

MASTER AGREEMENT WAGES AND FRINGE BENEFITS

September 1, 2025 - August 31, 2026

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	58.28	3.45	(1.85)	(0.10)	61.73	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$90.19
*****Industrial Welder	64.11	3.45	(1.85)	(0.10)	67.56	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$96.02
Foreman	67.02	3.76	(1.85)	(0.10)	70.78	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$99.24
General Foreman	72.85	3.96	(1.85)	(0.10)	76.81	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$105.27
* Pre-Apprentice	21.46	0.00	(1.85)	(0.10)	21.46	0.00	0.00	0.38	0.10	0.00	2.06	0.78	0.40	0.35	4.07	\$25.53
First Year	26.23	1.96	(1.35)	(0.10)	28.19	0.00	0.00	0.38	0.10	0.00	2.18	0.78	0.40	0.35	4.19	\$32.38
Second Year	29.14	2.26	(1.85)	(0.10)	31.40	9.86	0.00	0.38	0.10	0.00	2.25	0.84	0.40	0.35	14.18	\$45.58
Third Year	34.97	2.56	(1.85)	(0.10)	37.53	9.36	6.84	0.90	0.10	0.74	2.26	0.84	0.40	0.35	21.79	\$59.32
Fourth Year	40.80	2.85	(1.85)	(0.10)	43.65	9.36	7.17	0.90	0.10	0.79	2.31	0.84	0.40	0.35	22.22	\$65.87
Fifth Year	46.62	3.15	(1.85)	(0.10)	49.77	9.36	7.54	0.90	0.10	0.85	2.34	0.84	0.40	0.35	22.68	\$72.45

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	67.02	3.45	(1.85)	(0.10)	70.47	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$98.93
*****Industrial Welder	73.73	3.45	(1.85)	(0.10)	77.18	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$105.64
Foreman	77.07	3.76	(1.85)	(0.10)	80.83	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$109.29
General Foreman	83.78	3.96	(1.85)	(0.10)	87.74	9.36	10.45	3.00	0.10	0.90	3.00	0.90	0.40	0.35	28.46	\$116.20
Pre-Apprentice	24.68	0.00	(1.85)	(0.10)	24.68	0.00	0.00	0.38	0.10	0.00	2.06	0.78	0.40	0.35	4.07	\$28.75
First Year	30.16	1.96	(1.35)	(0.10)	32.12	0.00	0.00	0.38	0.10	0.00	2.18	0.78	0.40	0.35	4.19	\$36.31
Second Year	33.51	2.26	(1.85)	(0.10)	35.77	9.86	0.00	0.38	0.10	0.00	2.25	0.84	0.40	0.35	14.18	\$49.95
Third Year	40.21	2.56	(1.85)	(0.10)	42.77	9.36	6.84	0.90	0.10	0.74	2.26	0.84	0.40	0.35	21.79	\$64.56
Fourth Year	46.92	2.85	(1.85)	(0.10)	49.77	9.36	7.17	0.90	0.10	0.79	2.31	0.84	0.40	0.35	22.22	\$71.99
Fifth Year	53.62	3.15	(1.85)	(0.10)	56.77	9.36	7.54	0.90	0.10	0.85	2.34	0.84	0.40	0.35	22.68	\$79.45

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"

* PRE-APPRENTICE WAGES ARE TO BE 130% OF STATE MINIMUM WAGE PLUS \$0.01 AS OF JANUARY 1, 2025

** 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

**** UA ORGANIZING DUES \$0.10

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

David A. Mac 5/22/2025

Crut
7-1-25