

Local Unions 114, 403 and 484  
Independent Contractor and District Council 16  
Service Master Labor Agreement  
September 1st, 2025 to August 30th, 2026

Independent

Agreement # 16T29

| Classifications                                     | Wages           | Paid Time Off (*) | Dues (**) | UA Organizing (**) | Total Taxable | Health and Welfare | 401a Pension | National Pension | UA Training | JJATC  | A & J  | PIPE   | ARCA/MCA | Total Non Taxable | Total Package |
|-----------------------------------------------------|-----------------|-------------------|-----------|--------------------|---------------|--------------------|--------------|------------------|-------------|--------|--------|--------|----------|-------------------|---------------|
| Journeyman                                          | \$49.11         | \$4.70            | \$1.85    | \$0.10             | \$53.81       | \$9.36             | \$5.35       | \$4.00           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$21.52           | \$75.33       |
| Apprentice Categories (one year each)               |                 |                   |           |                    |               |                    |              |                  |             |        |        |        |          |                   |               |
| Apprentice 1st Year (50% of Journeyman)             | \$24.56         | \$2.35            | \$1.85    | \$0.10             | \$26.91       | \$9.36             | \$2.68       | \$0.40           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$15.25           | \$42.16       |
| Apprentice 2nd Year (60% of Journeyman)             | \$29.47         | \$2.82            | \$1.85    | \$0.10             | \$32.29       | \$9.36             | \$3.21       | \$0.40           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$15.78           | \$48.07       |
| Apprentice 3rd Year (70% of Journeyman)             | \$34.38         | \$3.29            | \$1.85    | \$0.10             | \$37.67       | \$9.36             | \$3.75       | \$1.00           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$16.92           | \$54.59       |
| Apprentice 4th Year (80% of Journeyman)             | \$39.29         | \$3.76            | \$1.85    | \$0.10             | \$43.05       | \$9.36             | \$4.28       | \$1.00           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$17.45           | \$60.50       |
| Apprentice 5th Year (90% of Journeyman)             | \$44.20         | \$4.23            | \$1.85    | \$0.10             | \$48.43       | \$9.36             | \$4.82       | \$1.00           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$17.99           | \$66.42       |
| Mechanical Equipment Serviceman (MES) (*)           |                 |                   |           |                    |               |                    |              |                  |             |        |        |        |          |                   |               |
|                                                     | \$24.56-\$39.29 | 8%^               | \$1.85    | \$0.10             | \$0.00        | \$9.36             | \$5.35       | \$2.80           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   |                   |               |
| Tradesman (***) Employers with 0-25 Employees       | \$21.46         | \$0.38            | \$1.85    | \$0.10             | \$21.84       | \$9.36             | \$0.00       | \$0.60           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$12.77           | \$34.61       |
| Tradesman (***) Employers with 26 or more Employees | \$21.46         | \$0.38            | \$1.85    | \$0.10             | \$21.84       | \$9.36             | \$0.00       | \$0.60           | \$0.10      | \$1.30 | \$0.38 | \$0.65 | \$0.38   | \$12.77           | \$34.61       |
|                                                     |                 |                   |           |                    |               |                    |              |                  |             |        |        |        |          |                   |               |
|                                                     |                 |                   |           |                    |               |                    |              |                  |             |        |        |        |          |                   |               |
|                                                     |                 |                   |           |                    |               |                    |              |                  |             |        |        |        |          |                   |               |
|                                                     |                 |                   |           |                    |               |                    |              |                  |             |        |        |        |          |                   |               |

(\*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.

(\*\*) Local Union 114, 403 and 484 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. All classification Dues of (\$1.95) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 114, 403 and 484 Dues (\$0.65) and United Association Organizing (\$0.10).

(\*\*\*) Tradesman Wage comes from California Labor Code SB3 (Minimum Wage). Tradesman wages are to be 130% of state minimum wage plus \$0.01.

(^) MES PTO amount is calculated by multiplying MES Wage paid by contractor by 8%.

Note: The Employer shall pay 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.