

**KERN, INYO & MONO COUNTIES  
WAGES AND FRINGE BENEFITS**

**September 1, 2026 - August 31, 2027**

| CLASS                 | WAGE  | APPR<br>DAY<br>SCHOOL | *<br>V & H | ***<br>DUES<br>DED'T | *****<br>UA<br>ORG | TOTAL<br>TAXABLE | H & W | PENS. | NAT'L<br>PENS. | UA<br>TRAIN. | RET<br>X-MAS | A&J<br>TRAIN. | **<br>PIPE | CONTR.<br>LMCC | EDUC<br>DEV | TOTAL<br>NON<br>TAX | TOTAL<br>PACKAGE |
|-----------------------|-------|-----------------------|------------|----------------------|--------------------|------------------|-------|-------|----------------|--------------|--------------|---------------|------------|----------------|-------------|---------------------|------------------|
| Journeyman            | 61.28 | 0.00                  | 3.55       | (1.95)               | (0.10)             | \$64.83          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40           | 0.38        | \$29.39             | \$94.22          |
| ****Industrial Welder | 67.41 | 0.00                  | 3.55       | (1.95)               | (0.10)             | \$70.96          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40           | 0.38        | \$29.39             | \$100.35         |
| Foreman               | 70.47 | 0.00                  | 3.86       | (1.95)               | (0.10)             | \$74.33          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40           | 0.38        | \$29.39             | \$103.72         |
| General Foreman       | 76.60 | 0.00                  | 4.06       | (1.95)               | (0.10)             | \$80.66          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40           | 0.38        | \$29.39             | \$110.05         |
| ***** Pre-Apprentice  | 21.98 | 0.00                  | 0.00       | (1.95)               | (0.10)             | \$21.98          | 0.00  | 0.00  | 0.38           | 0.10         | 0.00         | 2.11          | 0.83       | 0.40           | 0.38        | \$4.20              | \$26.18          |
| First Year            | 27.58 | 1.00                  | 2.06       | (1.45)               | (0.10)             | \$30.64          | 0.00  | 0.00  | 0.38           | 0.10         | 0.00         | 2.23          | 0.83       | 0.40           | 0.38        | \$4.32              | \$34.96          |
| Second Year           | 30.64 | 1.00                  | 2.36       | (1.95)               | (0.10)             | \$34.00          | 10.61 | 0.00  | 0.38           | 0.10         | 0.00         | 2.30          | 0.89       | 0.40           | 0.38        | \$15.06             | \$49.06          |
| Third Year            | 36.77 | 1.00                  | 2.66       | (1.95)               | (0.10)             | \$40.43          | 10.11 | 6.84  | 0.90           | 0.10         | 0.79         | 2.31          | 0.89       | 0.40           | 0.38        | \$22.72             | \$63.15          |
| Fourth Year           | 42.90 | 1.00                  | 2.95       | (1.95)               | (0.10)             | \$46.85          | 10.11 | 7.17  | 0.90           | 0.10         | 0.84         | 2.36          | 0.89       | 0.40           | 0.38        | \$23.15             | \$70.00          |
| Fifth Year            | 49.02 | 1.00                  | 3.25       | (1.95)               | (0.10)             | \$53.27          | 10.11 | 7.54  | 0.90           | 0.10         | 0.90         | 2.39          | 0.89       | 0.40           | 0.38        | \$23.61             | \$76.88          |

**ZONE-PAY I**

**ZONE-PAY II**

**Edwards Air Force Base**

|                       |       |      |      |        |        |         |       |       |      |      |      |      |      |      |      |         |          |
|-----------------------|-------|------|------|--------|--------|---------|-------|-------|------|------|------|------|------|------|------|---------|----------|
| Journeyman            | 68.28 | 0.00 | 3.55 | (1.95) | (0.10) | \$71.83 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$101.22 |
| ****Industrial Welder | 74.41 | 0.00 | 3.55 | (1.95) | (0.10) | \$77.96 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$107.35 |
| Foreman               | 77.47 | 0.00 | 3.86 | (1.95) | (0.10) | \$81.33 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$110.72 |
| General Foreman       | 83.60 | 0.00 | 4.06 | (1.95) | (0.10) | \$87.66 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$117.05 |
| First Year            | 34.58 | 1.00 | 2.06 | (1.45) | (0.10) | \$37.64 | 0.00  | 0.00  | 0.38 | 0.10 | 0.00 | 2.23 | 0.83 | 0.40 | 0.38 | \$4.32  | \$41.96  |
| Second Year           | 37.64 | 1.00 | 2.36 | (1.95) | (0.10) | \$41.00 | 10.61 | 0.00  | 0.38 | 0.10 | 0.00 | 2.30 | 0.89 | 0.40 | 0.38 | \$15.06 | \$56.06  |
| Third Year            | 43.77 | 1.00 | 2.66 | (1.95) | (0.10) | \$47.43 | 10.11 | 6.84  | 0.90 | 0.10 | 0.79 | 2.31 | 0.89 | 0.40 | 0.38 | \$22.72 | \$70.15  |
| Fourth Year           | 49.90 | 1.00 | 2.95 | (1.95) | (0.10) | \$53.85 | 10.11 | 7.17  | 0.90 | 0.10 | 0.84 | 2.36 | 0.89 | 0.40 | 0.38 | \$23.15 | \$77.00  |
| Fifth Year            | 56.02 | 1.00 | 3.25 | (1.95) | (0.10) | \$60.27 | 10.11 | 7.54  | 0.90 | 0.10 | 0.90 | 2.39 | 0.89 | 0.40 | 0.38 | \$23.61 | \$83.88  |

**ZONE-PAY III**

**China Lake, Marine Mountain Warfare Training Center**

|                       |       |      |      |        |        |         |       |       |      |      |      |      |      |      |      |         |          |
|-----------------------|-------|------|------|--------|--------|---------|-------|-------|------|------|------|------|------|------|------|---------|----------|
| Journeyman            | 71.78 | 0.00 | 3.55 | (1.95) | (0.10) | \$75.33 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$104.72 |
| ****Industrial Welder | 77.91 | 0.00 | 3.55 | (1.95) | (0.10) | \$81.46 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$110.85 |
| Foreman               | 80.97 | 0.00 | 3.86 | (1.95) | (0.10) | \$84.83 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$114.22 |
| General Foreman       | 87.10 | 0.00 | 4.06 | (1.95) | (0.10) | \$91.16 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$120.55 |
| First Year            | 38.08 | 1.00 | 2.06 | (1.45) | (0.10) | \$41.14 | 0.00  | 0.00  | 0.38 | 0.10 | 0.00 | 2.23 | 0.83 | 0.40 | 0.38 | \$4.32  | \$45.46  |
| Second Year           | 41.14 | 1.00 | 2.36 | (1.95) | (0.10) | \$44.50 | 10.61 | 0.00  | 0.38 | 0.10 | 0.00 | 2.30 | 0.89 | 0.40 | 0.38 | \$15.06 | \$59.56  |
| Third Year            | 47.27 | 1.00 | 2.66 | (1.95) | (0.10) | \$50.93 | 10.11 | 6.84  | 0.90 | 0.10 | 0.79 | 2.31 | 0.89 | 0.40 | 0.38 | \$22.72 | \$73.65  |
| Fourth Year           | 53.40 | 1.00 | 2.95 | (1.95) | (0.10) | \$57.35 | 10.11 | 7.17  | 0.90 | 0.10 | 0.84 | 2.36 | 0.89 | 0.40 | 0.38 | \$23.15 | \$80.50  |
| Fifth Year            | 59.52 | 1.00 | 3.25 | (1.95) | (0.10) | \$63.77 | 10.11 | 7.54  | 0.90 | 0.10 | 0.90 | 2.39 | 0.89 | 0.40 | 0.38 | \$23.61 | \$87.38  |

\* V & H INCLUDED IN THE STRAIGHT TIME HOURLY WAGE RATE. 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 \$0.15 P911, \$0.15 PTRN AND BALANCE OF CONTRIBUTION TO PIPE.

\*\*\* DISTRICT COUNCIL DUES CHECK-OFF \$0.75 FOR FIRST YEAR APPRENTICES AND \$1.25 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.70 LOCAL DUES FOR ALL CLASSIFICATIONS

\*\*\*\* REFERENCE D.3.7.2 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

\*\*\*\*\* UA ORGANIZING DUES \$0.10

\*\*\*\*\* PRE-APPRENTICE WAGES ARE TO BE 130% OF STATE MINIMUM WAGE PLUS \$0.01

Revised 07/07/2026

  
7-21-26

  
7/7/26

**SHIFT-PAY  
KERN, INYO & MONO COUNTIES  
WAGES AND FRINGE BENEFITS**

**September 1, 2026 - August 31, 2027**

| CLASS                 | WAGE  | APPR<br>DAY<br>SCHOOL | *<br>V & H | ***<br>DUES<br>DED'T | *****<br>UA<br>ORG | TOTAL<br>TAXABLE | H & W | PENS. | NAT'L<br>PENS. | UA<br>TRAIN. | RET<br>X-MAS | A&J<br>TRAIN. | **<br>PIPE | LMCC | CONTR.<br>EDUC<br>DEV | TOTAL<br>NON<br>TAX | TOTAL<br>PACKAGE |
|-----------------------|-------|-----------------------|------------|----------------------|--------------------|------------------|-------|-------|----------------|--------------|--------------|---------------|------------|------|-----------------------|---------------------|------------------|
| Journeyman            | 70.47 | 0.00                  | 3.55       | (1.95)               | (0.10)             | \$74.02          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40 | 0.38                  | \$29.39             | \$103.41         |
| ****Industrial Welder | 77.52 | 0.00                  | 3.55       | (1.95)               | (0.10)             | \$81.07          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40 | 0.38                  | \$29.39             | \$110.46         |
| Foreman               | 81.04 | 0.00                  | 3.86       | (1.95)               | (0.10)             | \$84.90          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40 | 0.38                  | \$29.39             | \$114.29         |
| General Foreman       | 88.09 | 0.00                  | 4.06       | (1.95)               | (0.10)             | \$92.15          | 10.11 | 10.45 | 3.00           | 0.10         | 0.95         | 3.05          | 0.95       | 0.40 | 0.38                  | \$29.39             | \$121.54         |
| *****Pre-Apprentice   | 25.28 | 0.00                  | 0.00       | (1.95)               | (0.10)             | \$25.28          | 0.00  | 0.00  | 0.38           | 0.10         | 0.00         | 2.11          | 0.83       | 0.40 | 0.38                  | \$4.20              | \$29.48          |
| First Year            | 31.71 | 1.00                  | 2.06       | (1.45)               | (0.10)             | \$34.77          | 0.00  | 0.00  | 0.38           | 0.10         | 0.00         | 2.23          | 0.83       | 0.40 | 0.38                  | \$4.32              | \$39.09          |
| Second Year           | 35.24 | 1.00                  | 2.36       | (1.95)               | (0.10)             | \$38.60          | 10.61 | 0.00  | 0.38           | 0.10         | 0.00         | 2.30          | 0.89       | 0.40 | 0.38                  | \$15.06             | \$53.66          |
| Third Year            | 42.28 | 1.00                  | 2.66       | (1.95)               | (0.10)             | \$45.94          | 10.11 | 6.84  | 0.90           | 0.10         | 0.79         | 2.31          | 0.89       | 0.40 | 0.38                  | \$22.72             | \$68.66          |
| Fourth Year           | 49.34 | 1.00                  | 2.95       | (1.95)               | (0.10)             | \$53.29          | 10.11 | 7.17  | 0.90           | 0.10         | 0.84         | 2.36          | 0.89       | 0.40 | 0.38                  | \$23.15             | \$76.44          |
| Fifth Year            | 56.38 | 1.00                  | 3.25       | (1.95)               | (0.10)             | \$60.63          | 10.11 | 7.54  | 0.90           | 0.10         | 0.90         | 2.39          | 0.89       | 0.40 | 0.38                  | \$23.61             | \$84.24          |

**ZONE-PAY I**

**ZONE-PAY II**

**Edwards Air Force Base**

|                       |       |      |      |        |        |         |       |       |      |      |      |      |      |      |      |         |          |
|-----------------------|-------|------|------|--------|--------|---------|-------|-------|------|------|------|------|------|------|------|---------|----------|
| Journeyman            | 77.47 | 0.00 | 3.55 | (1.95) | (0.10) | \$81.02 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$110.41 |
| ****Industrial Welder | 84.52 | 0.00 | 3.55 | (1.95) | (0.10) | \$88.07 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$117.46 |
| Foreman               | 88.04 | 0.00 | 3.86 | (1.95) | (0.10) | \$91.90 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$121.29 |
| General Foreman       | 95.09 | 0.00 | 4.06 | (1.95) | (0.10) | \$99.15 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$128.54 |
| First Year            | 38.71 | 1.00 | 2.06 | (1.45) | (0.10) | \$41.77 | 0.00  | 0.00  | 0.38 | 0.10 | 0.00 | 2.23 | 0.83 | 0.40 | 0.38 | \$4.32  | \$46.09  |
| Second Year           | 42.24 | 1.00 | 2.36 | (1.95) | (0.10) | \$45.60 | 10.61 | 0.00  | 0.38 | 0.10 | 0.00 | 2.30 | 0.89 | 0.40 | 0.38 | \$15.06 | \$60.66  |
| Third Year            | 49.28 | 1.00 | 2.66 | (1.95) | (0.10) | \$52.94 | 10.11 | 6.84  | 0.90 | 0.10 | 0.79 | 2.31 | 0.89 | 0.40 | 0.38 | \$22.72 | \$75.66  |
| Fourth Year           | 56.34 | 1.00 | 2.95 | (1.95) | (0.10) | \$60.29 | 10.11 | 7.17  | 0.90 | 0.10 | 0.84 | 2.36 | 0.89 | 0.40 | 0.38 | \$23.15 | \$83.44  |
| Fifth Year            | 63.38 | 1.00 | 3.25 | (1.95) | (0.10) | \$67.63 | 10.11 | 7.54  | 0.90 | 0.10 | 0.90 | 2.39 | 0.89 | 0.40 | 0.38 | \$23.61 | \$91.24  |

**ZONE-PAY III**

**China Lake, Marine Mountain Warfare Training Center**

|                       |       |      |      |        |        |          |       |       |      |      |      |      |      |      |      |         |          |
|-----------------------|-------|------|------|--------|--------|----------|-------|-------|------|------|------|------|------|------|------|---------|----------|
| Journeyman            | 80.97 | 0.00 | 3.55 | (1.95) | (0.10) | \$84.52  | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$113.91 |
| ****Industrial Welder | 88.02 | 0.00 | 3.55 | (1.95) | (0.10) | \$91.57  | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$120.96 |
| Foreman               | 91.54 | 0.00 | 3.86 | (1.95) | (0.10) | \$95.40  | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$124.79 |
| General Foreman       | 98.59 | 0.00 | 4.06 | (1.95) | (0.10) | \$102.65 | 10.11 | 10.45 | 3.00 | 0.10 | 0.95 | 3.05 | 0.95 | 0.40 | 0.38 | \$29.39 | \$132.04 |
| First Year            | 42.21 | 1.00 | 2.06 | (1.45) | (0.10) | \$45.27  | 0.00  | 0.00  | 0.38 | 0.10 | 0.00 | 2.23 | 0.83 | 0.40 | 0.38 | \$4.32  | \$49.59  |
| Second Year           | 45.74 | 1.00 | 2.36 | (1.95) | (0.10) | \$49.10  | 10.61 | 0.00  | 0.38 | 0.10 | 0.00 | 2.30 | 0.89 | 0.40 | 0.38 | \$15.06 | \$64.16  |
| Third Year            | 52.78 | 1.00 | 2.66 | (1.95) | (0.10) | \$56.44  | 10.11 | 6.84  | 0.90 | 0.10 | 0.79 | 2.31 | 0.89 | 0.40 | 0.38 | \$22.72 | \$79.16  |
| Fourth Year           | 59.84 | 1.00 | 2.95 | (1.95) | (0.10) | \$63.79  | 10.11 | 7.17  | 0.90 | 0.10 | 0.84 | 2.36 | 0.89 | 0.40 | 0.38 | \$23.15 | \$86.94  |
| Fifth Year            | 66.88 | 1.00 | 3.25 | (1.95) | (0.10) | \$71.13  | 10.11 | 7.54  | 0.90 | 0.10 | 0.90 | 2.39 | 0.89 | 0.40 | 0.38 | \$23.61 | \$94.74  |

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\*\*\*\*\* UA ORGANIZING DUES \$0.10

\*\*\*\*\* PRE-APPRENTICE WAGES ARE TO BE 130% OF STATE MINIMUM WAGE PLUS \$0.01

Revised 07/07/2026

*Rody Lopez*  
7/7/26

*[Signature]*  
7-21-26