

**MASTER AGREEMENT
WAGES AND FRINGE BENEFITS
September 1, 2023 - August 31, 2024**

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	53.78	3.40	(1.75)	(0.10)	57.18	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$85.19
*****Industrial Welder	59.16	3.40	(1.75)	(0.10)	62.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$90.57
Foreman	61.85	3.71	(1.75)	(0.10)	65.56	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$93.57
General Foreman	67.23	3.91	(1.75)	(0.10)	71.14	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$99.15
Pre-Apprentice	20.17	0.00	(1.75)	(0.10)	20.17	0.00	0.00	0.38	0.10	0.00	1.91	0.68	0.35	0.35	3.77	\$23.94
First Year	24.20	1.91	(1.25)	(0.10)	26.11	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$30.00
Second Year	26.89	2.21	(1.75)	(0.10)	29.10	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$42.88
Third Year	32.27	2.51	(1.75)	(0.10)	34.78	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$56.12
Fourth Year	37.65	2.80	(1.75)	(0.10)	40.45	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$62.22
Fifth Year	43.02	3.10	(1.75)	(0.10)	46.12	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$68.35

SHIFT-PAY

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	61.85	3.40	(1.75)	(0.10)	65.25	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$93.26
*****Industrial Welder	68.03	3.40	(1.75)	(0.10)	71.43	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$99.44
Foreman	71.13	3.71	(1.75)	(0.10)	74.84	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$102.85
General Foreman	77.31	3.91	(1.75)	(0.10)	81.22	9.26	10.45	3.00	0.10	0.85	2.85	0.80	0.35	0.35	28.01	\$109.23
Pre-Apprentice	23.20	0.00	(1.75)	(0.10)	23.20	0.00	0.00	0.38	0.10	0.00	1.91	0.68	0.35	0.35	3.77	\$26.97
First Year	27.83	1.91	(1.25)	(0.10)	29.74	0.00	0.00	0.38	0.10	0.00	2.03	0.68	0.35	0.35	3.89	\$33.63
Second Year	30.92	2.21	(1.75)	(0.10)	33.13	9.76	0.00	0.38	0.10	0.00	2.10	0.74	0.35	0.35	13.78	\$46.91
Third Year	37.11	2.51	(1.75)	(0.10)	39.62	9.26	6.84	0.90	0.10	0.69	2.11	0.74	0.35	0.35	21.34	\$60.96
Fourth Year	43.30	2.80	(1.75)	(0.10)	46.10	9.26	7.17	0.90	0.10	0.74	2.16	0.74	0.35	0.35	21.77	\$67.87
Fifth Year	49.48	3.10	(1.75)	(0.10)	52.58	9.26	7.54	0.90	0.10	0.80	2.19	0.74	0.35	0.35	22.23	\$74.81

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 \$0.10 P911, \$0.15 PTRN, \$0.05 PTRN2 AND 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

**** UA ORGANIZING DUES \$0.10

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

Revised: May 8, 2023


7/10/2023


7-18-23