Wage and Benefit Schedule for Inland (San Bernardino and Riverside Counties) Local Unions 364 & 398

Independent Contractor and District Council 16

Service Master Labor Agreement

January 1st, 2024 to August 31st, 2024

DC16

Independent

Agreement # IRS24

Classifications	Wages	Paid Time Off (*)	Dues (**)	UA Organizing (**)	Total Taxable	Health and Welfare	Local Pension	UA Training	JJATC	A & J	PIPE	ARCA	Total Non Taxable	Total Package
Journeyman	$45.92	$4.50	$1.75	$0.10	$50.42	$10.93	$8.50	$0.10	$1.30	$0.38	$0.50	$0.38	$22.09	$72.51
Foreman	$50.51	$4.50	$1.75	$0.10	$55.01	$10.93	$8.50	$0.10	$1.30	$0.38	$0.50	$0.38	$22.09	$77.10
General Foreman	$55.10	$4.50	$1.75	$0.10	$59.60	$10.93	$8.50	$0.10	$1.30	$0.38	$0.50	$0.38	$22.09	$81.69
Apprentice Categories (one year each)														
Apprentice 1st Year (50% of Journeyman)	$22.96	$2.25	$1.25	$0.10	$25.21	$10.93	$4.25	$0.10	$1.30	$0.38	$0.25	$0.38	$17.59	$42.80
Apprentice 2nd Year (60% of Journeyman)	$27.55	$2.70	$1.75	$0.10	$30.25	$10.93	$5.10	$0.10	$1.30	$0.38	$0.38	$0.38	$18.57	$48.82
Apprentice 3rd Year (70% of Journeyman)	$32.14	$3.15	$1.75	$0.10	$35.29	$10.93	$5.95	$0.10	$1.30	$0.38	$0.38	$0.38	$19.42	$54.71
Apprentice 4th Year (80% of Journeyman)	$36.74	$3.60	$1.75	$0.10	$40.34	$10.93	$6.80	$0.10	$1.30	$0.38	$0.38	$0.38	$20.27	$60.61
Apprentice 5th Year (90% of Journeyman)	$41.33	$4.05	$1.75	$0.10	$45.38	$10.93	$7.65	$0.10	$1.30	$0.38	$0.38	$0.38	$21.12	$66.50
Mechanical Equipment Serviceman (MES)	50-80%	$3.60	$1.75	$0.10		$10.93	$6.80	$0.10	$1.30	$0.38	$0.38	$0.38	$20.27	
Tradesman	Minimum Wage	$0.45	$1.75	$0.10		$10.93	$0.00	$0.10	$1.30	$0.38	$0.25	$0.38	$13.34	

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(*) 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 Unions 364 & 398 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 Unions 364 & 398 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.