Wage and Benefit Schedule for San Diego and Imperial Counties Local Union 230

Independent and District Council 16

Service Master Labor Agreement

January 1, 2026 to August 30, 2026

DC16 JTC

Independent

Agreement # 18S29

| Classifications | Wages | Paid Time Off (*) | Dues (**) | UA Organizing | Total Taxable | Health and Welfare | Local Pension | National Pension | 401a | UA Training | Retiree X-Mas | JJATC | A & J | PIPE | ARCA /MCA | Total Non Taxable | Total Package |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Journeyman | $48.70 | $4.75 | $1.85 | $0.10 | $53.45 | $9.36 | $10.45 | $2.63 | $1.32 | $0.10 | $0.90 | $1.30 | $0.38 | $0.85 | $0.38 | $27.67 | $81.12 |
| Apprentice Categories (one year each) | | | | | | | | | | | | | | | | | |
| Apprentice 1st Year (50% of Journeyman) | $24.35 | $2.38 | $1.35 | $0.10 | $26.73 | $9.86 | $0.00 | $0.26 | $0.26 | $0.10 | $0.00 | $1.30 | $0.38 | $0.43 | $0.38 | $12.97 | $39.70 |
| Apprentice 2nd Year (60% of Journeyman) | $29.22 | $2.85 | $1.85 | $0.10 | $32.07 | $9.86 | $0.00 | $0.26 | $0.26 | $0.10 | $0.00 | $1.30 | $0.38 | $0.64 | $0.38 | $13.18 | $45.25 |
| Apprentice 3rd Year (70% of Journeyman) | $34.09 | $3.33 | $1.85 | $0.10 | $37.42 | $9.36 | $3.66 | $0.66 | $0.26 | $0.10 | $0.68 | $1.30 | $0.38 | $0.64 | $0.38 | $17.42 | $54.84 |
| Apprentice 4th Year (80% of Journeyman) | $38.96 | $3.80 | $1.85 | $0.10 | $42.76 | $9.36 | $4.18 | $0.66 | $0.33 | $0.10 | $0.77 | $1.30 | $0.38 | $0.64 | $0.38 | $18.10 | $60.86 |
| Apprentice 5th Year (90% of Journeyman) | $43.83 | $4.28 | $1.85 | $0.10 | $48.11 | $9.36 | $4.70 | $0.66 | $0.33 | $0.10 | $0.81 | $1.30 | $0.38 | $0.64 | $0.38 | $18.66 | $66.77 |
| Classifications | Wages | Paid Time Off | Dues (**) | UA Organizing | Total Taxable | Health and Welfare | Local Pension | National Pension | 401a | UA Training | Retiree X-Mas | JJATC | A & J | PIPE | ARCA /MCA | Total Non Taxable | Total Package |
| Mechanical Equipment Serviceman (MES) | $24.35-$38.96 | $2.85 | $1.85 | $0.10 | $27.20-$41.81 | $9.86 | $0.00 | $3.76 | $2.90 | $0.10 | $0.00 | $1.30 | $0.38 | $0.64 | $0.38 | $19.32 | $46.52-$61.13 |
| Tradesman (***) | $21.98 | $0.38 | $1.85 | $0.10 | $22.36 | $9.86 | $0.00 | $0.00 | $0.00 | $0.10 | $0.00 | $1.30 | $0.38 | $0.43 | $0.38 | $12.45 | $34.81 |

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

(**) 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. For Classifications paying ($1.95) Dues, such dues are comprised of District Council 16 Dues Check-Off ($1.20), Local Union 230 Dues ($0.65) and United Association Organizing ($0.10).

First Year Apprentice Dues of ($1.45) are comprised of District Council 16 Dues Check-Off ($1.20), Local Union 230 Dues ($0.15) and United Association Organizing ($0.10).

(***) 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.

Date 1223025