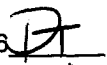



**Wage and Benefit Schedule for Los Angeles and Orange Counties  
ARCA/MCA and District Council 16  
Service Master Labor Agreement**

DC16 

ARCA/MCA 

August 30, 2010 - August 31, 2011

Classification	Wage	V&H	Total Taxable	H&W	Pension	Natl.Pen.	401A	Training	N. Trng	PIPE	ARCA/MCA	(*Dues)	Total
Journeyman	\$36.64	\$2.30	\$38.94	\$6.52	\$6.69	\$1.50	\$0.50	\$1.20	\$0.10	\$0.25	\$0.26	(1.60)	\$55.96
Foreman	\$42.07	\$2.64	\$44.71	\$6.52	\$6.69	\$1.50	\$0.50	\$1.20	\$0.10	\$0.25	\$0.26	(1.60)	\$61.73
General Foreman	\$45.69	\$2.86	\$48.55	\$6.52	\$6.69	\$1.50	\$0.50	\$1.20	\$0.10	\$0.25	\$0.26	(1.60)	\$65.57
Certified Journeyman	\$37.24	\$2.30	\$39.54	\$6.52	\$6.69	\$1.50	\$1.00	\$0.70	\$0.10	\$0.25	\$0.26	(1.60)	\$56.56
Certified Foreman	\$42.76	\$2.64	\$45.40	\$6.52	\$6.69	\$1.50	\$1.00	\$0.70	\$0.10	\$0.25	\$0.26	(1.60)	\$62.42
Certified General Foreman	\$46.44	\$2.86	\$49.30	\$6.52	\$6.69	\$1.50	\$1.00	\$0.70	\$0.10	\$0.25	\$0.26	(1.60)	\$66.32
<b>Apprentice categories (one year each)</b>													
Apprentice 1	\$18.55	\$1.13	\$19.68	\$6.52	\$0.00	\$0.76	\$0.25	\$0.80	\$0.10	\$0.13	\$0.26	(0.95)	\$28.50
Apprentice 2	\$22.16	\$1.35	\$23.51	\$6.52	\$0.00	\$0.76	\$0.50	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$32.64
Apprentice 3	\$25.78	\$1.58	\$27.36	\$6.52	\$0.00	\$0.76	\$0.50	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$36.49
Apprentice 4	\$29.40	\$1.80	\$31.20	\$6.52	\$0.00	\$0.76	\$0.75	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$40.58
Apprentice 5	\$33.02	\$2.03	\$35.05	\$6.52	\$0.00	\$0.76	\$1.00	\$0.80	\$0.10	\$0.19	\$0.26	(0.95)	\$44.68
<b>First Three Years as an MES:</b>													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$6.52	**\$1.75	**\$0.76	\$0.00	\$0.40	\$0.10	\$0.19	\$0.26	(0.95)	
<b>** paid after six months of employment</b>													
<b>After Three Years as an MES:</b>													
Mechanical Equipment Serviceman (MES)	50-80%	8%		\$6.52	\$2.44	\$1.13	\$0.00	\$0.40	\$0.10	\$0.19	\$0.26	(0.95)	
Tradesman	\$10.00 min.	\$0.90		\$6.52	\$0.50	\$0.76	\$0.00	\$0.40	\$0.10	\$0.13	\$0.26	(0.95)	
<b>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 (\$0.95) for all classifications will be sent from the Joint Depository directly to District Council 16.</b>													
<b>NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$0.26 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.</b>													
<b>* Effective August 30, 2010, the Mechanical Equipment Serviceman (MES) classification will receive a \$.45 per hour wage increase, rather than the 50%-80% of the journeyman rate.</b>													
<b>* Effective August 30, 2010, the Tradesman classification will receive a \$.45 per hour wage increase.</b>													