

**Resilient Floor and Decorative Covering Local Union 1399**  
**San Diego Area Floor Coverers Labor Agreement**  
**January 1, 2023 through December 31, 2025**

**Wage and Benefit Schedule Effective January 1, 2023 through December 31, 2023**

CLASSIFICATION	WAGE	VACATION	H&W	PENSION	TRAINING	LMCC	TOTAL PACKAGE	Wage @ 15% Shift Pay	Total Package @ 15% Shift Pay	<sup>A</sup> IUPAT Admin Dues	*Market Recovery
JOURNEYMAN	\$36.77	\$2.05	\$4.10	\$11.22	\$0.85	\$0.92	\$55.91	\$42.29	\$61.43	\$0.10	\$0.50
APPRENTICES %											
1st Period - 0.4872	\$20.15	\$1.63	\$4.10	\$6.84	\$0.85	\$0.92	\$34.49	\$23.17	\$37.51	\$0.10	\$0.50
2nd Period - 0.5641	\$21.45	\$1.63	\$4.10	\$6.88	\$0.85	\$0.92	\$35.83	\$24.67	\$39.05	\$0.10	\$0.50
3rd Period - 0.6432	\$24.33	\$1.61	\$4.10	\$7.17	\$0.85	\$0.92	\$38.98	\$27.98	\$42.63	\$0.10	\$0.50
4th Period - 0.7234	\$27.23	\$1.58	\$4.10	\$7.56	\$0.85	\$0.92	\$42.24	\$31.31	\$46.32	\$0.10	\$0.50
5th Period - 0.8031	\$29.98	\$1.77	\$4.10	\$8.34	\$0.85	\$0.92	\$45.96	\$34.48	\$50.46	\$0.10	\$0.50
6th Period - 0.8805	\$32.66	\$1.71	\$4.10	\$9.15	\$0.85	\$0.92	\$49.39	\$37.56	\$54.29	\$0.10	\$0.50
7th Period - 0.92	\$33.96	\$1.67	\$4.10	\$9.72	\$0.85	\$0.92	\$51.22	\$39.05	\$56.31	\$0.10	\$0.50
8th Period - 0.96	\$35.27	\$1.63	\$4.10	\$10.30	\$0.85	\$0.92	\$53.07	\$40.56	\$58.36	\$0.10	\$0.50

rev: 20220126

Dues Check-off is 3.6% of Taxable Income (Wage and Vacation)

<sup>A</sup> IUPAT Administrative Dues - deducted from members wages

\* Market Recovery contributions - deducted from members wages