

MASTER AGREEMENT
WAGES AND FRINGE BENEFITS
 September 1, 2023 - August 31, 2024

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	53.78	3.40	(1.75)	(0.10)	57.18	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$85.19
*****Industrial Welder	59.16	3.40	(1.75)	(0.10)	62.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$90.57
Foreman	61.85	3.71	(1.75)	(0.10)	65.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$93.57
General Foreman	67.23	3.91	(1.75)	(0.10)	71.14	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$99.15
Pre-Apprentice	20.17	0.00	(1.75)	(0.10)	20.17	0.00	0.00	0.38	0.10	0.00	1.91	0.68	0.35	0.35	3.77	\$23.94
First Year	24.20	1.91	(1.25)	(0.10)	26.11	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$30.00
Second Year	26.89	2.21	(1.75)	(0.10)	29.10	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$42.88
Third Year	32.27	2.51	(1.75)	(0.10)	34.78	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$56.12
Fourth Year	37.65	2.80	(1.75)	(0.10)	40.45	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$62.22
Fifth Year	43.02	3.10	(1.75)	(0.10)	46.12	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$68.35

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	58.28	3.40	(1.75)	(0.10)	61.68	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$89.69
*****Industrial Welder	63.66	3.40	(1.75)	(0.10)	67.06	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$95.07
Foreman	66.35	3.71	(1.75)	(0.10)	70.06	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$98.07
General Foreman	71.73	3.91	(1.75)	(0.10)	75.64	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$103.65
First Year	28.70	1.91	(1.25)	(0.10)	30.61	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$34.50
Second Year	31.39	2.21	(1.75)	(0.10)	33.60	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$47.38
Third Year	36.77	2.51	(1.75)	(0.10)	39.28	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$60.62
Fourth Year	42.15	2.80	(1.75)	(0.10)	44.95	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$66.72
Fifth Year	47.52	3.10	(1.75)	(0.10)	50.62	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$72.85

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	60.78	3.40	(1.75)	(0.10)	64.18	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$92.19
*****Industrial Welder	66.16	3.40	(1.75)	(0.10)	69.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$97.57
Foreman	68.85	3.71	(1.75)	(0.10)	72.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$100.57
General Foreman	74.23	3.91	(1.75)	(0.10)	78.14	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$106.15
First Year	31.20	1.91	(1.25)	(0.10)	33.11	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$37.00
Second Year	33.89	2.21	(1.75)	(0.10)	36.10	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$49.88
Third Year	39.27	2.51	(1.75)	(0.10)	41.78	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$63.12
Fourth Year	44.65	2.80	(1.75)	(0.10)	47.45	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$69.22
Fifth Year	50.02	3.10	(1.75)	(0.10)	53.12	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$75.35

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	64.28	3.40	(1.75)	(0.10)	67.68	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$95.69
*****Industrial Welder	69.66	3.40	(1.75)	(0.10)	73.06	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$101.07
Foreman	72.35	3.71	(1.75)	(0.10)	76.06	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$104.07
General Foreman	77.73	3.91	(1.75)	(0.10)	81.64	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$109.65
First Year	34.70	1.91	(1.25)	(0.10)	36.61	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$40.50
Second Year	37.39	2.21	(1.75)	(0.10)	39.60	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$53.38
Third Year	42.77	2.51	(1.75)	(0.10)	45.28	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$66.62
Fourth Year	48.15	2.80	(1.75)	(0.10)	50.95	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$72.72
Fifth Year	53.52	3.10	(1.75)	(0.10)	56.62	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$78.85

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 8, 2023

David A. Ma
7/11/2023

[Signature]
7-18-23

**SHIFT - PAY
 MASTER AGREEMENT
 WAGES AND FRINGE BENEFITS
 September 1, 2023 - August 31, 2024**

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	61.85	3.40	(1.75)	(0.10)	65.25	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$93.26
*****Industrial Welder	68.03	3.40	(1.75)	(0.10)	71.43	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$99.44
Foreman	71.13	3.71	(1.75)	(0.10)	74.84	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$102.85
General Foreman	77.31	3.91	(1.75)	(0.10)	81.22	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$109.23
Pre-Apprentice	23.20	0.00	(1.75)	(0.10)	23.20	0.00	0.00	0.38	0.10	0.00	1.91	0.68	0.35	0.35	3.77	\$26.97
First Year	27.83	1.91	(1.25)	(0.10)	29.74	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$33.63
Second Year	30.92	2.21	(1.75)	(0.10)	33.13	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$46.91
Third Year	37.11	2.51	(1.75)	(0.10)	39.62	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$60.96
Fourth Year	43.30	2.80	(1.75)	(0.10)	46.10	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$67.87
Fifth Year	49.48	3.10	(1.75)	(0.10)	52.58	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$74.81

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	66.35	3.40	(1.75)	(0.10)	69.75	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$97.76
*****Industrial Welder	72.53	3.40	(1.75)	(0.10)	75.93	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$103.94
Foreman	75.63	3.71	(1.75)	(0.10)	79.34	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$107.35
General Foreman	81.81	3.91	(1.75)	(0.10)	85.72	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$113.73
First Year	32.33	1.91	(1.25)	(0.10)	34.24	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$38.13
Second Year	35.42	2.21	(1.75)	(0.10)	37.63	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$51.41
Third Year	41.61	2.51	(1.75)	(0.10)	44.12	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$65.46
Fourth Year	47.80	2.80	(1.75)	(0.10)	50.60	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$72.37
Fifth Year	53.98	3.10	(1.75)	(0.10)	57.08	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$79.31

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	68.85	3.40	(1.75)	(0.10)	72.25	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$100.26
*****Industrial Welder	75.03	3.40	(1.75)	(0.10)	78.43	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$106.44
Foreman	78.13	3.71	(1.75)	(0.10)	81.84	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$109.85
General Foreman	84.31	3.91	(1.75)	(0.10)	88.22	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$116.23
First Year	34.83	1.91	(1.25)	(0.10)	36.74	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$40.63
Second Year	37.92	2.21	(1.75)	(0.10)	40.13	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$53.91
Third Year	44.11	2.51	(1.75)	(0.10)	46.62	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$67.96
Fourth Year	50.30	2.80	(1.75)	(0.10)	53.10	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$74.87
Fifth Year	56.48	3.10	(1.75)	(0.10)	59.58	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$81.81

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	72.35	3.40	(1.75)	(0.10)	75.75	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$103.76
*****Industrial Welder	78.53	3.40	(1.75)	(0.10)	81.93	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$109.94
Foreman	81.63	3.71	(1.75)	(0.10)	85.34	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$113.35
General Foreman	87.81	3.91	(1.75)	(0.10)	91.72	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$119.73
First Year	38.33	1.91	(1.25)	(0.10)	40.24	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$44.13
Second Year	41.42	2.21	(1.75)	(0.10)	43.63	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$57.41
Third Year	47.61	2.51	(1.75)	(0.10)	50.12	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$71.46
Fourth Year	53.80	2.80	(1.75)	(0.10)	56.60	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$78.37
Fifth Year	59.98	3.10	(1.75)	(0.10)	63.08	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$85.31

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

Revised: May 8, 2023

David H. Ma
 7/10/2023

[Signature]
 7-18-23