

**MASTER AGREEMENT
WAGES AND FRINGE BENEFITS
September 1, 2025 - August 31, 2026**

CLASS	WAGE	V & H	DC-16 DUES DED'T	**** UA ORG	WORK PRES. DUES	**345 DUES DED'T	TOTAL	H & W	DCPP	PENS.	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	*** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PKGE
Journeyman	41.84	2.91	(0.78)	(0.10)	(0.21)	(4%)	44.75	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$72.40
Foreman	48.12	3.49	(0.78)	(0.10)	(0.21)	(4%)	51.61	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$79.26
APPRENTICE RATES																			
First Year	20.92	1.72	(0.78)	(0.10)	(0.21)	(4%)	22.64	9.86	0.00	0.00	0.38	0.10	0.00	2.09	0.75	0.40	0.30	13.88	\$36.52
Second Year	25.10	1.95	(0.78)	(0.10)	(0.21)	(4%)	27.05	9.86	0.00	0.00	0.38	0.10	0.00	2.16	0.75	0.40	0.30	13.95	\$41.00
Third Year	29.29	2.18	(0.78)	(0.10)	(0.21)	(4%)	31.47	9.36	0.00	8.22	0.90	0.10	0.90	2.17	0.75	0.40	0.30	23.10	\$54.57
Fourth Year	33.47	2.42	(0.78)	(0.10)	(0.21)	(4%)	35.89	9.36	0.00	8.22	0.90	0.10	0.90	2.22	0.75	0.40	0.30	23.15	\$59.04
Fifth Year	37.66	2.66	(0.78)	(0.10)	(0.21)	(4%)	40.32	9.36	0.00	8.81	1.13	0.10	0.90	2.25	0.75	0.40	0.30	24.00	\$64.32
TRADESMAN																			
*****Tradesman	21.46	0.00	(0.63)	(0.10)	(0.21)	(4%)	21.46	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.70	0.25	0.30	5.51	\$26.97
SEWER AND STORM DRAIN																			
Journeyman	47.42	1.42	(1.20)	(0.10)	(0.21)	(4%)	48.84	9.25	0.00	7.60	3.00	0.10	0.90	2.73	0.90	0.40	0.35	25.23	\$74.07
Tradesman	24.15	0.00	(0.63)	(0.10)	(0.21)	(4%)	24.15	9.50	0.00	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	13.29	\$37.44
* 345 Tradesman	24.15	0.00	(0.63)	(0.10)	(0.21)	(4%)	24.15	3.00	6.05	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	12.84	\$36.99

* 345 TRADESMAN PART OF THE TOTAL PACKAGE SHALL BE ALLOCATED TO PAY \$3.00 TO THE LANDSCAPE H&W FUND AND \$6.05 TO THE LANDSCAPE DEFINED CONTRIBUTION PENSION PLAN.

** EMPLOYER AGREES TO DEDUCT LOCAL 345 SUPPLEMENTAL WORKING DUES WHICH ARE 4% OF THE GROSS BASE WAGE REMAINING AFTER DEDUCTING DC-16 DUES, UA ORGANIZING DUES AND WORK PRESERVATION

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

**** UA ORGANIZING DUES \$0.10

*****MINIMUM WAGE MAY BE HIGHER THAN THE TRADESMAN POSTED RATE AS IT VARIES IN THE CITIES OF LOS ANGELES COUNTY, THE HIGHER RATE MUST BE PAID

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"

Revised 05/08/2025

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5/22/2025

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7-1-25

**SHIFT PAY
MASTER AGREEMENT
WAGES AND FRINGE BENEFITS**

September 1, 2025 - August 31, 2026

CLASS	WAGE	V & H	DC-16 DUES DED'T	**** UA ORG	WORK PRES. DUES	**345 DUES DED'T	TOTAL TAXABLE	H & W	DCPP	PENS.	NAT'L PENS.	UA TRAIN.	RET. X-MAS	A&J TRAIN.	*** PIPE	LMCC	CONTR. EDUC DEV	TOTAL NON TAX	TOTAL PKGE
Journeyman	48.12	2.91	(0.78)	(0.10)	(0.21)	(4%)	51.03	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$78.68
Foreman	55.33	3.49	(0.78)	(0.10)	(0.21)	(4%)	58.82	9.36	0.00	10.45	3.00	0.10	0.90	2.39	0.75	0.40	0.30	27.65	\$86.47
APPRENTICE RATES																			
First Year	24.06	1.72	(0.78)	(0.10)	(0.21)	(4%)	25.78	9.86	0.00	0.00	0.38	0.10	0.00	2.09	0.75	0.40	0.30	13.88	\$39.66
Second Year	28.87	1.95	(0.78)	(0.10)	(0.21)	(4%)	30.82	9.86	0.00	0.00	0.38	0.10	0.00	2.16	0.75	0.40	0.30	13.95	\$44.77
Third Year	33.68	2.18	(0.78)	(0.10)	(0.21)	(4%)	35.86	9.36	0.00	8.22	0.90	0.10	0.90	2.17	0.75	0.40	0.30	23.10	\$58.96
Fourth Year	38.49	2.42	(0.78)	(0.10)	(0.21)	(4%)	40.91	9.36	0.00	8.22	0.90	0.10	0.90	2.22	0.75	0.40	0.30	23.15	\$64.06
Fifth Year	43.30	2.66	(0.78)	(0.10)	(0.21)	(4%)	45.96	9.36	0.00	8.81	1.13	0.10	0.90	2.25	0.75	0.40	0.30	24.00	\$69.96
TRADESMAN																			
*****Tradesman	24.68	0.00	(0.63)	(0.10)	(0.21)	(4%)	24.68	3.00	0.78	0.00	0.38	0.10	0.00	0.00	0.70	0.25	0.30	5.51	\$30.19
SEWER AND STORM DRAIN																			
Journeyman	54.53	1.42	(1.20)	(0.10)	(0.21)	(4%)	55.95	9.25	0.00	7.60	3.00	0.10	0.90	2.73	0.90	0.40	0.35	25.23	\$81.18
Tradesman	27.78	0.00	(0.63)	(0.10)	(0.21)	(4%)	27.78	9.50	0.00	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	13.29	\$41.07
* 345 Tradesman	27.78	0.00	(0.63)	(0.10)	(0.21)	(4%)	27.78	3.00	6.05	0.00	0.38	0.10	0.00	1.81	0.75	0.40	0.35	12.84	\$40.62

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Revised 05/08/2025


5/22/2025


7-1-25