Wage and Benefit Schedule for San Diego and Imperial Counties Local Union 230

Independent and District Council 16

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Service Master Labor Agreement
September 1st, 2024 to August 31st, 2025

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Independent		
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Agreement # 18S29																	
Classifications	Wages	Paid	Dues	UA	Total	Health	Local	National	401a	UA	Retiree	JJATC	A & J	PIPE	ARCA	Total	Total
		Time	(**)	Organizing	Taxable	and	Pension	Pension		Training	X-Mas				/MCA	Non	Package
		Off (*)				Welfare										Taxable	
Journeyman	\$46.44	\$4.60	\$1.85	\$0.10	\$51.04	\$9.26	\$10.45	\$2.63	\$1.32	\$0.10	\$0.85	\$1.30	\$0.38	\$0.85	\$0.38	\$27.52	\$78.56
Apprentice Categories (one year each)																	
Apprentice 1st Year (50% of Journeyman)	\$23.22	\$2.30	\$1.35	\$0.10	\$25.52	\$9.76	\$0.00	\$0.26	\$0.26	\$0.10	\$0.00	\$1.30	\$0.38	\$0.43	\$0.38	\$12.87	\$38.39
Apprentice 2nd Year (60% of Journeyman)	\$27.86	\$2.76	\$1.85	\$0.10	\$30.62	\$9.76	\$0.00	\$0.26	\$0.26	\$0.10	\$0.00	\$1.30	\$0.38	\$0.64	\$0.38	\$13.08	\$43.70
Apprentice 3rd Year (70% of Journeyman)	\$32.51	\$3.22	\$1.85	\$0.10	\$35.73	\$9.26	\$3.66	\$0.66	\$0.26	\$0.10	\$0.64	\$1.30	\$0.38	\$0.64	\$0.38	\$17.28	\$53.01
Apprentice 4th Year (80% of Journeyman)	\$37.15	\$3.68	\$1.85	\$0.10	\$40.83	\$9.26	\$4.18	\$0.66	\$0.33	\$0.10	\$0.72	\$1.30	\$0.38	\$0.64	\$0.38	\$17.95	\$58.78
Apprentice 5th Year (90% of Journeyman)	\$41.80	\$4.14	\$1.85	\$0.10	\$45.94	\$9.26	\$4.70	\$0.66	\$0.33	\$0.10	\$0.77	\$1.30	\$0.38	\$0.64	\$0.38	\$18.52	\$64.46
Classifications	Wages	Paid	Dues	UA	Total	Health	Local	National	401a	UA	Retiree	JJATC	A & J	PIPE	ARCA	Total	Total
		Time	(**)	Organizing	Taxable	and	Pension	Pension		Training	X-Mas				/MCA	Non	Package
		Off				Welfare										Taxable	
Mechanical Equipment Serviceman (MES)	50-80%	\$2.76	\$1.85	\$0.10		\$9.76	\$0.00	\$3.76	\$2.90	\$0.10	\$0.00	\$1.30	\$0.38	\$0.64	\$0.38	\$19.22	
Tradesman	Minimum Wage	\$0.37	\$1.85	\$0.10		\$9.76	\$0.00	\$0.00	\$0.00	\$0.10	\$0.00	\$1.30	\$0.38	\$0.43	\$0.38	\$12.35	
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^(*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.

The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. For Classifications paying (\$1.95) Dues, such dues are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 230 Dues (\$0.65) and United Association Organizing (\$0.10).

First Year Apprentice Dues of (\$1.45) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 230 Dues (\$0.15) and United Association Organizing (\$0.10).

Note: The Employer shall pay to the ARCA/MCA Promotion Fund (\$0.38) 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.

^(**) Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages.