

MASTER AGREEMENT WAGES AND FRINGE BENEFITS

September 1, 2024 - August 31, 2025

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	56.08	3.40	(1.85)	(0.10)	59.48	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$87.69
*****Industrial Welder	61.69	3.40	(1.85)	(0.10)	65.09	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$93.30
Foreman	64.49	3.71	(1.85)	(0.10)	68.20	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$96.41
General Foreman	70.10	3.91	(1.85)	(0.10)	74.01	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$102.22
* Pre-Apprentice	21.46	0.00	(1.85)	(0.10)	21.46	0.00	0.00	0.38	0.10	0.00	2.01	0.78	0.35	0.35	3.97	\$25.43
First Year	25.24	1.91	(1.35)	(0.10)	27.15	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$31.24
Second Year	28.04	2.21	(1.85)	(0.10)	30.25	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$44.23
Third Year	33.65	2.51	(1.85)	(0.10)	36.16	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$57.70
Fourth Year	39.26	2.80	(1.85)	(0.10)	42.06	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$64.03
Fifth Year	44.86	3.10	(1.85)	(0.10)	47.96	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$70.39

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	60.58	3.40	(1.85)	(0.10)	63.98	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$92.19
*****Industrial Welder	66.19	3.40	(1.85)	(0.10)	69.59	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$97.80
Foreman	68.99	3.71	(1.85)	(0.10)	72.70	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$100.91
General Foreman	74.60	3.91	(1.85)	(0.10)	78.51	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$106.72
First Year	29.74	1.91	(1.35)	(0.10)	31.65	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$35.74
Second Year	32.54	2.21	(1.85)	(0.10)	34.75	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$48.73
Third Year	38.15	2.51	(1.85)	(0.10)	40.66	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$62.20
Fourth Year	43.76	2.80	(1.85)	(0.10)	46.56	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$68.53
Fifth Year	49.36	3.10	(1.85)	(0.10)	52.46	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$74.89

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	63.08	3.40	(1.85)	(0.10)	66.48	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$94.69
*****Industrial Welder	68.69	3.40	(1.85)	(0.10)	72.09	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$100.30
Foreman	71.49	3.71	(1.85)	(0.10)	75.20	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$103.41
General Foreman	77.10	3.91	(1.85)	(0.10)	81.01	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$109.22
First Year	32.24	1.91	(1.35)	(0.10)	34.15	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$38.24
Second Year	35.04	2.21	(1.85)	(0.10)	37.25	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$51.23
Third Year	40.65	2.51	(1.85)	(0.10)	43.16	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$64.70
Fourth Year	46.26	2.80	(1.85)	(0.10)	49.06	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$71.03
Fifth Year	51.86	3.10	(1.85)	(0.10)	54.96	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$77.39

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	66.58	3.40	(1.85)	(0.10)	69.98	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$98.19
*****Industrial Welder	72.19	3.40	(1.85)	(0.10)	75.59	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$103.80
Foreman	74.99	3.71	(1.85)	(0.10)	78.70	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$106.91
General Foreman	80.60	3.91	(1.85)	(0.10)	84.51	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$112.72
First Year	35.74	1.91	(1.35)	(0.10)	37.65	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$41.74
Second Year	38.54	2.21	(1.85)	(0.10)	40.75	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$54.73
Third Year	44.15	2.51	(1.85)	(0.10)	46.66	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$68.20
Fourth Year	49.76	2.80	(1.85)	(0.10)	52.56	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$74.53
Fifth Year	55.36	3.10	(1.85)	(0.10)	58.46	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$80.89

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"

* PRE-APPRENTICE WAGES ARE TO BE 130% OF STATE MINIMUM WAGE PLUS \$0.01 AS OF **JANUARY 1, 2025**

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

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.70 FOR FIRST YEAR APPRENTICES AND \$1.20 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 03/11/2025

Carl Ma 4/21/2025
5-15-25

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

September 1, 2024 - August 31, 2025

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	64.49	3.40	(1.85)	(0.10)	67.89	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$96.10
*****Industrial Welder	70.94	3.40	(1.85)	(0.10)	74.34	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$102.55
Foreman	74.16	3.71	(1.85)	(0.10)	77.87	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$106.08
General Foreman	80.62	3.91	(1.85)	(0.10)	84.53	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$112.74
* Pre-Apprentice	24.68	0.00	(1.85)	(0.10)	24.68	0.00	0.00	0.38	0.10	0.00	2.01	0.78	0.35	0.35	3.97	\$28.65
First Year	29.02	1.91	(1.35)	(0.10)	30.93	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$35.02
Second Year	32.25	2.21	(1.85)	(0.10)	34.46	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$48.44
Third Year	38.70	2.51	(1.85)	(0.10)	41.21	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$62.75
Fourth Year	45.15	2.80	(1.85)	(0.10)	47.95	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$69.92
Fifth Year	51.59	3.10	(1.85)	(0.10)	54.69	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$77.12

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	68.99	3.40	(1.85)	(0.10)	72.39	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$100.60
*****Industrial Welder	75.44	3.40	(1.85)	(0.10)	78.84	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$107.05
Foreman	78.66	3.71	(1.85)	(0.10)	82.37	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$110.58
General Foreman	85.12	3.91	(1.85)	(0.10)	89.03	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$117.24
First Year	33.52	1.91	(1.35)	(0.10)	35.43	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$39.52
Second Year	36.75	2.21	(1.85)	(0.10)	38.96	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$52.94
Third Year	43.20	2.51	(1.85)	(0.10)	45.71	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$67.25
Fourth Year	49.65	2.80	(1.85)	(0.10)	52.45	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$74.42
Fifth Year	56.09	3.10	(1.85)	(0.10)	59.19	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$81.62

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	71.49	3.40	(1.85)	(0.10)	74.89	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$103.10
*****Industrial Welder	77.94	3.40	(1.85)	(0.10)	81.34	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$109.55
Foreman	81.16	3.71	(1.85)	(0.10)	84.87	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$113.08
General Foreman	87.62	3.91	(1.85)	(0.10)	91.53	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$119.74
First Year	36.02	1.91	(1.35)	(0.10)	37.93	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$42.02
Second Year	39.25	2.21	(1.85)	(0.10)	41.46	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$55.44
Third Year	45.70	2.51	(1.85)	(0.10)	48.21	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$69.75
Fourth Year	52.15	2.80	(1.85)	(0.10)	54.95	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$76.92
Fifth Year	58.59	3.10	(1.85)	(0.10)	61.69	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$84.12

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	74.99	3.40	(1.85)	(0.10)	78.39	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$106.60
*****Industrial Welder	81.44	3.40	(1.85)	(0.10)	84.84	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$113.05
Foreman	84.66	3.71	(1.85)	(0.10)	88.37	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$116.58
General Foreman	91.12	3.91	(1.85)	(0.10)	95.03	9.26	10.45	3.00	0.10	0.85	2.95	0.90	0.35	0.35	28.21	\$123.24
First Year	39.52	1.91	(1.35)	(0.10)	41.43	0.00	0.00	0.38	0.10	0.00	2.13	0.78	0.35	0.35	4.09	\$45.52
Second Year	42.75	2.21	(1.85)	(0.10)	44.96	9.76	0.00	0.38	0.10	0.00	2.20	0.84	0.35	0.35	13.98	\$58.94
Third Year	49.20	2.51	(1.85)	(0.10)	51.71	9.26	6.84	0.90	0.10	0.69	2.21	0.84	0.35	0.35	21.54	\$73.25
Fourth Year	55.65	2.80	(1.85)	(0.10)	58.45	9.26	7.17	0.90	0.10	0.74	2.26	0.84	0.35	0.35	21.97	\$80.42
Fifth Year	62.09	3.10	(1.85)	(0.10)	65.19	9.26	7.54	0.90	0.10	0.80	2.29	0.84	0.35	0.35	22.43	\$87.62

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Revised 03/11/2025

Ray A Ma 4/21/2025

5-15-25