

(DISTRICT COUNCIL 16 WIDE)
 Plumbing Service & Repair
 WAGES AND FRINGE BENEFITS
 September 1, 2024 - August 31, 2025

| 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 | 54.27 | 3.40 | (1.85) | (0.10) | 57.67 | 9.26 | 10.14 | 3.00 | 0.10 | 0.85 | 2.28 | 0.90 | 0.35 | 0.35 | 27.23 | \$84.90 |
| Class 1 | 25.24 | 0.00 | (1.85) | (0.10) | 25.24 | 9.26 | 7.76 | 0.90 | 0.10 | 0.85 | 2.11 | 0.70 | 0.35 | 0.35 | 22.38 | \$47.62 |
| Class 2 | 28.04 | 0.00 | (1.85) | (0.10) | 28.04 | 9.26 | 8.09 | 0.90 | 0.10 | 0.85 | 2.11 | 0.75 | 0.35 | 0.35 | 22.76 | \$50.80 |
| Class 3 | 33.65 | 0.00 | (1.85) | (0.10) | 33.65 | 9.26 | 8.25 | 0.90 | 0.10 | 0.85 | 2.11 | 0.77 | 0.35 | 0.35 | 22.94 | \$56.59 |
| Class 4 | 39.26 | 0.00 | (1.85) | (0.10) | 39.26 | 9.26 | 8.57 | 0.90 | 0.10 | 0.85 | 2.11 | 0.78 | 0.35 | 0.35 | 23.27 | \$62.53 |

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 \$0.15 P911, \$0.15 PTRN, \$0.05 PTRN2 AND BALANCE OF CONTRIBUTION TO PIPE.

*** DISTRICT COUNCIL DUES CHECK-OFF OF \$1.20 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS AN ADDITIONAL \$0.65 LOCAL DUES FOR A TOTAL OF \$1.85

**** UA ORGANIZING DUES \$0.10

David D'Ma
 6/18/2024

Revised 6/11/2024

[Signature]
 7-9-24

SHIFT-PAY
(DISTRICT COUNCIL 16 WIDE)
Plumbing Service & Repair
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| CLASS | WAGE | V & H | *** | **** | TOTAL | H & W | PENS. | NAT'L PENS. | UA TRAIN. | RET X-MAS | A&J TRAIN. | ** | LMCC | CONTR. | TOTAL | TOTAL |
|------------|-------|-------|------------|--------|---------|-------|-------|-------------|-----------|-----------|------------|------|------|----------|---------|---------|
| | | | DUES DED'T | UA ORG | TAXABLE | | | | | | | PIPE | | EDUC DEV | NON TAX | PACKAGE |
| Journeyman | 62.41 | 3.40 | (1.85) | (0.10) | 65.81 | 9.26 | 10.14 | 3.00 | 0.10 | 0.85 | 2.28 | 0.90 | 0.35 | 0.35 | 27.23 | \$93.04 |
| Class 1 | 29.03 | 0.00 | (1.85) | (0.10) | 29.03 | 9.26 | 7.76 | 0.90 | 0.10 | 0.85 | 2.11 | 0.70 | 0.35 | 0.35 | 22.38 | \$51.41 |
| Class 2 | 32.25 | 0.00 | (1.85) | (0.10) | 32.25 | 9.26 | 8.09 | 0.90 | 0.10 | 0.85 | 2.11 | 0.75 | 0.35 | 0.35 | 22.76 | \$55.01 |
| Class 3 | 38.70 | 0.00 | (1.85) | (0.10) | 38.70 | 9.26 | 8.25 | 0.90 | 0.10 | 0.85 | 2.11 | 0.77 | 0.35 | 0.35 | 22.94 | \$61.64 |
| Class 4 | 45.15 | 0.00 | (1.85) | (0.10) | 45.15 | 9.26 | 8.57 | 0.90 | 0.10 | 0.85 | 2.11 | 0.78 | 0.35 | 0.35 | 23.27 | \$68.42 |

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Revised 6/11/2024

Daryl A. Ma
6/18/2024

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