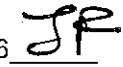


Market Refrigeration Wage and Benefit Schedule for Los Angeles and Orange Counties
 ARCA/MCA and District Council 16
 Service Master Labor Agreement

DC 16 

ARCA/MCA 

September 3, 2007 - August 31, 2008

Classification	Wage	V&H	Total Taxable	(*Dues)	401A	H&W	Pension	PIPE	Training	Natl.Pen.	N. Trng	ARCA/MCA	Total
Journeyman	\$32.79	\$2.25	\$35.04	(1.19)	\$0.50	\$6.30	\$4.81	\$0.25	\$0.75	\$1.25	\$0.05	\$0.25	\$49.20
Foreman (+15%)	\$37.71	\$2.59	\$40.30	(1.19)	\$0.50	\$6.30	\$4.81	\$0.25	\$0.75	\$1.25	\$0.05	\$0.25	\$54.46
General Foreman (+25%)	\$40.99	\$2.81	\$43.80	(1.19)	\$0.50	\$6.30	\$4.81	\$0.25	\$0.75	\$1.25	\$0.05	\$0.25	\$57.96
Certified Journeyman	\$33.39	\$2.25	\$35.64	(1.19)	\$1.00	\$6.30	\$4.81	\$0.25	\$0.45	\$1.25	\$0.05	\$0.25	\$50.00
Certified Foreman	\$38.40	\$2.59	\$40.99	(1.19)	\$1.00	\$6.30	\$4.81	\$0.25	\$0.45	\$1.25	\$0.05	\$0.25	\$55.35
Certified General Foreman	\$41.74	\$2.81	\$44.55	(1.19)	\$1.00	\$6.30	\$4.81	\$0.25	\$0.45	\$1.25	\$0.05	\$0.25	\$58.91
Apprentice categories (one year each)													
Apprentice 1 (50%)	\$16.40	\$1.13	\$17.53	(0.54)	\$0.25	\$6.17	\$0.00	\$0.13	\$0.55	\$0.63	\$0.05	\$0.25	\$25.56
Apprentice 2 (60%)	\$19.67	\$1.35	\$21.02	(0.54)	\$0.50	\$6.17	\$0.00	\$0.19	\$0.55	\$0.63	\$0.05	\$0.25	\$29.36
Apprentice 3 (70%)	\$22.95	\$1.58	\$24.53	(0.54)	\$0.50	\$6.17	\$0.00	\$0.19	\$0.55	\$0.63	\$0.05	\$0.25	\$32.87
Apprentice 4 (80%)	\$26.23	\$1.80	\$28.03	(0.54)	\$0.75	\$6.17	\$0.00	\$0.19	\$0.55	\$0.63	\$0.05	\$0.25	\$36.62
Apprentice 5 (90%)	\$29.51	\$2.03	\$31.54	(0.54)	\$1.00	\$6.17	\$0.00	\$0.19	\$0.55	\$0.63	\$0.05	\$0.25	\$40.38
First Three Years as an MES:													
Mechanical Equipment Serviceman (MES)	50-80%	8%		(0.54)	\$0.00	\$6.17	**\$1.50	\$0.19	\$0.40	**\$0.63	\$0.05	\$0.25	
** paid after six months of employment													
After Three Years as an MES:													
Mechanical Equipment Serviceman (MES)	50-80%	8%		(0.54)	\$0.00	\$6.17	\$2.19	\$0.19	\$0.40	\$0.94	\$0.05	\$0.25	
Tradesman	\$10.00 min.	\$0.90		(0.54)	\$0.00	\$6.17	\$0.25	\$0.13	\$0.40	\$0.63	\$0.05	\$0.25	

NOTE: * 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. Of those Dues, Administrative Dues of (\$0.54) for all classifications will be sent from the Joint Depository directly to District Council 16.

NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.25 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.