



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

DC 16 

ARCA/MCA 

August 31, 2009 - August 31, 2010

| Classification                                                                                                                                                                                                                                                                                                                                                                                                    | Wage         | V&H    | Total Taxable | (*Dues) | 401A   | H&W    | Pension  | PIPE   | Training | Natl.Pen. | N. Trng | ARCA/MCA | Total   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------|---------------|---------|--------|--------|----------|--------|----------|-----------|---------|----------|---------|
| <b>Journeyman</b>                                                                                                                                                                                                                                                                                                                                                                                                 | \$34.82      | \$2.25 | \$37.07       | (1.24)  | \$0.50 | \$5.67 | \$6.63   | \$0.25 | \$0.50   | \$1.25    | \$0.10  | \$0.26   | \$52.23 |
| <b>Foreman (+15%)</b>                                                                                                                                                                                                                                                                                                                                                                                             | \$40.04      | \$2.59 | \$42.63       | (1.24)  | \$0.50 | \$5.67 | \$6.63   | \$0.25 | \$0.50   | \$1.25    | \$0.10  | \$0.26   | \$57.79 |
| <b>General Foreman (+25%)</b>                                                                                                                                                                                                                                                                                                                                                                                     | \$43.53      | \$2.81 | \$46.34       | (1.24)  | \$0.50 | \$5.67 | \$6.63   | \$0.25 | \$0.50   | \$1.25    | \$0.10  | \$0.26   | \$61.50 |
| <b>Certified Journeyman</b>                                                                                                                                                                                                                                                                                                                                                                                       | \$35.42      | \$2.25 | \$37.67       | (1.24)  | \$1.00 | \$5.67 | \$6.63   | \$0.25 | \$0.20   | \$1.25    | \$0.10  | \$0.26   | \$53.03 |
| <b>Certified Foreman</b>                                                                                                                                                                                                                                                                                                                                                                                          | \$40.73      | \$2.59 | \$43.32       | (1.24)  | \$1.00 | \$5.67 | \$6.63   | \$0.25 | \$0.20   | \$1.25    | \$0.10  | \$0.26   | \$58.68 |
| <b>Certified General Foreman</b>                                                                                                                                                                                                                                                                                                                                                                                  | \$44.28      | \$2.81 | \$47.09       | (1.24)  | \$1.00 | \$5.67 | \$6.63   | \$0.25 | \$0.20   | \$1.25    | \$0.10  | \$0.26   | \$62.45 |
| <b>Apprentice categories (one year each)</b>                                                                                                                                                                                                                                                                                                                                                                      |              |        |               |         |        |        |          |        |          |           |         |          |         |
| <b>Apprentice 1 (50%)</b>                                                                                                                                                                                                                                                                                                                                                                                         | \$17.41      | \$1.13 | \$18.54       | (0.59)  | \$0.25 | \$6.52 | \$0.00   | \$0.13 | \$0.55   | \$0.63    | \$0.10  | \$0.26   | \$26.98 |
| <b>Apprentice 2 (60%)</b>                                                                                                                                                                                                                                                                                                                                                                                         | \$20.89      | \$1.35 | \$22.24       | (0.59)  | \$0.50 | \$6.52 | \$0.00   | \$0.19 | \$0.55   | \$0.63    | \$0.10  | \$0.26   | \$30.99 |
| <b>Apprentice 3 (70%)</b>                                                                                                                                                                                                                                                                                                                                                                                         | \$24.37      | \$1.58 | \$25.95       | (0.59)  | \$0.50 | \$6.52 | \$0.00   | \$0.19 | \$0.55   | \$0.63    | \$0.10  | \$0.26   | \$34.70 |
| <b>Apprentice 4 (80%)</b>                                                                                                                                                                                                                                                                                                                                                                                         | \$27.86      | \$1.80 | \$29.66       | (0.59)  | \$0.75 | \$6.52 | \$0.00   | \$0.19 | \$0.55   | \$0.63    | \$0.10  | \$0.26   | \$38.66 |
| <b>Apprentice 5 (90%)</b>                                                                                                                                                                                                                                                                                                                                                                                         | \$31.34      | \$2.03 | \$33.37       | (0.59)  | \$1.00 | \$6.52 | \$0.00   | \$0.19 | \$0.55   | \$0.63    | \$0.10  | \$0.26   | \$42.62 |
| <b>First Three Years as an MES:</b>                                                                                                                                                                                                                                                                                                                                                                               |              |        |               |         |        |        |          |        |          |           |         |          |         |
| <b>Mechanical Equipment Serviceman (MES)</b>                                                                                                                                                                                                                                                                                                                                                                      | 50-80%       | 8%     |               | (0.59)  | \$0.00 | \$6.52 | **\$1.75 | \$0.19 | \$0.15   | **\$0.63  | \$0.10  | \$0.26   |         |
| <b>** paid after six months of employment</b>                                                                                                                                                                                                                                                                                                                                                                     |              |        |               |         |        |        |          |        |          |           |         |          |         |
| <b>After Three Years as an MES:</b>                                                                                                                                                                                                                                                                                                                                                                               |              |        |               |         |        |        |          |        |          |           |         |          |         |
| <b>Mechanical Equipment Serviceman (MES)</b>                                                                                                                                                                                                                                                                                                                                                                      | 50-80%       | 8%     |               | (0.59)  | \$0.00 | \$6.52 | \$2.44   | \$0.19 | \$0.15   | \$0.94    | \$0.10  | \$0.26   |         |
| <b>Tradesman</b>                                                                                                                                                                                                                                                                                                                                                                                                  | \$10.00 min. | \$0.90 |               | (0.59)  | \$0.00 | \$6.52 | \$0.50   | \$0.13 | \$0.15   | \$0.63    | \$0.10  | \$0.26   |         |
| <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 (\$0.59) 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>                                                                                                                                                                  |              |        |               |         |        |        |          |        |          |           |         |          |         |

