

WAGES AND FRINGE BENEFITS
 MASTER AGREEMENT
 July 1, 2016 - June 30, 2017

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	** PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	44.16	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$69.70
Industrial Welder ****	48.58	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$74.12
Foreman	50.78	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$76.63
General Foreman	55.20	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$81.25
Pre-Apprentice	16.56	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.81	0.43	0.25	0.30	\$18.83
First Year	19.87	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.30	\$23.80
Second Year	22.08	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.30	\$34.60
Third Year	26.50	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.30	\$44.48
Fourth Year	30.91	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.30	\$49.61
Fifth Year	35.33	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.30	\$54.79

ZONE-PAY I

Camp Pendleton, Vandenberg Air Force Base

Journeyman	48.66	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$74.20
Industrial Welder ****	53.08	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$78.62
Foreman	55.28	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$81.13
General Foreman	59.70	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$85.75
First Year	24.37	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.30	\$28.30
Second Year	26.58	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.30	\$39.10
Third Year	31.00	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.30	\$48.98
Fourth Year	35.41	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.30	\$54.11
Fifth Year	39.83	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.30	\$59.29

ZONE-PAY II

29 Palms Marine Air Station, Edwards Air Force Base, NEBO Marine Logistics Base, Yermo,
 Camp Roberts, San Clemente Island Naval Base, Santa Cruz Island

Journeyman	51.16	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$76.70
Industrial Welder ****	55.58	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$81.12
Foreman	57.78	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$83.63
General Foreman	62.20	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$88.25
First Year	26.87	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.30	\$30.80
Second Year	29.08	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.30	\$41.60
Third Year	33.50	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.30	\$51.48
Fourth Year	37.91	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.30	\$56.61
Fifth Year	42.33	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.30	\$61.79

ZONE-PAY III

Fort Irwin National Training Center, Seeley Naval Air Station

Journeyman	54.66	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$80.20
Industrial Welder ****	59.08	{1.60}	7.65	8.16	3.03	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$84.62
Foreman	61.28	{1.60}	7.65	8.16	3.34	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$87.13
General Foreman	65.70	{1.60}	7.65	8.16	3.54	3.00	0.10	0.75	1.75	0.55	0.25	0.30	\$91.75
First Year	30.37	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.93	0.43	0.25	0.30	\$34.30
Second Year	32.58	{1.60}	0.00	8.16	1.84	0.38	0.10	0.00	1.00	0.49	0.25	0.30	\$45.10
Third Year	37.00	{1.60}	4.04	8.16	2.14	0.90	0.10	0.59	1.01	0.49	0.25	0.30	\$54.98
Fourth Year	41.41	{1.60}	4.37	8.16	2.43	0.90	0.10	0.64	1.06	0.49	0.25	0.30	\$60.11
Fifth Year	45.83	{1.60}	4.74	8.16	2.73	0.90	0.10	0.70	1.09	0.49	0.25	0.30	\$65.29

V&H CONTRIBUTIONS ON ALL OVERTIME IS 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 \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING