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

dependent Contractor and District Council 16

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Service Master Labor Agreement
September 1st, 2025 to August 30th, 2026

Independent		

Agreement # IRS29

Agreement #	Classifications	Wages				T	I I a state		UA	JJATC	A & J	PIPE	ARCA	Total	Total
	Classifications	wages	Paid Time	Dues	UA	Total	Health	Local		JJAIC	AØJ	PIPE	ANCA	Non	Package
		1	Off (*)	(**)	Organizing	Taxable	and	Pension	Training						Package
					(**)		Welfare					-		Taxable	
Journeyman		\$51.73	\$4.50	\$1.85	\$0.10	\$56.23	\$10.93	\$8.50	\$0.10	\$1.30	\$0.38	\$0.55	\$0.38	\$22.14	\$78.37
Foreman		\$56.90	\$4.50	\$1.85	\$0.10	\$61.40	\$10.93	\$8.50	\$0.10	\$1.30	\$0.38	\$0.55	\$0.38	\$22.14	\$83.54
General Forema	ın	\$62.08	\$4.50	\$1.85	\$0.10	\$66.58	\$10.93	\$8.50	\$0.10	\$1.30	\$0.38	\$0.55	\$0.38	\$22.14	\$88.72
		— %													
Apprentice Cate	egories (one year each)														
Apprentice 1st Y	/ear (50% of Journeyman)	\$25.87	\$2.25	\$1.35	\$0.10	\$28.12	\$10.93	\$4.25	\$0.10	\$1.30	\$0.38	\$0.28	\$0.38	\$17.62	\$45.74
Apprentice 2nd	Year (60% of Journeyman)	\$31.04	\$2.70	\$1.85	\$0.10	\$33.74	\$10.93	\$5.10	\$0.10	\$1.30	\$0.38	\$0.41	\$0.38	\$18.60	\$52.34
Apprentice 3rd Year (70% of Journeyman)		\$36.21	\$3.15	\$1.85	\$0.10	\$39.36	\$10.93	\$5.95	\$0.10	\$1.30	\$0.38	\$0.41	\$0.38	\$19.45	\$58.81
Apprentice 4th Year (80% of Journeyman)		\$41.38	\$3.60	\$1.85	\$0.10	\$44.98	\$10.93	\$6.80	\$0.10	\$1.30	\$0.38	\$0.41	\$0.38	\$20.30	\$65.28
Apprentice 5th Year (90% of Journeyman)		\$46.56	\$4.05	\$1.85	\$0.10	\$50.61	\$10.93	\$7.65	\$0.10	\$1.30	\$0.38	\$0.41	\$0.38	\$21.15	\$71.76
		N													
Mechanical Equ	ipment Serviceman (MES)	\$25.87-\$41.38	\$3.60	\$1.85	\$0.10	\$29.47-\$44.98	\$10.93	\$6.80	\$0.10	\$1.30	\$0.38	\$0.41	\$0.38	\$20.30	
Tradesman (***	*)	\$21.46	\$0.45	\$1.85	\$0.10	\$21.91	\$10.93	\$0.00	\$0.10	\$1.30	\$0.38	\$0.28	\$0.38	\$13.37	
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^(*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.

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

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.

^(**) 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 (\$1.45) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Unions 364 & 398 Dues (\$0.15) and United Association Organizing (\$0.10). For all other classifications Dues of (\$1.95) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Unions 364 & 398 Dues (\$0.65) and United Association Organizing (\$0.10).