

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

September 1, 2021 - August 31, 2022

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	50.45	3.25	(1.75)	(0.10)	53.70	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$80.45
Industrial Welder ****	55.50	3.25	(1.75)	(0.10)	58.75	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$85.50
Foreman	58.02	3.25	(1.75)	(0.10)	61.27	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$88.02
General Foreman	63.06	3.25	(1.75)	(0.10)	66.31	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$93.06
Pre-Apprentice	18.92	0.00	(1.75)	(0.10)	18.92	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$22.28
First Year	22.70	1.76	(1.25)	(0.10)	24.46	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$27.94
Second Year	25.23	2.06	(1.75)	(0.10)	27.29	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$40.46
Third Year	30.27	2.36	(1.75)	(0.10)	32.63	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$52.71
Fourth Year	35.32	2.65	(1.75)	(0.10)	37.97	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$58.48
Fifth Year	40.36	2.95	(1.75)	(0.10)	43.31	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$64.28

**ZONE-PAY I**

**ZONE-PAY II**

Edwards Air Force Base

Journeyman	57.45	3.25	(1.75)	(0.10)	60.70	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$87.45
Industrial Welder ****	62.50	3.25	(1.75)	(0.10)	65.75	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$92.50
Foreman	65.02	3.25	(1.75)	(0.10)	68.27	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$95.02
General Foreman	70.06	3.25	(1.75)	(0.10)	73.31	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$100.06
First Year	29.70	1.76	(1.25)	(0.10)	31.46	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$34.94
Second Year	32.23	2.06	(1.75)	(0.10)	34.29	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$47.46
Third Year	37.27	2.36	(1.75)	(0.10)	39.63	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$59.71
Fourth Year	42.32	2.65	(1.75)	(0.10)	44.97	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$65.48
Fifth Year	47.36	2.95	(1.75)	(0.10)	50.31	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$71.28

**ZONE-PAY III**

China Lake, Marine Mountain Warfare Training Center

Journeyman	60.95	3.25	(1.75)	(0.10)	64.20	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$90.95
Industrial Welder ****	66.00	3.25	(1.75)	(0.10)	69.25	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$96.00
Foreman	68.52	3.25	(1.75)	(0.10)	71.77	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$98.52
General Foreman	73.56	3.25	(1.75)	(0.10)	76.81	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$103.56
First Year	33.20	1.76	(1.25)	(0.10)	34.96	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$38.44
Second Year	35.73	2.06	(1.75)	(0.10)	37.79	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$50.96
Third Year	40.77	2.36	(1.75)	(0.10)	43.13	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$63.21
Fourth Year	45.82	2.65	(1.75)	(0.10)	48.47	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$68.98
Fifth Year	50.86	2.95	(1.75)	(0.10)	53.81	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$74.78

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.

\*\* PIPE ALLOCATIONS \$0.10 PLUMBERS 911, \$0.15 A&J, BALANCE OF CONTRIBUTION TO PIPE.

\*\*\* DISTRICT COUNCIL DUES CHECK-OFF \$0.60 FOR FIRST YEAR APPRENTICES AND \$1.10 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

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

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

Revised: May 28, 2021

*Daryl D. Ma*  
 6/29/2021

*Paula*  
 7/12-2021

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

**September 1, 2021 - August 31, 2022**

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	58.02	3.25	(1.75)	(0.10)	61.27	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$88.02
Industrial Welder ****	63.83	3.25	(1.75)	(0.10)	67.08	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$93.83
Foreman	66.72	3.25	(1.75)	(0.10)	69.97	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$96.72
General Foreman	72.52	3.25	(1.75)	(0.10)	75.77	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$102.52
Pre-Apprentice	21.76	0.00	(1.75)	(0.10)	21.76	0.00	0.00	0.38	0.10	0.00	1.61	0.58	0.35	0.34	3.36	\$25.12
First Year	26.11	1.76	(1.25)	(0.10)	27.87	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$31.35
Second Year	29.01	2.06	(1.75)	(0.10)	31.07	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$44.24
Third Year	34.81	2.36	(1.75)	(0.10)	37.17	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$57.25
Fourth Year	40.62	2.65	(1.75)	(0.10)	43.27	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$63.78
Fifth Year	46.41	2.95	(1.75)	(0.10)	49.36	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$70.33

**ZONE-PAY I**

**ZONE-PAY II**

**Edwards Air Force Base**

Journeyman	65.02	3.25	(1.75)	(0.10)	68.27	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$95.02
Industrial Welder ****	70.83	3.25	(1.75)	(0.10)	74.08	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$100.83
Foreman	73.72	3.25	(1.75)	(0.10)	76.97	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$103.72
General Foreman	79.52	3.25	(1.75)	(0.10)	82.77	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$109.52
First Year	33.11	1.76	(1.25)	(0.10)	34.87	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$38.35
Second Year	36.01	2.06	(1.75)	(0.10)	38.07	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$51.24
Third Year	41.81	2.36	(1.75)	(0.10)	44.17	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$64.25
Fourth Year	47.62	2.65	(1.75)	(0.10)	50.27	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$70.78
Fifth Year	53.41	2.95	(1.75)	(0.10)	56.36	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$77.33

**ZONE-PAY III**

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

Journeyman	68.52	3.25	(1.75)	(0.10)	71.77	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$98.52
Industrial Welder ****	74.33	3.25	(1.75)	(0.10)	77.58	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$104.33
Foreman	77.22	3.25	(1.75)	(0.10)	80.47	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$107.22
General Foreman	83.02	3.25	(1.75)	(0.10)	86.27	9.06	9.85	3.00	0.10	0.80	2.55	0.70	0.35	0.34	26.75	\$113.02
First Year	36.61	1.76	(1.25)	(0.10)	38.37	0.00	0.00	0.38	0.10	0.00	1.73	0.58	0.35	0.34	3.48	\$41.85
Second Year	39.51	2.06	(1.75)	(0.10)	41.57	9.56	0.00	0.38	0.10	0.00	1.80	0.64	0.35	0.34	13.17	\$54.74
Third Year	45.31	2.36	(1.75)	(0.10)	47.67	9.06	6.24	0.90	0.10	0.64	1.81	0.64	0.35	0.34	20.08	\$67.75
Fourth Year	51.12	2.65	(1.75)	(0.10)	53.77	9.06	6.57	0.90	0.10	0.69	1.86	0.64	0.35	0.34	20.51	\$74.28
Fifth Year	56.91	2.95	(1.75)	(0.10)	59.86	9.06	6.94	0.90	0.10	0.75	1.89	0.64	0.35	0.34	20.97	\$80.83

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Revised: May 24, 2021

*Daryl A. Ma*  
6/29/2021

*Paul Smith*  
7-12-2021