10)	42.71	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$63.70
Fourth Year	46.27	2.70	(1.75)	(0.10)	48.97	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$70.39
Fifth Year	52.23	3.00	(1.75)	(0.10)	55.23	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$77.11

**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	66.66	3.30	(1.75)	(0.10)	69.96	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$97.62
*****Industrial Welder	72.63	3.30	(1.75)	(0.10)	75.93	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$103.59
Foreman	75.61	3.61	(1.75)	(0.10)	79.22	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$106.88
General Foreman	81.58	3.81	(1.75)	(0.10)	85.39	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$113.05
First Year	33.85	1.81	(1.25)	(0.10)	35.66	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$39.30
Second Year	36.83	2.11	(1.75)	(0.10)	38.94	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$52.47
Third Year	42.80	2.41	(1.75)	(0.10)	45.21	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$66.20
Fourth Year	48.77	2.70	(1.75)	(0.10)	51.47	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$72.89
Fifth Year	54.73	3.00	(1.75)	(0.10)	57.73	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$79.61

**ZONE-PAY III**

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	70.16	3.30	(1.75)	(0.10)	73.46	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$101.12
*****Industrial Welder	76.13	3.30	(1.75)	(0.10)	79.43	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$107.09
Foreman	79.11	3.61	(1.75)	(0.10)	82.72	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$110.38
General Foreman	85.08	3.81	(1.75)	(0.10)	88.89	9.26	10.35	3.00	0.10	0.85	2.70	0.70	0.35	0.35	27.66	\$116.55
First Year	37.35	1.81	(1.25)	(0.10)	39.16	0.00	0.00	0.38	0.10	0.00	1.88	0.58	0.35	0.35	3.64	\$42.80
Second Year	40.33	2.11	(1.75)	(0.10)	42.44	9.76	0.00	0.38	0.10	0.00	1.95	0.64	0.35	0.35	13.53	\$55.97
Third Year	46.30	2.41	(1.75)	(0.10)	48.71	9.26	6.74	0.90	0.10	0.69	1.96	0.64	0.35	0.35	20.99	\$69.70
Fourth Year	52.27	2.70	(1.75)	(0.10)	54.97	9.26	7.07	0.90	0.10	0.74	2.01	0.64	0.35	0.35	21.42	\$76.39
Fifth Year	58.23	3.00	(1.75)	(0.10)	61.23	9.26	7.44	0.90	0.10	0.80	2.04	0.64	0.35	0.35	21.88	\$83.11

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Revised: May 23, 2022

*David A. Mc*  
6/16/2022

*[Signature]*  
6-22-22