

**KERN, INYO & MONO COUNTIES  
 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	21.03	0.00	(1.85)	(0.10)	\$21.03	0.00	0.00	0.38	0.10	0.00	2.01	0.78	0.35	0.35	\$3.97	\$25.00
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**

**ZONE-PAY II**

**Edwards Air Force Base**

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**

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

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 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, \$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 AND UA ORGANIZING DUES \$0.10

\*\*\*\* REFERENCE D.3.6.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDER CLASSIFICATION

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

Revised 6/11/2024

*David A. Ma*  
6/10/2024

*[Signature]*  
7-9-24

**SHIFT-PAY  
 KERN, INYO & MONO COUNTIES  
 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	24.18	0.00	(1.85)	(0.10)	\$24.18	0.00	0.00	0.38	0.10	0.00	2.01	0.78	0.35	0.35	\$3.97	\$28.15
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**

**ZONE-PAY II**

**Edwards Air Force Base**

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**

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

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

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6/18/2024

  
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