



Southern California

WAGE SCALE BOOK

AGC of California
Labor Relations Department



2020
-
2021

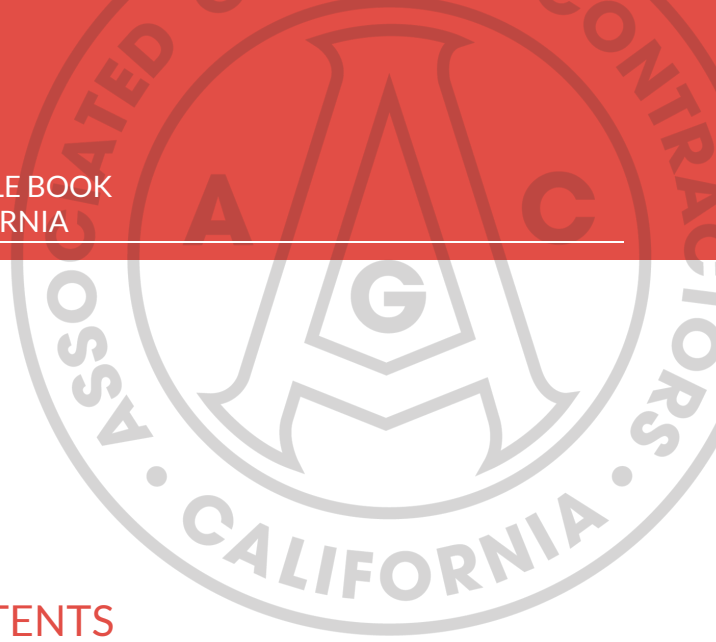


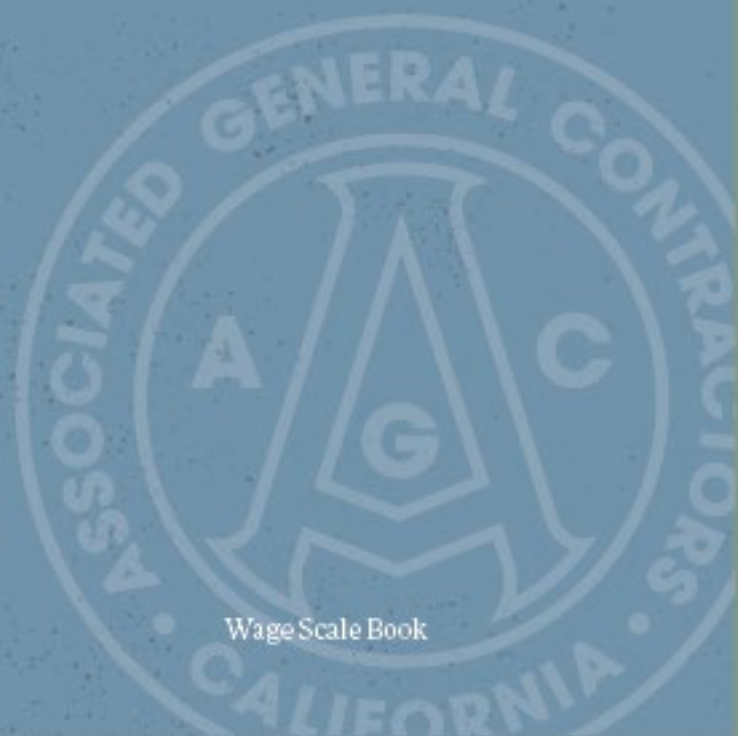
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2016-2022

CARPENTERS MASTER LABOR AGREEMENT



CARPENTERS

Master Labor Agreement Expiration Date: June 30, 2022

AREA COVERED

These wage and fringe benefit contribution rates are applicable in the following California Counties: Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura.

FRINGE BENEFITS: July 1, 2020 to June 30, 2021

Health & Welfare	\$8.00
Pension	\$5.41
Vacation/Supplemental Dues*	\$7.09 (\$8.09 for 3 rd Period Appr.)
Joint Apprenticeship and Training	\$0.62
Carpenters-Contractors Cooperation Committee	\$0.26
Industry Advancement Fund	\$0.08
Contract Administration Trust	\$0.07
Annuity (beginning at 4 th Period)	\$1.00
Partnership for Jobs*	\$0.05
TOTAL:	\$22.58

* Vacation/Supplemental Dues is added to the hourly wage rate to establish the gross total taxable pay. The gross total taxable pay amount is subject to normal payroll deductions. After normal deductions, the full Vacation/Supplemental Dues contribution is deducted, reported, and paid with the monthly trust fund contributions. **Please note that the current Supplemental Dues rate for 1st through 3rd Period Apprentices is three dollars and nine cents (\$3.09). For all others, the Supplemental Dues rate is two dollars and nine cents (\$2.09).** For purposes of calculating overtime, Vacation/Supplemental Dues and other fringe benefits are not included.

CARPENTERS: July 1, 2020 to June 30, 2022 (Cont.)

WAGE RATES: July 1, 2020 to June 30, 2021

	All Other Counties	Inyo, Kern & Mono Counties
Carpenters, Cabinet Installer, Insulation Installer	\$ 43.76	\$ 43.19
Bridge Carpenter	\$ 43.89	\$ 43.89
Shingler (Commercial Work)	\$ 43.89	\$ 43.32
Hardwood Floor Worker	\$ 43.76	\$ 43.19
Acoustical Installer	\$ 43.76	\$ 43.19
Saw Filer	\$ 43.85	\$ 43.28
Table Power Saw Operator	\$ 43.86	\$ 43.29
Pneumatic Nailer or Power Stapler	\$ 44.01	\$ 43.44
Scaffold Carpenter	\$ 34.96	\$ 34.96
Roof Loader of Shingles (Commercial)**	\$ 30.72	\$ 30.32
Millwright	\$ 44.26	\$ 44.26
Millwright Foreman	\$ 47.26	\$ 47.26
Pile Driverman/ Derrick Bargeman, Bridge or Dock Carpenter, or Cable Splicer	\$ 43.89	\$ 43.89
Pile Driverman Foreman	\$ 46.89	\$ 46.46
Pile Driverman (Certified Welder)	\$ 44.89	\$ 44.89
Rock Bargeman or Scowman	\$ 43.79	\$ 43.79
Head Rockslinger	\$ 43.99	\$ 43.99
Rockslinger	\$ 43.89	\$ 43.89
Diver, Wet	\$ 92.42	\$ 92.42
Diver, Standby	\$ 47.89	\$ 47.89
Tender, Diver's	\$ 46.89	\$ 46.89
Assistant Tender	\$ 43.89	\$ 43.89

*Millwrights pay an additional \$0.20 for Industry Promotion and Drug Testing, which will be added to the apprenticeship contribution for collection purposes only.

**Based on seventy percent (70%) of the Shingler (commercial work) wage rate.

CARPENTERS: July 1, 2020 to June 30, 2022 (Cont.)

APPRENTICE WAGE & FRINGE RATES: July 1, 2020 to June 30, 2021

CARPENTERS APPRENTICE RATES:

PERIOD	HOURS	PERCENTAGE	WAGE RATE	WAGE RATE KERN/INYO/MONO	FRINGE BENEFITS CODE
Pre-Apprentice	600	35%	\$ 15.32	\$ 15.12	(0)
1 st (0-6 Months)	1000	40%	\$ 17.50	\$ 17.28	(0)
2 nd (7-12 Months)	600	50%	\$ 21.88	\$ 21.60	(0)
3 rd (13-18 Months)	600	60%	\$ 26.26	\$ 25.91	(1)
4 th (19-24 Months)	600	65%	\$ 28.44	\$ 28.07	(2)
5 th (25-30 Months)	600	70%	\$ 30.63	\$ 30.23	(3)
6 th (31-36 Months)	600	75%	\$ 32.82	\$ 32.39	(3)
7 th (37-42 Months)	600	80%	\$ 35.01	\$ 34.55	(4)
8 th (43-48 Months)	600	90%	\$ 39.38	\$ 38.87	(4)
Journeyman		100%	\$ 43.76	\$ 43.19	(5)

PILE DRIVERS/BRIDGE CARPENTERS APPRENTICE RATES:

PERIOD	HOURS	PERCENTAGE	WAGE RATE	WAGE RATE KERN/INYO/MONO	FRINGE BENEFITS CODE
1 st (0-6 Months)	1000	40%	\$ 17.56	\$ 17.56	(0)
2 nd (7-12 Months)	600	50%	\$ 21.95	\$ 21.95	(0)
3 rd (13-18 Months)	600	60%	\$ 26.33	\$ 26.33	(1)
4 th (19-24 Months)	600	65%	\$ 28.53	\$ 28.53	(2)
5 th (25-30 Months)	600	70%	\$ 30.72	\$ 30.72	(3)
6 th (31-36 Months)	600	75%	\$ 32.92	\$ 32.92	(3)

7 th (37-42 Months)	600	80%	\$ 35.11	\$ 35.11	(4)
8 th (43-48 Months)	600	90%	\$ 39.50	\$ 39.50	(4)
Journeyman		100%	\$ 43.89	\$ 43.89	(5)

Note: The wage rate for a Bridge Carpenter Apprentice is figured per the base Bridge Carpenter Journeyman wage rate of \$43.89 and calculated per the Carpenter Apprentice percentages.

Carpenters and Pile Drivers/Bridge Carpenters Fringe Benefits Key:

Code (0) – Health & Welfare (\$4.75); for apprentices indentured prior to July 1, 2018 the contribution rate shall be (\$8.00), Vac/Supplemental Dues (\$7.09), Apprenticeship, Coop. Committee, Coop. Committee/Partnership for Jobs, Contract Admin, Industry Adv., Grievance

Code (1) – Health & Welfare, Vac/Supp Dues (**\$8.09**), Apprenticeship, Coop. Comm., Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance

Code (2) – Pension (\$1.50); for apprentices indentured prior to July 1, 2018 the contribution rate shall be (\$5.41), Health & Welfare, Vac/Supp Dues (\$7.09), Apprenticeship, Coop. Comm., Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance, Annuity (\$1.00)

Code (3) – Pension (\$2.50); for apprentices indentured prior to July 1, 2018 the contribution rate shall be (\$5.41), Health & Welfare, Vac/Supp Dues (\$7.09), Apprenticeship, Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance, Annuity (\$1.00)

Code (4) – Pension (\$3.50); for apprentices indentured prior to July 1, 2018 the contribution rate shall be (\$5.41), H&W, Vac/Supp Dues (\$7.09), Appr., Coop. Comm., Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance, Annuity (\$1.00)

Code (5) – Pension, H&W, Vac/Supp Dues (\$7.09), Appr., Coop. Comm., Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance, Annuity (\$1.00)

MILLWRIGHTS APPRENTICE RATES:

PERIOD	HOURS	PERCENTAGE	WAGE RATE	WAGE RATE KERN/INYO/MONO	FRINGE BENEFITS CODE
Pre-Apprentice	500	40%	\$17.70	\$17.70	(0)
1 st (0-6 Months)	650	50%	\$22.13	\$22.13	(0)
2 nd (7-12 Months)	650	55%	\$24.34	\$24.34	(0)
3 rd (13-18 Months)	650	60%	\$26.56	\$26.56	(1)
4 th (19-24 Months)	650	65%	\$28.77	\$28.77	(2)
5 th (25-30 Months)	650	70%	\$30.98	\$30.98	(3)
6 th (31-36 Months)	650	75%	\$33.20	\$33.20	(3)
7 th (37-42 Months)	650	80%	\$35.41	\$35.41	(4)
8 th (43-48 Months)	650	85%	\$37.62	\$37.62	(4)
9 th (49-53 Months)	650	90%	\$39.83	\$39.83	(4)
10 th (54-57 Months)	650	95%	\$42.05	\$42.05	(4)
Journeyman		100%	\$44.26	\$44.26	(4)

Millwrights Fringe Benefits Key:

Code (0) – Health & Welfare (\$8.00), Vac/Supplemental Dues (\$7.09), Apprenticeship, Coop. Committee, Coop. Committee/Partnership for Jobs, Contract Admin, Industry Adv., Grievance

Code (1) – Health & Welfare, Vac/Supp Dues (**\$8.09**), Apprenticeship, Coop. Comm., Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance

Code (2) – Pension (\$5.41), Health & Welfare, Vac/Supp Dues (\$7.09), Apprenticeship, Coop. Comm., Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance, Annuity (\$1.00)

Code (3) – Pension (\$5.41), Health & Welfare, Vac/Supp Dues (\$7.09), Apprenticeship, Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance, Annuity (\$1.00)

Code (4) – Pension (\$5.41), H&W, Vac/Supp Dues (\$7.09), Appr., Coop. Comm., Coop. Comm./Partnership for Jobs, Contract Admin, Industry Adv., Grievance, Annuity (\$1.00)

PRE-APPRENTICES

Most pre-apprentices are Code (0). Check the Master Labor Agreement regarding pre-apprentices for other classifications. Pre-Apprentices may not work on prevailing wage projects.

FOREMAN

All foremen not herein separately classified shall be paid not less than **three dollars (\$3.00)** per hour more than the hourly rate of the highest Carpenter classification listed below over which they have responsibility, excluding the classifications of Pneumatic Nailer or Power Stapler.

OVERTIME

All time worked before 5:00 a.m. and after 5:00 p.m., or all time worked in excess of eight (8) consecutive hours, exclusive of meal period, and all work performed or hours paid on Saturdays (except as provided in Paragraph 1608.3 of MLA),

Sundays and holidays shall be paid at the appropriate overtime rate (see Paragraph 1805 of MLA), except as provided in Section 1602.4 of MLA hereof. If an employee resumes work on a new shift or a new starting time within twelve (12) hours of the end of the prior shift, such work shall be paid at the appropriate overtime rate

SUBSISTENCE

1. Carpenters: The Contractor shall provide Employees with acceptable room when Employees are required by the Employer to remain in the area of a project overnight, in compliance with California State law. The maximum reimbursable room cost will be forty-five dollars (\$45.00) per night. Room receipts are required for reimbursement.
2. Piledrivers: On jobs located within ninety (90) road miles from the Local Union at Wilmington, California, or Call Board, to the center of the construction jobsite and/or sites on the project or ninety (90) road miles from the Employee's principle place of residence, over the most direct traveled route, a free zone is hereby established wherein no travel expense, transportation expense or subsistence shall be required. No Employee will receive subsistence or travel time if the Employee's principal place of residence is within ninety (90) road miles of the project regardless of whether the Employee's principle place of residence is in or out of the free zone. Additionally, no subsistence will be paid to an Employee if the project or jobsite is in the free zone regardless of the distance the Employee must travel to the project or jobsite. On jobs located ninety (90) or more road miles from the Local

Union or Call Board to the center of the construction jobsite and/or sites on the project, over the most directly traveled route, Employees shall be compensated on the following basis:

- a. Forty-five dollars (\$45.00) per workday as a subsistence allowance, except where there are work stoppages by an Act of God or conditions beyond the control of the Contractor.
 - b. In the event Employees provide their own transportation, they shall receive twenty-five cents (\$0.25) per mile for transportation expense between the Local Union office or Call Board and the center of the construction jobsite and/or sites on the project, at the beginning and conclusion of their employment. The return transportation expense will not be payable if the Employee quits his job before work is completed or before thirty (30) calendar days, whichever is sooner or if he is discharged for cause. Notwithstanding any of the above conditions no Employee shall receive subsistence or travel allowance for jobsites located in the free zone.
3. Millwrights: Millwrights shall receive subsistence payments of forty-five dollars (\$45.00) per day except as provided below:
- a. On jobs located within ninety (90) road miles from the City Halls of San Bernardino and Los Angeles, to the center of the construction jobsite and/or sites on the project or ninety (90) road miles from the employee's principle place of residence, over the most direct traveled route, a free zone is hereby established wherein no travel expense, transportation expense or subsistence shall be required. No Employee will receive subsistence or travel time if the Employee's principal place of residence is within ninety (90) road miles of the project regardless of whether the employee's principle place of residence is in or out of the free zone. Additionally, no subsistence will be paid to an Employee if the project or jobsite is in the free zone regardless of the distance the employee must travel to the project or jobsite. (See Side Letter between the Parties for the Subsistence Rate on jobs located outside of the geographic jurisdiction of this Agreement.)
 - b. Travel time on subsistence jobs shall be computed at straight time rates based on fifty (50) miles per hour from the City Halls of San Bernardino and Los Angeles to the center of the jobsite at the beginning and termination of employment. However, any Employee who quits or is discharged for just cause before he has worked for five (5) working days on a job shall be entitled to the above travel time payment **one way only**. Employees dispatched to the job and for whom no work is provided shall be entitled to travel time.
 - c. Mileage payments at the rate of thirty cents (\$0.35) per mile shall be paid to Millwrights working beyond the distance of ninety (90) road miles from the City Halls of San Bernardino and Los Angeles to the center of the jobsite at the beginning and termination of employment. However, any Employee who quits or is discharged for just cause before he has worked for five (5) working days on a job shall be entitled to the above **mileage payment one way only**. Employees dispatched to the job and for whom no work is provided shall be entitled to the above mileage payment.

MILLWRIGHTS SHIFT DIFFERENTIAL

When two shifts are worked, employees on the second shift shall work eight (8) consecutive hours, exclusive of a meal period, for which eight (8) hours shall be paid at the straight time rate plus a premium of one dollar (\$1.00) per hour worked. (The 3rd shift premium shall be in accordance with the provisions of the Master Labor Agreement.)

MEAL PERIOD

Employees shall not work more than five (5) consecutive hours without a one-half (½) hour meal period. When employees work over five (5) hours without being provided with a one-half (½) hour meal period, they shall receive one-half (½) hour pay at the double (2) time rate. When an Employee is required to work overtime for more than three (3) hours over the regular eight (8) hours, the Employer agrees to provide a meal period each (5) hours thereafter and the Employee shall have sufficient time to eat the meal without loss of pay. In the event an Employee is required to work through an overtime meal period, then the Employee shall receive pay for an additional one-half (½) hour at the double (2) time rate. Meal periods may be staggered to meet job requirements.

The parties recognize the applicability of Industrial Welfare Commission Wage Order 16 to work performed under this Agreement. Any alleged violation of Wage Order 16 shall constitute a grievance, which shall be recognized under the grievance procedure of this Agreement.

PARKING

In the event free parking facilities are not available within one quarter (1/4) of a mile of a jobsite, the individual Employer will provide such facilities and the individual Employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the Employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking areas shall be reasonably level and graded to drain. If employees must be bused to a jobsite they will be paid for the time spent riding to the jobsite. If the return trip takes more than one half (½) hour the return trip will also be paid.

SHIFT WORK

When two (2) or three (3) shifts are worked, each shift shall work eight (8) consecutive hours exclusive of a meal period for which eight (8) hours straight-time shall be paid Monday through Friday. Refer to the Master Labor Agreement for Special Shifts and for all other terms and conditions concerning shift work.

HOLIDAYS

The following holidays shall be observed on the date designated by Federal Law: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. If any of the above holidays should fall on Sunday, the Monday following shall be considered a legal holiday. If Christmas or New Year's should fall on Saturday, the Friday preceding shall be considered a legal holiday. Work on such days shall be paid for at the holiday overtime rate provided herein. No work shall be performed on Labor Day except in case of extreme urgency when life or property is in imminent danger.

FUTURE INCREASES

7/1/21 - \$2.00 (to be allocated by the Union)

MASTER LABOR AGREEMENT EXPIRATION

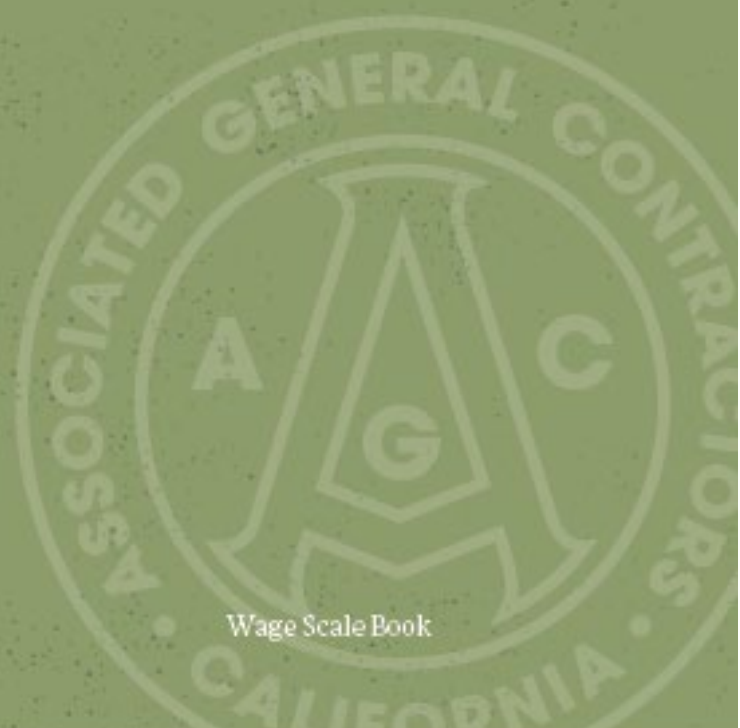
Current Carpenters Master Labor Agreement expires on June 30, 2022

[Refer to the Master Labor Agreement for all other terms and conditions.](#)



2017-2021

CEMENT MASONS MASTER LABOR AGREEMENT



CEMENT MASONS

Master Labor Agreement Expiration Date: June 30, 2021

AREA COVERED

These wage and fringe benefit contribution rates are applicable in the following California Counties: Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura.

FRINGE BENEFITS: July 1, 2020 to June 30, 2021

Health & Welfare	\$8.27
Pension Plan (Defined Benefit)	\$6.86
Individual Retirement Trust (Defined Contribution)	\$3.00
Vacation/Administrative Dues*	\$7.14
Apprenticeship Training	\$0.64
Industry Advancement Fund (IAF)	\$0.08
Contract Administration Fund (CAF)	\$0.07
Labor Management Cooperation Committee (LMCC)	\$0.09
TOTAL:	\$26.15

* Vacation/Administrative Dues is added to the hourly wage rate to establish the gross total taxable pay. The gross total taxable pay amount is subject to normal payroll deductions. After normal deductions, the full Vacation/Administrative Dues contribution is deducted, reported, and paid with the monthly trust fund contributions. **Please note that the current Administrative Dues rate is two dollars and thirty-four cents (\$2.34).** For purposes of calculating overtime, Vacation/Administrative Dues and other fringe benefits are not included.

WAGE RATES: July 1, 2020 to June 30, 2021

Cement Mason Journeyman & Curb and Gutter Machine Operator; Clary and Similar type of Screed Operator (Cement Only); Grinding Machine Operator (all types); Jackson Vibratory. Texas Screed and Similar type Screed Operator, Scoring Machine Operator	\$ 38.50
Cement Mason (Magnesite, magnesite-terrazzo and mastic composition, Epoxy, Urethanes and exotic coatings, Dex-O-Tex)	\$ 38.62
Cement Mason Troweling (Floating) Machine Operator	\$ 38.75

For a copy of the Cement Mason's Residential and Light Commercial Rates, please contact the Labor Relations Department (Southern California) uyr@agc-ca.org.

SUBSISTENCE

Off-shore islands only \$45.00 per workday

APPRENTICE WAGE & FRINGE RATES: July 1, 2020 to June 30, 2021

Apprentice Wages Rates:

PERIOD	PERCENTAGE	WAGES***	FRINGE BENEFITS
1st (0-6 Months)	50%	\$ 19.25	H&W, Apprenticeship Training, Admin Dues only (\$2.34), IAF, CAF, LMCC
2nd (7-12 Months)	55%	\$ 21.18	H&W, Apprenticeship Training, Admin Dues only (\$2.34), IAF, CAF, LMCC
3rd (13-18 Months)	60%	\$ 23.10	H&W, Apprenticeship Training, Admin Dues only (\$2.34), IAF, CAF, LMCC
4th (19-24 Months)	65%	\$ 25.03	H&W, Apprenticeship Training, Vacation/ Admin Dues (\$7.14), IAF, CAF, LMCC
5th (25-30 Months)	70%	\$ 26.95	All Fringe Benefits
6th (31-36 Months)	75%	\$ 28.88	All Fringe Benefits
7th (37-42 Months)	80%	\$ 30.80	All Fringe Benefits
8th (43-48 Months)	90%	\$ 34.65	All Fringe Benefits

***Based on Cement Masons' Journeyman wage rate of \$38.50 per hour

An Individual Employer may employ apprentices to do all work performed by journeyperson in accordance with this Agreement. The ratio of apprentices to journeyperson shall be a mandatory one (1) apprentice for every four (4) journeyperson and may be as low as one (1) apprentice when at least one (1) journeyperson is employed at the option of the Individual Employer.

FOREMAN DIFFERENTIAL

All foremen shall be paid not less than **three dollars (\$3.00)** an hour more than the hourly Cement Mason Journeyman rate.

General Foreman may receive no less than **one dollar (\$1.00)** an hour more than the hourly Cement Mason Foreman rate.

BELT PAY

Cement Masons on a swinging stage, Bos'n chair, or suspended scaffold, whether swinging or rigid, above or below ground, shall receive twenty-five cents (\$.25) per hour over the applicable wage rate. All employees working from Bos'n chairs shall wear a safety belt provided by the Employer.

MEAL PERIOD

Employees shall not work more than five (5) consecutive hours without a one-half (1/2) hour meal period. When employees work over five (5) hours without being provided with a one-half (1/2) hour meal period, they be paid an amount equal to one (1) hour at his/her applicable hourly wage rate excluding fringe benefits, in addition to their normal straight time shift period of eight (8) hours. When an employee is required to work for more than three (3)

hours over the regular shift, he will be entitled to a one-half (1/2) hour meal period at the end of the three (3) hours without loss of pay and an additional one-half (1/2) meal period hour each five (5) hours thereafter, without loss of pay. In the event an employee is required to work through any overtime meal period, then the employee shall be paid an amount equal to one (1) hour at his/her applicable hourly wage rate excluding fringe benefits. Meal periods may be staggered to meet job requirements.

The parties of the agreement recognize Industrial Wage Order 16 covering "On Site Construction, Mining, Drilling and Logging Industries". Any dispute or grievance arising from this Wage Order shall be processed under and in accordance with Article VI, Procedure for Settlement of Grievances and Disputes of this agreement. The grievance process of Article VI shall be the exclusive method of resolving all alleged violations of this Wage Order and the time limitations of Article VI shall apply.

A heat illness preventative cool-down recovery period shall be made available for employees working in high heat conditions in order to prevent heat illness in accordance with CAL OSHA requirements. A recovery period may be integrated with a rest period. The grievance process in Article VI shall be the exclusive method of resolving all alleged violations of this heat illness prevention procedure and the time limitations of Article VI shall apply.

The individual employers covered by the Agreement are not required to make payment to fringe benefit contributions for each hour paid to employees associated with California Labor Code penalties and/or meal, rest, and heat recovery period penalties. It is further agreed and understood by the parties that the meal, rest and heat recovery period terms and conditions shall not be altered, changed or modified in any way by this understanding, except that any alleged meal, rest and heat recovery period violations shall be processed through the grievance procedure.

OVERTIME

For work performed Monday through Friday, the first eight (8) hours worked shall be at the straight time rate. The next four (4) hours shall be at the overtime rate of time and one-half (1½). Any work over twelve (12) hours shall be at the overtime rate of double (2) time. For work performed on Saturdays, except for Saturday makeup days as provided in Paragraph 1603.6 of the Master Labor Agreement, the first twelve (12) hours shall be at the overtime rate of time and one-half (1½). Any work performed over twelve (12) hours will be at the overtime rate of double (2) time. For time worked on Sundays or holidays, all hours will be at the overtime rate of double (2) time.

SHIFT WORK

When two (2) or three (3) shifts are worked, the first and second shift shall work eight (8) consecutive hours, exclusive of a meal period, for which eight (8) hours of straight time shall be paid Monday through Friday, and the third shift shall work seven (7) consecutive hours exclusive of a meal period, for which eight (8) hours straight time shall be paid Monday through Friday. All time worked or hours paid for, after seven (7) hours worked or paid for, on the third shift, in one (1) day on Saturday, Sunday and holidays shall be paid for at the appropriate overtime rate. Refer to the Master Labor Agreement for Special Shift provisions and for all other terms and conditions concerning shift work.

PARKING

In the event free parking facilities are not available within three hundred and fifty (350) yards of a jobsite, the individual Employer will provide such facilities and the individual Employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the Employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher

CEMENT MASONS: July 1, 2020 - June 30, 2021 (Cont.)

certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking areas shall be reasonably level and graded to drain.

HOLIDAYS

The following holidays shall be observed on the date designated by Federal Law: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas

Day. If any of the above holidays should fall on Sunday, the Monday following shall be considered a legal holiday. Work on such days shall be paid for at the holiday overtime rate provided for in the Master Labor Agreement. No work shall be performed on Labor Day except in case of extreme urgency when life or property is in imminent danger.

MASTER LABOR AGREEMENT EXPIRATION

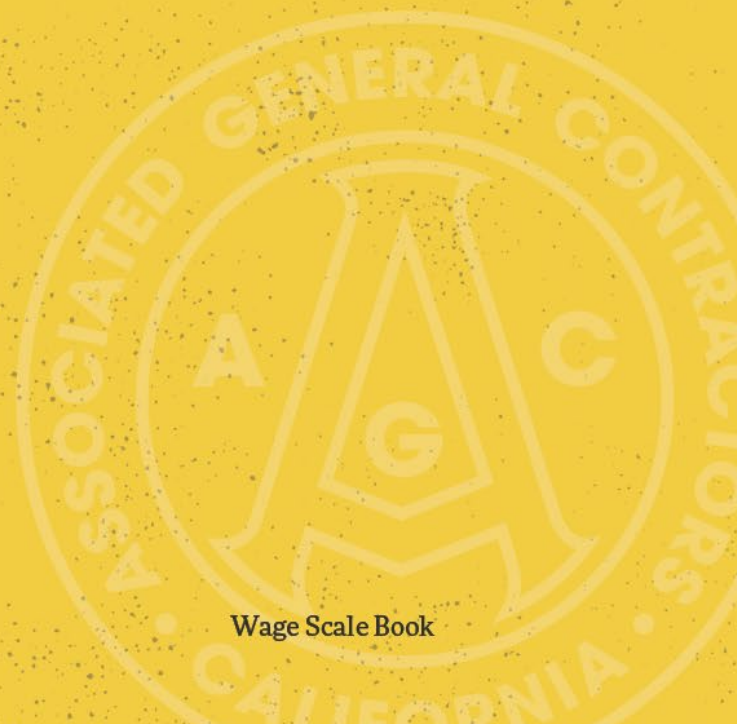
Current Cement Masons Master Labor Agreement expires on June 30, 2021

[Please refer to the Master Labor Agreement for all other terms and conditions.](#)



2017-2020

IRON WORKERS MASTER LABOR AGREEMENT



IRON WORKERS (Statewide)
Master Labor Agreement Expiration Date: December 31, 2020

JOURNEYMAN WAGES: July 1, 2020 to December 31, 2020

	FIELD	FENCE ERECTORS
Journeyman Area A	\$ 42.50	\$ 36.08
Journeyman Area B	\$ 41.00	\$ 34.58

***Area A:** ALAMEDA, CONTRA COSTA, SAN FRANCISCO, SAN MATEO, AND SANTA CLARA COUNTIES.

***Area B:** ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, IMPERIAL, INYO, KERN, KINGS, LAKE, LASSEN, LOS ANGELES, MADERA, MARIN, MARIPOSA, MENDOCINO, MERCED, MODOC, MONO, MONTEREY, NAPA, NEVADA, ORANGE, PLACER, PLUMAS, RIVERSIDE, SACRAMENTO, SAN BENITO, SAN BERNARDINO, SAN DIEGO, SAN JOAQUIN, SAN LUIS OBISPO, SANTA BARBARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, VENTURA, YOLO, AND YUBA COUNTIES.

FOREMAN DIFFERENTIAL:

Effective July 1, 2003, Foremen shall be paid not less than 10% more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision. When two (2) or more Iron Workers are employed, one (1) shall be selected by the Individual Employer to act as Foreman and shall receive a Foreman's wages.

JOURNEYMAN FRINGE BENEFITS: July 1, 2020 to December 31, 2020

	FIELD	FENCE ERECTORS
Vacation/Supplemental Dues	\$ 5.30	\$ 3.97
Annuity Fund	\$ 4.06	\$ 3.51
Health & Welfare Plan	\$ 10.05	\$ 7.88
Pension Plan	\$ 13.32	\$ 8.99
Apprenticeship	\$.72	\$.51
Administrative	\$.03	\$.03
Market Retention Plan (LMCT)	\$.34	\$.01
IMPACT	\$.00	\$.00
ADR Workers' Comp Program (WCTF)	\$.035	\$.035
TOTAL:	\$ 33.86	\$ 24.885

IRON WORKERS (Statewide): July 1, 2020 to December 31, 2020 (Continued)

AREA B APPRENTICE WAGES: July 1, 2020 to December 31, 2020

PERIOD	PERCENTAGE	FIELD (Wage Based on \$41.00)	FENCE ERECTORS (Wage Based on \$34.58)
First Period	50%	\$ 20.50	\$ 17.29
Second Period	55%	\$ 22.55	\$ 19.02
Third Period	60%	\$ 24.60	\$ 20.75
Fourth Period	65%	\$ 26.65	\$ 22.48
Fifth Period	75%	\$ 30.75	\$ 25.94
Sixth Period	80%	\$ 32.80	\$ 27.66
Seventh Period	90%	\$ 36.90	\$ 31.12
Eighth Period	95%	\$ 38.95	\$ 32.85

APPRENTICE FRINGE RATES:

FIELD Apprentice Fringe Benefits:

PER.	VACATION	ANNUITY	WELFARE	PENSION	APPRENT	ADMIN	LMCT	IMPACT	WCTF	TOTAL
First	\$5.30	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.00	\$0.035	\$11.555
Second	\$5.30	n/a	\$10.05	n/a	\$0.72	\$0.03	\$0.34	\$0.00	\$0.035	\$16.475
Third	\$5.30	n/a	\$10.05	\$3.33	\$0.72	\$0.03	\$0.34	\$0.00	\$0.035	\$19.805
Fourth	\$5.30	\$2.03	\$10.05	\$3.33	\$0.72	\$0.03	\$0.34	\$0.00	\$0.035	\$21.835
Fifth	\$5.30	\$2.03	\$10.05	\$6.66	\$0.72	\$0.03	\$0.34	\$0.00	\$0.035	\$25.165
Sixth	\$5.30	\$2.03	\$10.05	\$6.66	\$0.72	\$0.03	\$0.34	\$0.00	\$0.035	\$25.165
Seventh	\$5.30	\$4.06	\$10.05	\$9.99	\$0.72	\$0.03	\$0.34	\$0.00	\$0.035	\$30.525
Eighth	\$5.30	\$4.06	\$10.05	\$9.99	\$0.72	\$0.03	\$0.34	\$0.00	\$0.035	\$30.525

FENCE ERECTOR Apprentice Fringe Benefits:

PER.	VACATION	ANNUITY	WELFARE	PENSION	APPRENT	ADMIN	LMCT	IMPACT	WCTF	TOTAL
First	\$3.92	n/a	\$5.50	n/a	\$0.51	n/a	n/a	\$0.00	\$0.035	\$ 9.965
Second	\$3.92	n/a	\$7.88	n/a	\$0.51	\$0.03	\$0.01	\$0.00	\$0.035	\$12.385
Third	\$3.92	n/a	\$7.88	\$2.25	\$0.51	\$0.03	\$0.01	\$0.00	\$0.035	\$14.635
Fourth	\$3.92	\$1.76	\$7.88	\$2.25	\$0.51	\$0.03	\$0.01	\$0.00	\$0.035	\$16.395
Fifth	\$3.92	\$1.76	\$7.88	\$4.50	\$0.51	\$0.03	\$0.01	\$0.00	\$0.035	\$18.645
Sixth	\$3.92	\$1.76	\$7.88	\$4.50	\$0.51	\$0.03	\$0.01	\$0.00	\$0.035	\$18.645
Seventh	\$3.92	\$3.51	\$7.88	\$6.74	\$0.51	\$0.03	\$0.01	\$0.00	\$0.035	\$22.635
Eighth	\$3.92	\$3.51	\$7.88	\$6.74	\$0.51	\$0.03	\$0.01	\$0.00	\$0.035	\$22.635

KEY:

APPRENT = Apprenticeship Fund

ADMIN = Administrative Trust

LMCT = Labor Management Cooperative Trust

IMPACT = Ironworkers Management Progressive
Action Cooperative Trust

WCTF = Workers Compensation Trust Fund

MEAL PERIOD

If workmen are required to work continuously for more than four and one-half (4-½) hours, or five (5) hours when the normal starting time is established before 8 a.m., without an opportunity for lunch during the period of a normal shift, they shall receive overtime pay for work after the four and one-half (4-½) hours (or five (5) hours), until the opportunity to take time for lunch is afforded and shall thereafter be allowed a reasonable opportunity to eat lunch on the Individual Employer's time. (Example: 6 a.m. starting time - 5 hours; 7 a.m. starts time - 5 hours; 8 a.m. starting time - 4-½ hours).

OVERTIME

Time and one-half (1-1/2) shall be paid for the first two (2) hours worked in excess of eight (8) hours on any regular work day, Monday through Friday. Time and one half (1-1/2) shall be paid for the first eight (8) hours worked on Saturday and double (2x) time shall be paid for all hours worked in excess of eight (8) hours. All other overtime worked, including Sundays and holidays, shall be paid at the double (2x) time rate. Overtime pay shall be computed by not less than half-hour (1/2) increments. No work shall be performed on Labor Day except to save life and property.

SHIFT WORK

When two (2) shifts are employed, the first shift (morning shift) shall work up to eight (8) hours and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate. The second shift shall work up to eight (8) hours and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate plus a premium equal to 6% of the basic wage rate. The third shift shall work up to eight (8) hours and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate plus a premium equal to 13% of the basic wage rate.

When two (2) shifts are employed on any job, the second shift shall start not later than 5:30 p.m.

When three (3) shifts are employed on any job, the third shift shall start not later than 2:30 a.m.

The Friday shift ending on Saturday morning will be considered Friday work. The Sunday shift ending on Monday morning will be considered Sunday work.

There shall be no more than three (3) shifts worked in any twenty-four (24) hour period. Employees will have a minimum of eight (8) hours break between the ending of a shift and the beginning of another shift.

On all shift work, the "morning" shift, starting at 5:00am to 9:00 a.m. (or earlier by mutual agreement) shall be considered as the first shift.

Dedicated Shift Work – The Employer may establish a dedicated shift outside of the regular work day of not less than three (3) days duration on the basis of eight (8) hours worked for eight (8) hours paid, or a proportionate part thereof for the time worked, the basic wage rate plus a premium equal to 6% of the basic wage rate. Dedicated shifts may not be used for amusement park facilities currently covered by an existing Project Labor Agreement (PLA).

SHOW UP TIME & INCLEMENT WEATHER

When an employee is ordered by the Individual Employer or his representative to report for work and then through no fault of the employee is not put to work, said employee shall be paid a "show-up" expense of sixty dollars (\$60.00). If an employee is put to work, he shall receive not less than four (4) hours pay at the straight time hourly rate. If an employee works more than four (4) hours but less than six (6) hours, he shall receive not less than six (6) hours pay at the straight time hourly rate. Pay for hours worked beyond the first six (6) hours shall be figured on the basis of actual hours worked. In all cases, the employee must remain on the job unless released by the Individual Employer. On Saturdays, Sundays and holidays "show up" expense will be computed at the applicable overtime factor.

On jobs located outside the free zones, employees, who report for work and for whom no work is provided, shall be paid a "show-up" expense of \$60.00 in addition to subsistence Mondays through Fridays. On Saturdays, Sundays and holidays, "show-up" expense will be based on the applicable overtime factor; provided that, to qualify for "show-up" expense on any day the workman must remain at the jobsite for two (2) hours, available for work, unless released by the Individual Employer or his representative.

An Individual Employer shall advise an employee before the end of the shift that the Individual Employer's work is suspended due to inclement weather. This shall not constitute a layoff. The employee shall be notified at least two (2) hours in advance of the normal starting time to report back to work. When the employee has no telephone or cannot be reached, the Individual Employer shall provide a telephone number for the employee to call and receive instructions on reporting to work. In the event the project is shut down due to inclement weather for more than two (2) consecutive work days, the employee will report back to the work site and be put to work or receive his/her "show-up" expense and termination pay. *Note: The intent of both parties is that "show up" expense shall not be paid when the workman appears for work in an unfit condition or without proper tools or qualifications.*

SUBSISTENCE PAY

Where a job is located 60 miles or more from the City Hall of San Francisco, Oakland, San Jose, Sacramento, Stockton, Bishop, Fresno, Bakersfield, Eureka, Redding, Napa, Los Angeles, San Diego, San Bernardino, Ventura, and El Centro of the State of California, and Reno and Las Vegas of the State of Nevada, a workman will be compensated per scheduled work day for the job. Subsistence pay is determined by ascertaining the city hall enumerated above which is closest to the job. If the job is more than 60 miles from that city hall, subsistence shall be owed as follows:

Sixty (60) miles to Seventy-five (75) miles.....	\$ 20.00
Seventy-five (75) miles to One-hundred (100) miles.....	\$ 25.00
One-hundred (100) miles and over.....	\$ 75.00

Mileage will be the actual number of miles traveled over the most direct regularly traveled route between the job and the designated point. When an out-of-town job is of one day's duration, a workman shall be paid travel reimbursement to and from the job. He shall not, in addition, be paid subsistence. If a workman is shipped from one free zone into another free zone the workman shall be paid subsistence in accordance with Section 9A. The workman's initial free zone shall be the city hall listed above closest to his/her point of hire. For purposes of this paragraph the free zone shall be limited to the free zone closest to the point of hire.

FEDERAL INSTALLATIONS

In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by three dollars (\$3.00) per hour for all work performed at the following locations:

Effective July 1, 2005, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by four dollars and fifty cents (\$4.50) per hour for all worked performed at the following locations:

IRON WORKERS (Statewide): July 1, 2020 to December 31, 2020 (Continued)

Effective July 1, 2006, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by six dollars (\$6.00) per hour for all work performed at the following locations:

China Lake Naval Test Station
San Nicholas Island
Camp Roberts
U.S. Marine Base-Barstow
Vandenberg Air Force Base
Fort Irwin Military Station
U.S. Naval Air Facility – Sealey

Chocolate Mountains Naval Reserve-Niland
29 Palms-Marine Corps
San Clemente Island
Fort Hunter Liggett
Edwards Air Force Base
Fort Irwin Training Center-Goldstone

In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased for all work performed at the following locations:

Army Defense Language Inst. – Monterey

Fallon Air Base

Naval Post Graduate School – Monterey

Yermo Marine Corps Logistics Center

Effective dates: July 1, 2005
July 1, 2006

\$ 3.00 per hour
\$ 4.00 per hour

In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased for all work performed at the following locations:

Port Hueneme

Port Mugu

United States Coast Guard Station – Two Rock

Effective dates: July 1, 2005
July 1, 2006

\$ 1.50 per hour
\$ 2.00 per hour

TRAVEL EXPENSE

When an Individual Employer hires workmen for a job more than 60 miles away from the City Hall in those cities listed in Section 9, Paragraph A, the workmen shall be paid travel reimbursement and subsistence, in accordance with the Agreement, whether or not the job is located within another expense-free zone as provided by this Agreement. The Individual Employer shall pay bridge, ferry and toll road fares.

TRAVEL REIMBURSEMENT

Travel reimbursement will be paid by the Individual Employer as follows:

Sixty (60) miles to seventy-five (75) miles	\$ 25.00
Seventy-five (75) miles to one-hundred (100) miles	\$ 50.00
One-hundred (100) miles and over	\$ 60.00
Each additional fifty (50) miles	\$ 25.00

Such payments shall be based on travel from the City Hall in those cities listed in Section 9, Paragraph A. The workmen shall be paid a travel reimbursement at the beginning and completion of the job. This reimbursement is in addition to subsistence as provided in this Agreement. Mileage will be the actual number of miles traveled over the most direct regularly traveled route between the job and the designated point.

IRON WORKERS (Statewide): July 1, 2020 to December 31, 2020 (Continued)

CONGESTION ZONE FEE

San Francisco (including Yerba Buena Island) – Due to the unique parking and congestion problems common in San Francisco, each Iron Worker working in the City of San Francisco, as defined below, shall receive \$13.00 per day as a Congestion Zone Fee. The Congestion Zone Fee shall be considered expense reimbursement and shall not be paid on days where show-up expense is paid. The City of San Francisco is defined as the city limits of San Francisco (as described by the San Francisco County Recorder's Office as of July 1, 1998), the Golden Gate Bridge in its entirety, and the west side of the San Francisco Bay Bridge up to and including Treasure Island.

The Congestion Zone will not apply to work performed in a permanent yard relative to loading and unloading company equipment.

Effective July 1, 2015, the Congestion Zone Fee for the counties of Santa Clara, Alameda, and San Mateo shall be nine dollars (\$9.00) per day.

Effective July 1, 2015, the Congestion Zone Fee for the County of San Francisco only shall be thirteen dollars (\$13.00) per day.

Effective July 1, 2018, the following county and City shall be added to the Congestion Zone Fee: Contra Costa County; City of Los Angeles. Jobs bid prior to the effective date shall be excluded.

Effective July 1, 2018, the Congestion Zone Fee for the Contra Costa County shall be \$9.00 per day.

Effective July 1, 2018, the Congestion Zone Fee for the City of Los Angeles shall be \$1.00 per day.

Effective July 1, 2019, the Congestion Zone Fee for the City of Los Angeles shall be \$3.00 per day.

Effective July 1, 2020, the Congestion Zone Fee for the City of Los Angeles shall be \$5.00 per day.

IRON WORKERS (Statewide): July 1, 2020 to December 31, 2020 (Continued)

PARKING FEES

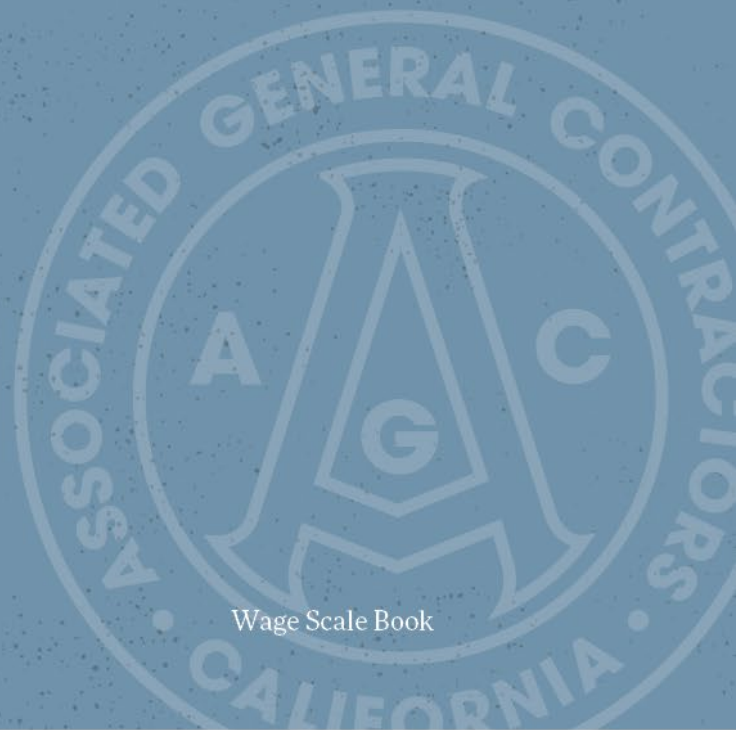
In congested areas the Individual Employer shall provide, or pay for, parking facilities for workmen where free parking is not available within three (3) standard blocks of the job. Bona fide validated parking tickets must be submitted to the Individual Employer.

2017 - 2020 IRON WORKERS MLA EXPIRATION DATE: December 31, 2020



2018-2022

LABORERS MASTER LABOR AGREEMENT



LABORERS

Master Labor Agreement Expiration Date: June 30, 2022

AREA COVERED

These wage and fringe benefit contribution rates are applicable in the following California Counties: Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura.

FRINGE BENEFITS: July 1, 2020 to June 30, 2021

Health & Welfare	\$ 8.00
Pension	\$ 8.40
Vacation/Supplemental Dues*	\$ 4.87
Annuity Fund	\$ 0.91
Training and Retraining	\$ 0.70
Center for Contract Compliance	\$ 0.30
Industry Fund	\$ 0.08
Contract Administration Fund	\$ 0.07
Laborers Trusts' Administrative Trust Fund**	\$ 0.06
Partnership for Jobs Industry Advancement Fund	\$ 0.10
TOTAL:	\$23.49

* Vacation/Supplemental Dues is added to the hourly wage rate to establish the gross total taxable pay. The gross total taxable pay amount is subject to normal payroll deductions. After normal deductions, the full Vacation/Supplemental Dues contribution is deducted, reported, and paid with the monthly trust fund contributions. For purposes of calculating overtime, Vacation/Supplemental Dues and other fringe benefits are not included.

WAGES: July 1, 2020 to June 30, 2021

Group I	\$ 36.39
Group I Water Truck	\$ 37.00
Group II	\$ 36.94
Group III	\$ 37.49
Group IV	\$ 39.04
Group V	\$ 39.39
Watchman	\$ 34.40

For a copy of the Laborers' Light Commercial and Residential rates, please contact Industrial Relations (South) department at uyr@agc-ca.org.

WAGE CLASSIFICATIONS

GROUP 1

- Boring Machine Helper (outside)
- Certified Confined Space Laborer
- Cleaning and Handling of Panel Forms
- Concrete Screeding for Rough Strike-Off
- Concrete, Water Curing
- Demolition Laborer, the cleaning of brick if performed by an employee performing any other phase of demolition work, and the cleaning of lumber
- Fiberoptic Installation, Blowing, Splicing, Testing and related work
- Fire Watcher, Limbers, Brush Loaders, Pilers and Debris Handlers
- Flagman
- Gas, Oil and/or Water Pipeline Laborer
- Laborer, Asphalt-Rubber Material Loader
- Laborer, Refinery: all Laborers work in refineries, including but not limited to General Laborers work, firewatch, bottle watch, hole watch, Safety Attendant, fire blanket, weather protection, hydroblasting, distribution of drinking water, all demolition, emergency spill cleanup, flagging and traffic control, erosion control and silt fence, concrete work, cleanup and janitorial cleanup, and catch fence.
- Laborer, General Cleanup
- Laborer, General or Construction
- Laborer, Jetting
- Laborer, Landscaping
- Laborer, Temporary Water and Air Lines
- Metal Locker Installation and related work
- Patching; Plugging, Filling of Shee-Bolt Holes; Dry Packing of concrete
- Post Hole Digger (manual)
- Railroad Maintenance, Repair Trackman and Road Beds; Streetcar and Railroad Construction Track Laborers
- Rigging and Signaling
- Scaler
- Slip Form Raisers
- Tarman and Mortar Man
- Tool Crib or Tool House Laborer
- Traffic Control by any method (including assisting in the moving and installation of construction signs, barriers, barricade, delineators, cones, etc.)
- Water Well Drill Helper
- Window Cleaner

- Wire Mesh Pulling - All Concrete Pouring Operations
- Water Truck - Two-Axle (\$1.00 over Group 1 wage scale; see Appendix D for required Fringe Benefit Package)

GROUP II

- Asphalt Shoveler
- Cement Dumper (on 1 yard or larger mixer and handling bulk cement)
- Cesspool Digger and Installer
- Chucktender
- Chute Man, pouring concrete, the handling of the chute from ready-mix trucks, such as walls, slabs, decks, floors, foundations, footings, curbs, gutters, and sidewalks
- Concrete Curer - Impervious Membrane and Form Oiler
- Cutting Torch Operator (Demolition)
- Fine Grader, Highways and Street Paving, Airport Runways, and similar type heavy construction
- Gas, Oil and/or Water Pipeline Wrapper Pot Tender and Form Man
- Guinea Chaser
- Header board Man - Asphalt
- Installation of all Asphalt Overlay Fabric and Materials used for Reinforcing Asphalt
- Laborer, Packing Rod Steel and Pans
- Membrane Vapor Barrier Installer
- Power Broom Sweepers (small)
- Riprap, Stone paver, placing stone or wet sacked concrete
- Roto Scraper and Tiller
- Sandblaster (Pot Tender)
- Septic Tank Digger and Installer (leadman)
- Tank Scaler and Cleaner
- Tree Climber, Faller, Chain Saw Operator, Pittsburgh Chipper and similar type Brush Shredders
- Underground Laborers, including Caisson Bellow

GROUP III

- Asphalt, Installation of all fabrics
- Buggymobile Man Compactor (all types including Tamper, Barko, Wacker)
- Concrete Cutting Torch
- Concrete Pile Cutter
- Driller, Jackhammer, 2-1/2 feet drill steel or longer
- Dri Pak-it Machine
- Fence Erector
- Gas, Oil and/or Water Pipeline Wrapper - 6" Pipe and over by any method, inside and out
- High Scaler (including drilling of same)
- Hydro Seeder and Similar Type
- Impact Wrench, Multi-Plate
- Kettlemen, Potmen and Men applying asphalt, lay-kold, creosote, lime caustic and similar type materials ("applying" means applying, dipping, brushing or handling of such materials for pipe wrapping and waterproofing)
- Material Hoseman
- Operators of Pneumatic, Gas, Electric Tools, Vibrating Machines, Pavement Breakers, Air Blasting, Come-Alongs, and similar mechanical tools not separately classified herein; operation of remote controlled robotic tools in connection with Laborers' work
- Pipelayer's Backup Man, coating, grouting, making of joints, sealing, caulking, diapering and including rubber gasket joints, pointing and any and all other services
- Power Post Hole Digger
- Rock Slinger
- Rotary Scarifier or Multiple Head Concrete Chipping Scarifier
- Steel Headerboard Man and Guideline Setter
- Trenching Machine, Hand Propelled

GROUP IV

- Any Worker Exposed to Raw Sewage
- Asphalt Raker, Luteman, Ironer, Asphalt Dumpman and Asphalt Spreader Boxes (all types)
- Concrete Core Cutter (walls, floors or ceilings) Grinder or Sander

- Concrete Saw Man, Cutting Walls or Flat Work, Scoring old or new concrete
- Cribber, Shorer, Lagging, Sheeting and Trench Bracing, Hand-Guided Lagging Hammer
- Head Rock Slinger
- High Scaler
- Laborer, Asphalt-Rubber Distributor Bootman
- Laser Beam in connection with Laborer's work
- Oversize Concrete Vibrator Operator, 70 pounds and over.
- Pipelayer performing all services in the laying, installation and all forms of connection of pipe from the point of receiving pipe until completion of operation, including any and all forms of tubular material, whether pipe, metallic or non-metallic, conduit, and any other stationary type of tubular device used for the conveying of any substance or element, whether water, sewage, solid, gas, air, or other product whatsoever and without regard to the nature of material from which the tubular material is fabricated; No-joint pipe and stripping of same;
- Prefabricated Manhole Installer
- Sandblaster (Nozzleman), Porta Shot - Blast, Water Blasting
- Subsurface imaging Laborer, including but not limited to the operation of ground and surface penetrating radar, video/CCTV pipe inspection equipment, and radiographic equipment; all subsurface imaging and mapping
- Traffic Lane Closure, Certified

GROUP V

- Blasters Powderman - All work of loading holes, placing and blasting of all powder and explosives of whatever type, regardless of method used for such loading and placing
- Driller: All power drills, excluding Jackhammer, whether core, diamond, wagon, track, multiple unit, and any and all other types of mechanical drills without regard to the form of motive power
- Toxic Waste Removal Welding, certified or otherwise, in connection with Laborers' Work.
- Welding, certified or otherwise, in connection with Laborers' Work

APPRENTICE WAGE & FRINGE RATES: July 1, 2020 to June 30, 2021

PERIOD	HOURS	PERCENTAGE	WAGE RATE***
1 st Period	1 – 500 Hours	50%	\$19.70
2 nd Period	501 – 1000 Hours	55%	\$21.66
3 rd Period	1001 – 1500 Hours	60%	\$23.63
4 th Period	1501 – 2000 Hours	70%	\$27.57
5 th Period	2001 – 2500 Hours	80%	\$31.51
6 th Period	2501 – 3000 Hours	85%	\$33.48

***Based on Journeyman Group V wage rate of \$39.39.

APPRENTICE WAGE & FRINGE RATES: July 1, 2020 to June 30, 2021

	PERCENTAGE	WAGE RATE
Health & Welfare	70%	\$ 5.60
Pension	20%	\$ 1.68
Vacation/Supplemental Dues	70%	\$ 3.41
Annuity Fund	100%	\$ 0.91
Training and Retraining	100%	\$ 0.70
Center for Contract Compliance	100%	\$ 0.30
Industry Fund	100%	\$ 0.08
Contract Administration Fund	100%	\$ 0.07
Laborers Trusts' Administrative Trust Fund	100%	\$ 0.06
Partnership for Jobs Industry Advancement Fund	100%	\$ 0.10

FOREMEN DIFFERENTIAL

All foremen shall be paid not less than **two dollars (\$2.00)** per hour more than the hourly wage rate of the highest paid Laborer over which they have leadership on their regular crew. In the event the contractor, at her/his option, elects to use a Laborer Foreman to supervise other Laborer Foremen, he shall be paid not less than one dollar and twenty-five cents (\$1.25) per hour more than the hourly rate of the highest classified Laborer Foreman over whom he has leadership.

MEAL PERIOD

Employees shall not work more than five (5) consecutive hours without a one-half (½) hour meal period. When employees work over five (5) hours without being provided with a one-half (½) hour meal period, they shall receive one-half (½) hour pay at the double time (2X), in addition to their normal straight time shift period of eight (8) hours.

When an employee is required to work more than three (3) hours after his regular shift, he will be entitled to a one-half (½) hour meal period at the end of the three (3) hours without loss of pay and an additional one-half (½) hour each five (5) hours thereafter, without loss of pay. In the event an employee is required to work through an overtime meal period, then the employee shall receive pay for an additional one-half (½) hour at the double time (2X) rate. Meal periods may be staggered to meet job requirements.

BREAKS

The parties of the agreement recognize Industrial Wage Order 16 covering "On-Site Construction, Mining, Drilling and Logging Industries." Any dispute or grievance arising from this Wage Order shall be processed under and in accordance with Article VI, Procedure for Settlement of Grievances and Disputes of this agreement. The grievance process of Article VI shall be the exclusive method for resolving all alleged violations of this Wage Order, and the time limitations of Article VI shall apply.

OVERTIME

Time and one-half (1½), except hours worked over twelve (12) in a single workday, Sundays and holidays which are double (2) time.

SUBSISTENCE

Subsistence shall be paid at the rate of **forty-five dollars (\$45.00)** per scheduled workday (on off-shore islands only).

SHIFT WORK

When two (2) or three (3) shifts are worked, the first and second shifts shall work eight (8) consecutive hours, exclusive of a meal period, for which eight (8) hours of straight time shall be paid Monday through Friday, and the third shift shall work seven (7) consecutive hours, exclusive of a meal period, for which eight (8) hours straight time shall be paid Monday through Friday. Refer to the Master Labor Agreement for SPECIAL SHIFT provisions and for all other terms and conditions concerning shift work.

PARKING

In the event free parking facilities are not available within three hundred and fifty (350) yards of a jobsite, the individual Employer will provide such facilities and the individual Employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the Employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking areas shall be reasonably level and graded to drain.

HOLIDAYS

The following holidays shall be observed on the date designated by Federal Law: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. If any of the above holidays should fall on Sunday, the Monday following shall be considered a legal holiday. Work on such days shall be paid for at the holiday overtime rate provided in the Master Labor Agreement. No work shall be performed on Labor Day except in case of extreme urgency when life or property is in imminent danger.

FUTURE INCREASES

07/01/21 - \$2.15 *(to be allocated by the Union)*

MASTER LABOR AGREEMENT EXPIRATION

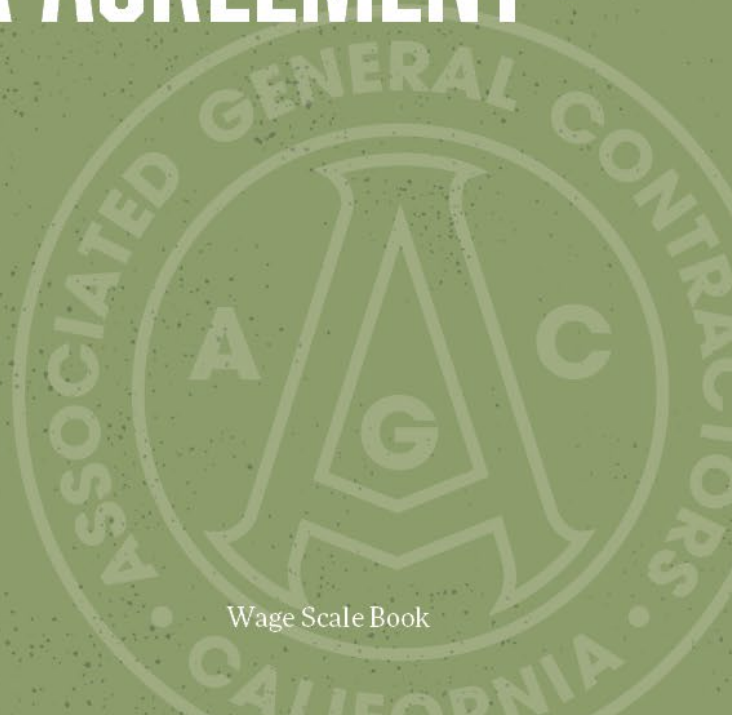
Current Laborers Master Labor Agreement expires on June 30, 2022

[Please refer to the Master Labor Agreement for all other terms and conditions.](#)



2018-2022

LABORERS PARKING & HIGHWAY IMPROVEMENT MASTER LABOR AGREEMENT



LABORERS PARKING & HIGHWAY IMPROVEMENT

Master Labor Agreement Expiration Date: June 30, 2022

AREA COVERED

These wage and fringe benefit contribution rates are applicable in the following California Counties: Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura.

LABORERS PARKING & HIGHWAY IMPROVEMENT FRINGE BENEFITS: July 1, 2020 to June 30, 2021

Health & Welfare	\$ 8.00
Pension	\$ 5.35
Annuity Fund**	\$0.91
Vacation/Supplemental Dues*	\$ 5.11
Laborers Apprenticeship and Training	\$ 1.32
Center for Contract Compliance	\$ 0.30
Industry Fund	\$ 0.07
Contract Administration Fund	\$ 0.07
Laborers Trusts' Administrative Trust Fund	\$0.06
TOTAL:	\$ 21.19

* Vacation/Supplemental Dues is added to the hourly wage rate to establish the gross total taxable pay. The gross total taxable pay amount is subject to normal payroll deductions. After normal deductions, the full Vacation/Supplemental Dues contribution is deducted, reported, and paid with the monthly trust fund contributions. For purposes of calculating overtime, Vacation/Supplemental Dues and other fringe benefits are not included.

LABORERS PARKING & HIGHWAY IMPROVEMENT WAGES: July 1, 2020 to June 30, 2021

	HOURLY BASE WAGE RATE	TRAVEL TIME HOURLY RATE*
Group I	\$ 39.06	\$ 26.04
Group II	\$ 40.36	\$ 26.91
Group III	\$ 42.37	\$ 28.25
Group IV	\$ 44.11	\$ 29.41

*Travel Time Rates shall be paid only for work within the scope of Article XV, Section A, 1, b (i.e. "NonDrivers"). All travel time hours must be paid at one and one-half (1 ½) times the Travel Time Hourly Rate, which include the full fringe benefit contributions

For a copy of the Private Agreement rates, please contact Roger Uy at uyr@agc-ca.org.

WAGE CLASSIFICATIONS

GROUP I

- Protective Coating, Pavement Sealing, including repair and filling of cracks by any method on any surface in parking lots, game courts, playgrounds, and tracks, whether indoor or outdoor; installation of carstops; operation of all related, trucks, machinery and equipment; handling of related materials.
- Traffic Control Person & Serviceman; including work of installing and protecting utility covers, traffic delineating devices, posting of no parking and notifications for public convenience;
- Asphalt Repair;
- Equipment Repair Technician performs major repairs on all equipment and machinery used by the contractor for the jobsite;
- Truncated Dome Assistant, loads and unloads detectable warning devices/truncated domes and all related materials, prepares and cleans up site, sets up tools, places detectable warning devices/truncated domes and related materials; remeasures all dome measurements and makes basic cuts;
- Decorative Asphalt Surfacing Applicator
- Assistant for the installation of preformed thermoplastic material and/or pattern-imprinted or stamped asphalt or pour in place rubber or high friction surfacing or other material used in lieu of paint; used primarily for properties including but not limited to intersections, parking areas, streets, highways, game courts, playgrounds and walkways.

GROUP II

- Traffic Surface Abrasive Blaster, Pot Tender, removal of all traffic stripes, pavement markings, and pavement markers by any method (sand blasting, water blasting, any water filtration system equipment used by a water blaster, shot blast, grinding, etc.), and preparation of surfaces prior to application of striping materials and pavement markers. Repairing and filling of cracks and surface cleaning on streets, highways, and airports by any means, and other work not directly connected with the application of slurry seal. Slurry Seal Squeegeeman (finisher); Bob Cat/Skid Steer; Seal Roller, Forklift; Traffic Control Person/Certified Traffic Control Person; controlling and directing traffic through both conventional and moving lane closures, including flagging and pilot car operations; including operation of all related machinery and equipment; handling of related materials.

- Forklift; Traffic Control person / Certified Traffic Control Person; controlling and directing traffic through both conventional and moving lane closures, including flagging and pilot car operations; including operation of all related machinery and equipment; handling of related materials.

GROUP III

- Traffic Delineating Device Applicator; locate and apply raised and recessed pavement markers, (includes operator of recess cut machine); install traffic signs, rumble and traffic bars, adhesives, guide markers (glue down and drive-in types), and other delineating devices.
- Traffic Protective System Installer; installs, removes, and relocates roadside and parking area barricades, fencing, cable anchors, guard rail, reference signs, and monument markers.
- Pavement Markings Applicator; locate and apply markings (words, arrows, cross walks, etc.) utilizing all coatings materials (paints, thermoplastics, tapes, epoxies, etc.);
- Slurry Seal Applicator Operator (Line Driver including self-contained distribution units);
- Shuttle man (loader/slurry machine operations) operation of all related machinery and equipment; handling of related materials;
- Truncated Dome Technician, places, cuts (including making radius and final cuts), positions, edges, and broom finishes detectable warning devices/truncated domes according to federal and state standards. Certified in dome installation; Decorative Asphalt Surfacing Applicator for the installation of preformed thermoplastic material and/or pattern-imprinted or stamped asphalt or any other material used in lieu of paint, and the operation of all related machinery and equipment.

GROUP IV

- Traffic Striping Applicator; layout, alignment, and installation of all striping and delineation, utilizing all coatings materials and products (paints, thermoplastics, tapes, epoxies, etc.), skilled in all aspects of the layout, installation, and removal of the overall striping and delineating operations.
- Slurry Seal Mixer Operator; Power Broom Sweeper, operation of all related machinery and equipment; handling of related materials.

LABORERS PARKING & HIGHWAY IMPROVEMENT: July 1, 2020 - June 30, 2022 (Cont.)

LABORERS P&H IMPROVEMENT APPRENTICE WAGE RATES: July 1, 2020 to June 30, 2021

Period	Hours	Percentage	Wage Rate**	Travel Time Wage Rate***
1 st Period	1-800 Hours	60% (less \$0.55 cents per hour) *	\$24.87	\$16.14
2 nd Period	801-1800 Hours	70% (less \$0.55 cents per hour) *	\$29.11	\$19.21
3 rd Period	1801-2800 Hours	75%	\$31.78	\$20.97
4 th Period	2801-3800 Hours	80%	\$33.90	\$22.37

** Apprentices shall be paid not less than the following percentages of the current Group 3 journeyman rate, which is \$42.37 per hour.

*** Travel Time Rates for Apprentices shall be paid only for work within the scope of Article XV, Section A, 1, b (i.e. "Non-Drivers"). All travel time hours must be paid at one and one-half (1 ½) times the Travel Time Hourly Rate, which include the corresponding apprentice fringe benefit contributions.

APPRENTICE FRINGE BENEFIT RATES: July 1, 2020 to June 30, 2021

	<u>1st & 2nd Periods</u>		<u>3rd & 4th Periods</u>	
Health & Welfare	70%	\$5.60	80%	\$6.40
Pension	30%	\$1.61	40%	\$2.14
Annuity Fund	100%	\$0.91	100%	\$0.91
Vacation/Supplemental Dues	50%	\$2.56	70%	\$3.58
Apprenticeship & Training	42%	\$0.55	100%	\$1.32
Center for Contract Compliance	0%	\$0.00	100%	\$0.30
Contract Administration Fund	0%	\$0.00	100%	\$0.07
Industry Fund	0%	\$0.00	100%	\$0.07
Totals		\$11.23		\$14.79

FOREMAN

All Foremen shall be paid no less than two dollars (\$2.00) per hour more than the hourly wage rate of the highest classification over which they have leadership. In the event the Contractor, at his option, elects to use a Foreman to supervise other Foremen, he shall be paid not less than one dollar twenty-five cents (\$1.25) per hour more than the hourly rate of the highest classified Foreman over whom he has leadership.

MEAL PERIOD

The parties recognize the nature of the Contractor's work and the fact that there are extreme periods of waiting time and extreme periods of time when no breaks can be taken. It is with this in mind that the parties agree that employees will take a paid lunch break when time permits and that every employee is entitled to time in which to eat his lunch.

In those instances, where it is not possible for the employee to take time to eat a lunch, then the employee will receive one-half hour ($\frac{1}{2}$) pay at the time-and-one-half ($1\frac{1}{2}$) rate in addition to his normal straight time shift period.

The parties of the agreement recognize Industrial Wage Order 16 covering "On-Site Construction, Mining, Drilling and Logging Industries." Any dispute or grievance arising from this Wage Order shall be processed under and in accordance with Article VI, Procedure for Settlement of Grievances and Disputes of this agreement. The grievance process of Article VI shall be the exclusive method for resolving all alleged violations of this Wage Order, and the time limitations of Article VI shall apply.

OVERTIME

Time and one-half ($1\frac{1}{2}$), except on Holidays, which are double (2) time rate.

SHOW UP TIME

Employees who report for work at a temporary yard as well as at a permanent yard, and for whom no work is provided, shall receive a minimum of two (2) hours work payable at the regular rate of pay, plus benefits. During periods of inclement weather, the employee shall call the designated job number provided to him for instructions concerning reporting to job site. Employees shall be considered as having been ordered to work if, after checking with the Designated Dispatcher, the Designated Dispatcher failed to notify the Employee not to report to work. An employee who reports for work and is dispatched to a jobsite shall receive not less than four (4) hours work payable at the regular rate of pay, plus benefits; and if more than four (4) hours are worked in any one day, shall receive his regular rate of pay and benefits for his actual hours worked. New employees on their first day of work shall be paid for their actual hours worked. Neither the Contractor nor Employee will devise or put into operation any scheme, whether herein enumerated or not, to obtain an unwarranted benefit from the terms of this paragraph.

If this section is in conflict with either the federal Davis Bacon Act or the California Labor Code as it relates to Public Works, then the Contractor shall pay show up time in accordance with those statutes, provided, that the Contractor pay not less than is stipulated in this section.

TRAVEL

The Contractor shall pay the employee driving a Contractor's vehicle at the employee's appropriate classification wage rate with full contributions to the Trust Funds for all hours worked or paid for travel from the permanent yard to the jobsite from jobsite to jobsite; and from the jobsite to the permanent yard.

Employees who are not qualified and/or not requested to drive a Contractor vehicle may report to the Contractor's permanent yard and travel in the Contractor's vehicles to the first jobsite and return to the Contractor's yard, and will be paid the Travel Time Hourly Rate of pay with full contributions to the Trust Funds for such travel time. Travel time shall not be considered hours worked within the provisions of Article X(A)(2), which shall not apply.

The Contractor shall assign driver duties to employees qualified with the proper licenses to drive the Contractor's vehicles, on an equitable basis, so that all such employees obtain comparable hours performing such driver duties on a monthly basis.

On pure travel days where employees (drivers and non-drivers) are provided subsistence or overnight room and board, all hours the first day preparing for (including yard work, loading) and traveling to the jobsite, and all hours the last day closing down the job (including loading) and traveling to the permanent yard, shall be paid at the employee's appropriate classification rate contained in this Agreement with full contributions to the Trust Funds for all hours worked or paid. The provisions of Article X A (2) shall apply for all hours worked or paid over eight hours per day or worked on the sixth or seventh day.

An employee who is not qualified and/or not requested to drive or ride in a Contractor's vehicle may be instructed to report to the first jobsite of the day on the employee's own time and without pay, provided that the jobsite is located within a radius of seventy-five (75) miles from the Contractor's permanent yard or is located within seventy-five (75) miles from the employee's home. If the jobsite is located outside the seventy-five (75) mile or seventy-five (75) mile radius outlined above, the employee must be notified that he may, at the employee's option report to the Contractor's permanent yard, at which time the employee's shift begins. No employee will be required to report to any place other than the Contractor's permanent yard or the first job site of the day as a means of circumventing the provisions of this Paragraph. A violation of this reporting location provision will require the Contractor to pay employees for all hours spent traveling, no matter the distance traveled, from the employee's home, at the employee's full wage rate with full fringe benefit contributions, together with mileage reimbursement at the I.R.S. approved rate. If the Contractor does not notify the employee that he may report to the permanent yard and the employee drives to the jobsite located outside the seventy-five (75) mile or sixty (60) mile radius, the employee shall be paid the appropriate non-travel time wage rate with full fringe benefit contributions, together with mileage reimbursement at the I.R.S. approved rate, for such travel. No employee shall be required to use his own vehicle to drive from jobsite to jobsite.

SUBSISTENCE

One hundred and twenty-five dollars (\$125.00) per scheduled workday when the employee actually stays overnight near the jobsite. There shall be no prorating of subsistence. In lieu of subsistence pay, the Contractor may provide and maintain acceptable room and board on or near the project seven (7) days per week in compliance with California State Law.

HOLIDAYS

The following holidays shall be observed on the date designated by Federal Law: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. If any of the above holidays should fall on Sunday, the Monday following shall be considered a legal holiday. Work on such days shall be paid for at the holiday overtime rate provided herein. No work shall be performed on Labor Day except in case of extreme urgency when life or property is in imminent danger.

FUTURE INCREASE

07/01/21 - \$2.15 (to be allocated by the Union)

MASTER LABOR AGREEMENT EXPIRATION

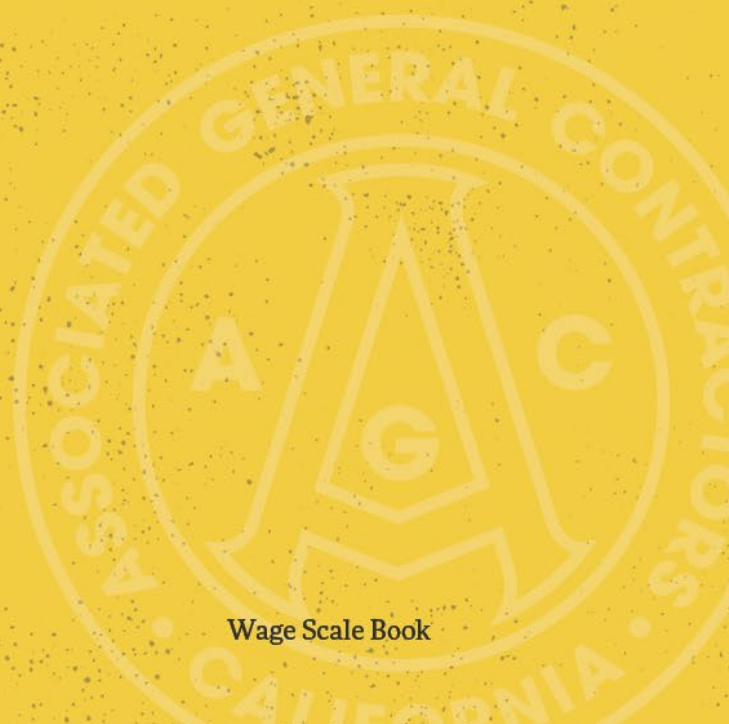
Current Laborers Parking & Highway Master Labor Agreement expires on June 30, 2022

[Please refer to the Master Labor Agreement for all other terms and conditions.](#)



2018-2022

LABORERS TUNNEL MASTER LABOR AGREEMENT



LABORERS TUNNEL

Master Labor Agreement Expiration Date: June 30, 2022

AREA COVERED

These wage and fringe benefit contribution rates are applicable in the following California Counties: Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura.

LABORERS – TUNNEL FRINGE BENEFITS: July 1, 2020 to June 30, 2021

Health & Welfare**	\$ 8.00
Pension	\$ 8.40
Annuity Fund	\$ 0.91
Vacation/Supplemental Dues*	\$ 4.87
Training & Retraining	\$ 0.70
Center for Contract Compliance	\$ 0.30
Industry Fund	\$ 0.08
Contract Administration Fund	\$ 0.07
Laborers Trusts' Administrative Trust Fund	\$ 0.06
Partnership for Jobs Industry Advancement Fund	\$ 0.10
TOTAL:	\$ 23.49

* Vacation/Supplemental Dues is added to the hourly wage rate to establish the gross total taxable pay. The gross total taxable pay amount is subject to normal payroll deductions. After normal deductions, the full Vacation/Supplemental Dues contribution is deducted, reported, and paid with the monthly trust fund contributions. **Please note that the current Supplemental Dues rate is one dollar and eighty-four cents (\$1.84).** For purposes of calculating overtime, Vacation/Supplemental Dues and other fringe benefits are not included.

LABORERS TUNNEL WAGES: July 1, 2020 to June 30, 2021

HOURLY BASE WAGE RATE

Group I	\$ 42.54
Group II	\$ 42.86
Group III	\$ 43.32
Group IV	\$ 44.01

WAGE CLASSIFICATION

GROUP I

- Batch Plant Laborer
- Bottom Lander
- Changehouseman
- Cutterman
- Dumpman
- Dumpman, Outside
- Loading & Unloading Agitator Cars
- Nipper
- Pot Tender - using mastic or other materials; for example (but not by way of limitation), shotcrete, etc.
- Rollover Dumpman
- Shotcrete Man (helper)
- Swampers/Brakemen (Brakeman & Switchman on tunnel work)
- Subsurface Laborer (non-miner)
- Tail Gunner
- TBM Beltman
- Tool Man
- Top Lander
- Tunnel Materials Handling Man

GROUP II

- Bull Gang Mucker, Trackman
- Chemical Grout Jetman
- Chucktender, Cabletender
- Concrete Crew-Include Rodders and Spreaders
- Grout Mixerman

- Grout Pumpman
- Operating of Troweling and/or Grouting Machines
- Vibratorman, Jack Hammer Pneumatic Tools (except driller)

GROUP III

- Blaster, Driller, Powderman
- Bull Gang Foreman
- Cherry Pickerman
- Grout Gunman
- Jackleg Miner
- Jumbo Man
- Kemper & Other Pneumatic Concrete Placer
- Operator
- Miner - Tunnel (hand or machine)
- Nozzleman
- Powderman - Primer House
- Primer Man
- Robotic Shotcrete Placer
- Sandblaster
- Steel Form Raiser & Setter
- Timberman, Retimberman, wood or steel
- Tunnel Concrete Finisher

GROUP IV

- Shaft and Raise Work
- Diamond Drill
- Roadheader Man

SHIFTER

The shifter, whether working or not, shall receive two dollars (\$2.00) per hour above the highest paid classification, covered in this agreement, over which he has leadership. In the event the Contractor, at his option, elects to use a Shifter to supervise other Shifters, he shall be paid not less than one dollar and twenty-five cents (\$1.25) per hour more than the hourly rate of the highest classified Shifter over which he/she has leadership.

SHAFT & RAISE WORK

This work shall be applicable to all work from the entrance to the shaft or raise and including surge chambers. This classification shall apply to all work involving surge chambers up to ground level.

GAS TESTER

When an Individual Employer, at his discretion, wishes to utilize Employees covered by this Agreement to perform certified gas testing responsibilities, such Employees shall be paid at two dollars (\$2.00) per hour over Group III.

TUNNEL

An underground excavation (lined or unlined) whose length exceeds its width, the inclination of the grade from the excavation shall be no greater than twenty (20) degrees from the horizontal. Should the inclination of grade from the horizontal exceed twenty (20) degrees, the excavation heretofore defined shall constitute a raise.

SHAFT

An excavation (lined or unlined) made from the surface of the earth, generally vertical in nature, but may decline up to seventy-five (75) degrees from the vertical, and whose depth is greater than fifteen (15) feet and its largest horizontal dimension.

SUBSISTENCE

In designated subsistence areas, as defined in the MLA, Exhibit "A", subsistence shall be paid at the rate of sixty dollars (\$60.00) per scheduled workday. There shall be no prorating of subsistence. Inyo, and Mono Counties, including Trona, the subsistence rate shall be sixty dollars (\$60.00) per scheduled workday.

WATCHMAN

Wages, fringe benefit contributions and working conditions are as outlined in the Laborers Master Labor Agreement.

SHIFT WORK

When two (2) shifts are employed for five (5) or more consecutive days, eight (8) hours of actual work shall constitute a day's work for which eight (8) hours at the straight time rate shall be paid. When three (3) shifts are employed for five (5) or more consecutive days on the day shift, eight (8) hours of actual work shall constitute a day's work for which eight (8) hours at the straight time rate shall be paid. On the second shift, seven and one-half (7 ½) consecutive hours (exclusive of meal period) shall constitute a day of work, for which eight (8) hours at the straight time hourly rate shall be paid. The third shift shall be seven (7) hours worked for eight (8) hours straight time pay. Refer to the Agreement for Special Shift provisions and for all other terms and conditions concerning shift work.

OVERTIME

All time worked before a regularly scheduled shift begins, after same shift ends, or work performed on Saturday shall be paid for at time and one-half (1½) the regular straight-time rate. All work performed on Sundays or holidays shall be paid for at double (2) the regular straight-time hourly rate. Overtime hours shall be computed to the next one-quarter (¼) hour. Overtime shall be calculated on a daily basis and shall be reckoned to the next one-quarter (¼) hour.

TRAVEL

The individual Employer shall pay employees working within the tunnel, adits, or shafts, on a portal to portal basis as follows: the hours of employment of such employee shall commence at the portal of the tunnel, adit or shaft at which he is directed by the individual Employer to report for work on his shift and shall end at such portal. If a change house is located more than one thousand two hundred and fifty (1,250) feet from a portal, adit or shaft, then the time of work shall start, for pay purposes, at the change house.

PARKING

In the event free parking facilities are not available within a reasonable distance of the jobsite, the individual Employer will provide such parking facilities and the individual Employer shall have the right to designate parking areas to be used.

Where, because of congested parking conditions, it is necessary to use public parking facilities the individual Employer shall reimburse the employees for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, submitted weekly. Such reimbursements are to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. On remote jobs when the access to where the work is being performed (to a job or project or within a job or project) is unsuitable, and no parking facilities are provided within a ten (10) minute walk from where the work is being performed, the individual Employer shall transport the employees to and from the place where the work is being performed and such transporting shall be one-half (½) on the individual Employer's time.

HOLIDAYS

The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. If any of the above holidays should fall on Sunday, the Monday following shall be considered a holiday. At such a time as Federal Laws designate certain of the foregoing holidays to be celebrated on Monday, the same shall apply to this Agreement.

FUTURE INCREASES

07/01/21 - \$2.25 (*to be allocated by the Union*)

MASTER LABOR AGREEMENT EXPIRATION

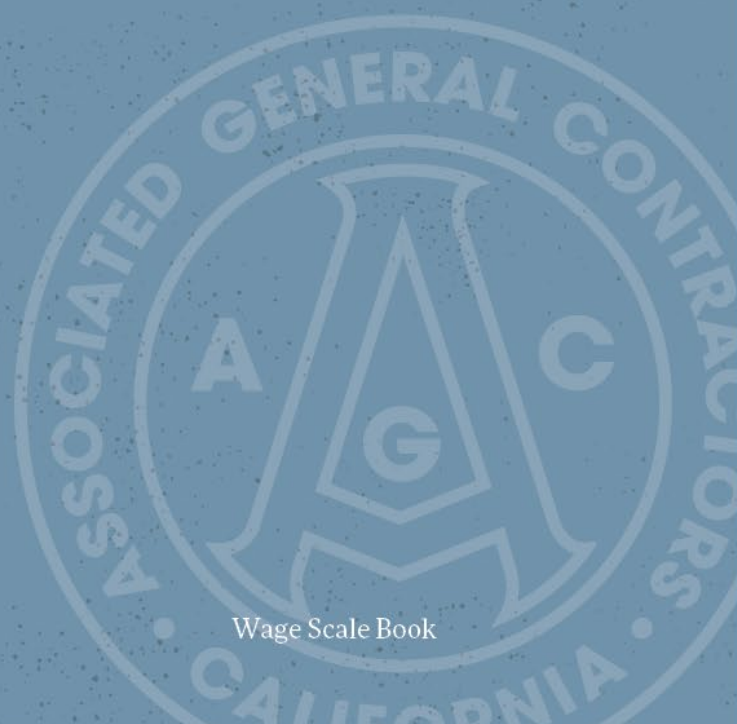
Current Laborers Tunnel Master Labor Agreement expires on June 30, 2022

[Please refer to the Master Labor Agreement for all other terms and conditions.](#)



2019-2022

OPERATING ENGINEERS LOCAL 12 MASTER LABOR AGREEMENT



OPERATING ENGINEERS

Master Labor Agreement Expiration Date: June 30, 2022

OPERATING ENGINEERS

Master Labor Agreement Expiration Date: June 30, 2022

AREA COVERED

These wage and fringe benefit contribution rates are applicable in the following California Counties: Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura.

FRINGE BENEFITS: July 1, 2020 to June 30, 2021

Pension	\$ 9.65
Health & Welfare	\$11.85
Defined Contribution Plan (Annuity)	\$2.50
Vacation-Holiday-Sick/Supplemental Dues*	\$ 3.55
Joint Apprenticeship/Training Fund	\$ 1.05
Engineers Contract Compliance Fund (ECCC)	\$ 0.15
Industry Fund	\$ 0.08
Partnerships for Jobs Fund	\$ 0.10
Contract Administration	\$ 0.06
TOTAL:	\$ 28.99

* Vacation-Holiday/Supplemental Dues is added to the hourly wage rate to establish the gross total taxable pay. The gross total taxable pay amount is subject to normal payroll deductions. After normal deductions, the full Vacation-Holiday/Supplemental Dues contribution is deducted, reported, and paid with the monthly trust fund contributions. **Please note that the current Supplemental Dues rate is one dollar and forty cents (\$1.40).** For purposes of calculating overtime, Vacation-Holiday/Supplemental Dues and other fringe benefits are not included.

WAGES: July 1, 2020 to June 30, 2021

APPENDIX A: GENERAL ENGINEERING

GROUPS

Effective 7/1/20 – 6/30/21

	Basic Hourly (A-1)	Special Shift (A-2)*	Multiple Shift (A-3)**
GROUP I	\$48.25	\$48.75	\$49.25
GROUP II	\$49.03	\$49.53	\$50.03
GROUP III	\$49.32	\$49.82	\$50.32
GROUP IV	\$50.81	\$51.31	\$51.81
GROUP V	---	---	\$51.91
GROUP VI	\$51.03	\$51.53	\$52.03
GROUP VII	---	---	\$52.13
GROUP VIII	\$51.14	\$51.64	\$52.14
GROUP IX	---	---	\$52.24
GROUP X	\$51.26	\$51.76	\$52.26
GROUP XI	---	---	\$52.36
GROUP XII	\$51.43	\$51.93	\$52.43
GROUP XIII	\$51.53	\$52.03	\$52.53
GROUP XIV	\$51.56	\$52.06	\$52.56
GROUP XV	\$51.64	\$52.14	\$52.64
GROUP XVI	\$51.76	\$52.26	\$52.76
GROUP XVII	\$51.93	\$52.43	\$52.93
GROUP XVIII	\$52.03	\$52.53	\$53.03
GROUP XIX	\$52.14	\$52.64	\$53.14
GROUP XX	\$52.26	\$52.76	\$53.26
GROUP XXI	\$52.43	\$52.93	\$53.43
GROUP XXII	\$52.53	\$53.03	\$53.53
GROUP XXIII	\$52.64	\$53.14	\$53.64
GROUP XXIV	\$52.76	\$53.26	\$53.76
GROUP XXV	\$52.93	\$53.43	\$53.93

* SPECIAL SHIFT

** MULTI-SHIFT

APPENDIX B: CRANES, PILEDRIVING AND HOISTING EQUIPMENT

GROUPS

Effective 7/1/20 – 6/30/21

	Basic Hourly (B-1)	Special Shift (B-2)*	Multiple Shift (B-3)**
GROUP I	\$49.60	\$50.10	\$50.60
GROUP II	\$50.38	\$50.88	\$51.38
GROUP III	\$50.67	\$51.17	\$51.67
GROUP IV	\$50.81	\$51.31	\$51.81
GROUP V	\$51.03	\$51.53	\$52.03
GROUP VI	\$51.14	\$51.64	\$52.14
GROUP VII	\$51.26	\$51.76	\$52.26
GROUP VIII	\$51.43	\$51.93	\$52.43
GROUP IX	\$51.60	\$52.10	\$52.60
GROUP X	\$52.60	\$53.10	\$53.60
GROUP XI	\$53.60	\$54.10	\$54.60
GROUP XII	\$54.60	\$55.10	\$55.60
GROUP XIII	\$55.60	\$56.10	\$56.60

APPENDIX C: SURVEYORS

GROUPS

Effective 7/1/20 – 6/30/21

	Basic Hourly (C-1)	Special Shift (C-2)*	Multiple Shift (C-3)**
GROUP I	\$50.17	\$50.67	\$51.17
GROUP II	\$50.81	\$51.31	\$51.81
GROUP III	\$51.03	\$51.53	\$52.03
GROUP IV	\$51.31	\$51.81	\$52.31
GROUP V	\$53.11	\$53.61	\$54.11
GROUP VI	\$51.53	\$52.03	\$52.53
GROUP VII	\$55.16	\$55.66	\$56.16
GROUP VIII	\$53.11	\$53.61	\$54.11
GROUP IX	\$55.16	\$55.66	\$56.16
GROUP X	\$55.86	\$56.36	\$56.86

* SPECIAL SHIFT

** MULTI-SHIFT

APPENDIX D: TUNNEL GROUP

GROUPS

Effective 7/1/20 - 6/30/21

	Basic Hourly (D-1)
GROUP I	\$50.10
GROUP II	\$50.88
GROUP III	\$51.17
GROUP IV	\$51.31
GROUP V	\$51.53
GROUP VI	\$51.64
GROUP VII	\$51.76
GROUP VIII	\$53.11
GROUP IX	\$52.06
GROUP X	\$55.16
GROUP XI	\$55.86

APPENDIX E: FIELD SOILS AND MATERIAL TESTER
BUILDING/CONSTRUCTION INSPECTOR

GROUPS

Effective 7/1/20 - 6/30/21

	Basic Hourly (E-1)	Special Shift (E-2)*	Multiple Shift (E-3)**
GROUP I	\$49.03	\$49.53	\$50.03
GROUP II	\$50.81	\$51.31	\$51.81
GROUP III	\$52.81	\$53.31	\$53.81

* SPECIAL SHIFT

** MULTI-SHIFT

WAGE CLASSIFICATIONS
Appendix A: General Engineering

GROUP I

- Bargeman
- Brakeman
- Compressor Operator (when more than five (5) 900 CFM or larger units, additional Operator required)
- Ditch Witch, with seat or similar type equipment
- Elevator Operator - inside
- Engineer Oiler
- Forklift Operator (includes loed, lull or similar types - under 5 tons)
- Heliostat Assembly System (Operator related work)
- Generator Operator
- Generator, Pump or Compressor Plant Operator
- Heavy Duty Repairman Helper
- Profilograph
- Pump Operator
- Signalman
- Switchman

GROUP II

- Asphalt-Rubber Plant Operator (Nurse Tank Operator)
- Concrete Mixer Operator – Skip type
- Conveyor Operator
- Fireman
- Forklift Operator (includes loed, lull or similar types – over 5 tons)
- Hydrostatic Pump Operator
- Oiler Crusher (Asphalt or Concrete Plant)
- PJU Side Dump Jack
- Petromat Laydown Machine
- Rotary Drill Helper (Oilfield)
- Screening and Conveyor Machine Operator (or similar types)
- Skiploader (wheel type up to ¾ yd. without attachment)
- Tar Pot Fireman
- Temporary Heating Plant Operator
- Trenching Machine Oiler

GROUP III

- Asphalt-Rubber Blend Operator
- Bobcat or similar type (Skid Steer, with all attachments)
- Equipment Greaser (rack)
- Ford Ferguson (with dragtype attachments)
- Helicopter Radioman (ground)
- Stationary Pipe Wrapping and Cleaning Machine Operator

GROUP IV

- All Terrain Placers/All Terrain Stone Slingers
- Asphalt Plant Fireman
- Backhoe Operator (Mini-Max or similar type)
- Boring Machine and/or Pilot Tube Machine Operator
- Boring System Electronic Tracking Locator
- Boxman or Mixerman (Asphalt or Concrete)
- Chip Spreading Machine Operator
- Concrete Cleaning Decontamination Machine Operator
- Concrete Pump Operator (small portable)
- Drilling Machine Operator, Small Auger Types (Texoma Super Economatic, or similar types – Hughes 100 or 200, or similar types – drilling depth of thirty (30') feet maximum)
- Equipment Greaser (Grease Truck)
- Excavator Track/Rubber Tired (Operating weight under 21,000 lbs., see crew size for requirement)
- Guard Rail Post Driver Operator
- Highline Cableway Signalman
- Horizontal Directional Drilling Machine
- Hydra-Hammer-Aero Stomper
- Hydraulic Casing Oscillator Operator (One (1) additional employee or an apprentice covered by this Agreement required – drilling depth of 30' maximum)
- Micro Tunneling (above ground tunnel)
- Power Concrete Curing Machine Operator
- Power Concrete Saw Operator
- Power - Driver Jumbo Form Setter Operator
- Power Sweeper Operator
- Rock Wheel Saw/Trencher
- Roller Operator (compacting)
- Screed Operator (Asphalt or Concrete)
- Trenching Machine Operator (up to six [6'] feet)
- Vacuum or Muck Truck

WAGE CLASSIFICATIONS

Appendix A: General Engineering (continued)

GROUP V

- Equipment Greaser (Grease Truck/Multi-Shift)

GROUP VI

- Articulating Material Hauler
- Asphalt Plant Engineer
- Batch Plant Operator
- Bit Sharpener
- Concrete Joint Machine Operator (canal and similar type)
- Concrete Placer Operator
- Concrete Planer Operator
- Dandy Digger
- Deck Engine Operator
- Deck Engineer
- Derrickman (Oilfield type)
- Drilling Machine Operator, Bucket or Auger Types (Calweld 100 Bucket or similar types – Watson 1000 Auger or similar types – Texoma 330, 500 or 600 Auger or similar types – drilling depth of 45' maximum)
- Drilling Machine Operator (including water wells)
- Force Feed Loader (with a seat)
- Hydraulic Casing Oscillator Operator (One (1) additional employee or an apprentice covered by this Agreement required – drilling depth of 45' maximum)
- Hydrographic Seeder Machine Operator (straw, pulp or seed)
- Jackson Track Maintainer, or similar type
- Kalamazoo Switch Tamper, or similar type
- Machine Tool Operator
- Maginnis Internal Full Slab Vibrator
- Mechanical Berm, curb or gutter (Asphalt or Concrete)
- Mechanical Finisher Operator (concrete, Clary-Johnson-Bidwell or similar)
- Micro Tunnel System (below ground)
- MST220, Track Dumps
- Pavement Breaker Operator (truck mounted, Oiler or Journeyman Trainee required)
- Railcar Mover
- Road Oil Mixing Machine Operator
- Roller Operator (asphalt or finish)
- Rubber-Tired Earth Moving Equipment (single engine, up to and including 25 yds. struck)
- Rumble Strip Grinder
- Self-Propelled Tar Pipelining Machine Operator
- Skiploader Operator (crawler and wheel type, over ¾ yd. and up to and including 1½ yds.)

- Slip Form Pump Operator (power driven hydraulic lifting device for concrete forms)
- Tractor Operator – Bulldozer, Tamper-Scraper (single engine, up to 100 h.p. flywheel and similar types, up to and including D-5 and similar types)
- Tugger Hoist Operator (1 drum)
- Ultra High Pressure Waterjet Cutting Tool System Operator
- Vacuum Blasting Machine Operator
- Volumetric Mixer Operator
- Welder – General
- Force Feed Loader (with a seat)
- Rumble Strip Grinder

GROUP VII

- Welder – General (Multi-Shift)

GROUP VIII

- Asphalt or Concrete Spreading Operator (Tamping or Finishing)
- Asphalt Paving Machine Operator (Barber Greene or similar type – one (1) Screedman required – if an additional Screedman is required, he shall be an employee covered by this Agreement)
- Asphalt-Rubber Distributor Operator
- Backhoe Operator (up to and including ¾ yd.) Small Ford, Case or similar
- Backhoe Operator (over ¾ yd. and up to 5cu. yds. M.R.C., see crew size requirement)
- Barrier Rail Mover (BTM Series 200 or similar types – one (1) additional employee covered by this agreement required)
- Cast in Place Pipe Laying Machine Operator
- Cold Foamed Asphalt Recycler (two (2) Operators required, see crew size requirement)
- Combination Mixer and Compressor Operator (Gunit Work)
- Compactor Operator – self propelled
- Concrete Mixer Operator – Paving (Oiler or Journeyman-trainee required)
- Crushing Plant Operator (Oiler or Journeyman Trainee required)
- Drill Doctor
- Drilling Machine Operator, Bucket or Auger Types (Calweld 150 Bucket or similar types – Watson 1500, 2000, 2500 Auger or similar types – Texoma 700, 800 Auger or similar types – drilling depth of 60' maximum)

WAGE CLASSIFICATIONS
Appendix A: General Engineering (continued)

GROUP VIII (continued)

- Elevating Grader Operator
- Excavator Track/Rubber-Tired (Operating weight 21,000 lbs. - 100,000 lbs., see crew size for requirement)
- Global Positioning System/GPS (or Technician)
- Grade Checker
- Gradall Operator (see Crew Size)
- Grouting Machine Operator
- Heavy Duty Repairman
- Heavy Equipment Robotics Operator
- Hydraulic Casing Oscillator Operator (One (1) additional employee or an apprentice covered by this Agreement - drilling depth of 60" maximum)
- Hydraulic Operated Grout Plant (excludes hand loading)
- Kalamazoo Ballast Regulator or similar type
- Klemm Drill Operator or similar types
- Kolman Belt Loader and similar type (additional employee required on two [2] or more)
- Kribber Adzer (manufactured with a seat)
- Le Tourneau
- Blob Compactor or similar type
- Lo Drill
- Loader Operator (Athey, Euclid, Sierra and similar types)
- Master Environmental Maintenance Mechanic
- Mobark Chipper or similar types
- Nordco Tie Remover/Insertor (TRIPP) - or similar types
- Ozzie Padder or similar types
- P.C. 490 Slot Saw
- Pneumatic Concrete Placing Machine Operator (Hackley-Presswell or similar type)
- Prentice 721E Hydro-Ax
- Pumpcrete Gun Operator
- Rail Heater - self-propelled
- Rock Drill or similar types
- Rotary Drill Operator (excluding Caisson type - Oiler or Journeyman Trainee required)
- Rubber-Tired Earth Moving Equipment Operator (single engine, Caterpillar, Euclid, Athey Wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu. yds. struck)
- Rubber-Tired Earth Moving Equipment Operator (multiple engines - up to and including 25 yds. struck)
- Rubber-Tired Scraper Operator (self-loading paddle wheel type - John Deere, 1040 and similar single unit)
- Self-Propelled Curb and Gutter Machine Operator
- Shuttle Buggy
- Skiploader Operator (crawler and wheel type over 1½ yds. up to and including 6½ yds.)
- Soil Remediation Plant Operator (Oiler required Group II) (CMI, Envirotech, or similar)
- Soil Stabilizer and Reclaimer
- Somero SXP Laser Screed
- Speed Swing Operator
- Spike Driver (manufactured with a seat)
- Surface Heaters and Planer Operator
- Tie Adzer (manufactured with a seat)
- Track Spike Puller Machine Operator (manufactured with a seat)
- Tractor Compressor Drill Combination Operator
- Tractor Operator (any type larger than D-5 - 100 flywheel h.p. and over, or similar - Bulldozer, Tamper, Scraper and Push Tractor, single engine)
- Tractor Operator (boom attachments)
- Traveling Pipe Wrapping, Cleaning and Bending Machine Operator
- Trenching Machine Operator (over 6 ft. depth capacity, manufacturer's rating - Oiler or Journeyman Trainee required)
- Trenching Machine with Road Miner Attachment (over 6 ft. Depth capacity, manufacturer's rating - Oiler or Journeyman Trainee required)
- Ultra High Pressure Waterjet Cutting Tool System Mechanic
- Water Pull (compaction)

WAGE CLASSIFICATIONS
Appendix A: General Engineering (continued)

GROUP IX

- Heavy Duty Repairman (Multi-Shift)

GROUP X

- Backhoe operator (over 5 cu. yds., M.R.C., see crew size requirement)
- Drilling Machine Operator, Bucket or Auger Types (Calweld 200 B Bucket or similar types – Watson 3000 or 5000 Auger or similar types – Texoma 900 Auger or similar types – drilling depth of 105' maximum)
- Dual Drum Mixer (Oiler or Journeyman Trainee required)
- Dynamic Compactor LDC350 (or similar types – two [2] operators required)
- Heavy Duty Repairman-Welder Combination
- Hydraulic Casing Oscillator Operator (One (1) additional employee or an apprentice covered by this Agreement required – drilling depth of 105' maximum)
- Monorail Locomotive Operator (diesel, gas or electric)
- Motor Patrol - Blade Operator (single engine)
- Multiple Engine Tractor Operator (Euclid and similar type – except Quad 9 Cat.)
- Pneumatic Pipe Ramming Tool and similar types (4" or above)
- Pre-stressed Wrapping Machine Operator (2 Operators required)
- Rubber-Tired Earth Moving Equipment Operator (single engine, over 50 yds. struck)
- Rubber-Tired Earth Moving Equipment Operator (multiple engine, Euclid, Caterpillar and similar - over 25 yds. and up to 50 yds. struck)
- Tower Crane Repairman
- Tractor Loader Operator (crawler and wheel-type over 6½ yds.)
- Welder-Certified
- Woods Mixer Operator (and similar Pugmill equipment)

GROUP XI

- Heavy Duty Repairman-Welder Combination (Multi-Shift)
- Welder-Certified (Multi-Shift)

GROUP XII

- Auto Grader Operator (Grade Checker and one (1) additional employee required)
- Automatic Slip Form Operator (Grade Checker and one (1) additional employee required.)
- Backhoe Operator (Over 7 cu. yds. M.R.S., see crew size requirement)
- Drilling Machine Operator, Bucket or Auger Types (Calweld, Auger 200 CA or similar types - Watson, Auger 6000 or similar types - Hughes Super Duty, Auger 200 or similar types - drilling depth of 175' maximum)
- Excavator Track (Operating weight 100,000 lbs – 200,000 lbs., see crew size for requirement)
- Hoe Ram or similar with Compressor
- Hydraulic Casing Oscillator Operator (One (1) additional employee or an apprentice covered by this Agreement required – drilling depth of 175' maximum)
- Mass Excavator Operator - Less than 750 cu. yds. (two (2) Operators and Oiler or Journeyman -Trainee required)
- Mechanical Finishing Machine Operator
- Mobile Form Traveler Operator
- Motor Patrol Operator (multi-engine)
- Pipe Mobile Machine Operator (two [2] Operators required)
- Rubber-Tired Earth Moving Equipment Operator (multiple engine, Euclid, Caterpillar and similar type, over 50 cu. yds. struck)
- Rubber-Tired Self-Loading Scraper Operator (paddle-wheel-Auger type self-loading – two [2] or more units)

GROUP XIII

- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Push-Pull System (single engine, up to and including 25 yds. struck)

WAGE CLASSIFICATIONS

Appendix A: General Engineering (continued)

GROUP XIV

- Canal Liner Operator (not less than four (4) employees – Operator, Oiler, Welder, Mechanic, Grade Checker required)
- Canal Trimmer Operator (Operator, Oiler, and two [2] other employees covered by this Agreement required)
- Drilling Machine Operator, Bucket or Auger Types (Calweld, Auger 200 CA or similar types – Watson, Auger 6000 or similar types – Hughes Super Duty, Auger 200 or similar types – drilling depth of 300' maximum)
- Remote Controlled Earth Moving Equipment Operator (no one [1] Operator shall operate more than two [2] pieces of earth moving equipment at one time - \$1.00 per hour additional to base rate)
- Wheel Excavator Operator (over 750 cu. yds. per hour – two [2] Operators and one [1] Oiler or Journeyman Trainee, and two [2] Heavy Duty Repairmen required)

GROUP XV

- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Push-Pull System (single engine, Caterpillar, Euclid, Athey Wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu. yds. struck)
- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Push-Pull System (multiple engines - up to and including 25 yds. struck)

GROUP XVI

- Excavator Track (Operating weight exceeding 200,000 lbs., see crew size for requirement)
- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Push-Pull System (single engine, over 50 yds. struck)

- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Push-Pull System (multiple engines, Euclid, Caterpillar and similar, over 25 yds. and up to 50 yds. struck)

GROUP XVII

- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Push-Pull System (multiple engine, Euclid, Caterpillar and similar type, over 50 cu. yds. struck)
- Tandem Tractor Operator (operating crawler type tractors in tandem – Quad 9 and similar type)

GROUP XVIII

- Rubber-Tired Earth Moving Equipment Operator, operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units – single engine, up to and including 25 yds. struck)

GROUP XIX

- Rotex Concrete Belt Operator (or similar types)
- Rubber-Tired Earth Moving Equipment Operator, operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units – single engine, Caterpillar, Euclid, Athey Wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu. yds. struck)
- Rubber-Tired Earth Moving Equipment Operator, operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units – multiple engine, up to and including 25 yds. struck)

GROUP XX

- Rubber-Tired Earth Moving Equipment Operator, operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units – single engine, over 50 yds. struck)
- Rubber-Tired Earth Moving Equipment Operator, operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units – multiple engine, Euclid, Caterpillar and similar, over 25 yds. and up to 50 yds. struck)

WAGE CLASSIFICATIONS

Appendix A: General Engineering (continued)

GROUP XXI

- Rubber-Tired Earth Moving Equipment Operator, operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units – multiple engine, Euclid, Caterpillar and similar type, over 50 cu. yds. struck)

GROUP XXII

- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Tandem Push-Pull System (single engine, up to and including 25 yds. struck)

GROUP XXIII

- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Tandem Push-Pull System (single engine, Caterpillar, Euclid, Athey Wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu. yds. struck)
- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Tandem Push-Pull System (multiple engine, up to and including 25 yds. struck)

GROUP XXIV

- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Tandem Push-Pull System (single engine, over 50 yds. struck)
- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Tandem Push-Pull System (multiple engine, Euclid, Caterpillar and similar, over 25 yds. and up to 50 yds. struck)

GROUP XXV

- Concrete Pump Operator - truck mounted (Oiler required when boom over One Hundred and Five [105'] feet or thirty-six [36] meters)
- Pedestal Concrete Pump Operator, see crew size requirement
- Rubber-Tired Earth Moving Equipment Operator, operating equipment with the Tandem Push-Pull System (multiple engine, Euclid, Caterpillar and similar type, over 50 cu. yds. struck)

WAGE CLASSIFICATIONS

Appendix B: Cranes, Piledriving, and Hoisting Equipment

GROUP I

- Engineer Oiler

GROUP II

- Truck Crane Oiler

GROUP III

- A-Frame or Winch Truck Operator
- Ross Carrier Operator (jobsite)

GROUP IV

- Bridge-Type Unloader and Turntable Operator
- Helicopter Hoist Operator
- PD 10 Pile Driver (or similar types)
- Snobble Unit (pin-n-go or similar types, see crew size requirement)

GROUP V

- Hydraulic Boom Truck / Knuckleboom
- Stinger Crane (Austin-Western or similar type)
- Tugger Hoist Operator (1 drum)

GROUP VI

- Deck Engineer
- Bridge Crane Operator
- Building Material Hoist/Manlift Operator
- Cretor Crane Operator (Oiler required)
- Hoist Operator (Chicago Boom and similar type)
- Lift Mobile Operator (Oiler required)
- Lift Slab Machine Operator (Vagtborg and similar types)
- Polar Gantry Crane Operator
- Prentice Self-Loader
- Self-Climbing Scaffold (or similar type)
- Shovel, Dragline, Clamshell Operator (over $\frac{3}{4}$ yd. and up to 5 cu. yds., M.R.C., see crew size requirement)
- Silent Piler
- Tugger Hoist Operator (2 drum)

GROUP VII

- Pedestal Crane Operator
- Shovel, Dragline, Clamshell Operator (over 5 cu. yds., M.R.C., see crew size requirement)
- Tower Crane Repairman
- Tugger Hoist Operator (3 drum)

GROUP VIII

- Crane Operator (up to and including 25 ton capacity, see Crew Size Requirement)
- Crawler Transporter Operator
- Derrick Barge Operator (up to and including 25 ton capacity, see Crew Size Requirement)
- Hoist Operator, Stiff Leg, Guy Derrick or similar type (up to and including 25 ton capacity, see Crew Size Requirement)
- Shovel, Dragline, Clamshell Operator (over 7 cu. yds., M.R.C., see crew size requirement)

GROUP IX

- Crane Operator (over 25 tons, up to and including 50 ton M.R.C., see Crew Size Requirement)
- Derrick Barge Operator (over 25 tons, up to and including 50 ton M.R.C., see crew size requirement)
- Highline Cableway Operator
- Hoist Operator, Stiff Leg, Guy Derrick or similar type (over 25 tons, up to and including 50 ton M.R.C., see Crew Size Requirement)
- K-Crane
- Polar Crane Operator
- Self-Erecting Tower Crane Operator Maximum Lifting Capacity ten (10) tons. (One [1] Operator).

WAGE CLASSIFICATIONS

Appendix B: Cranes, Piledriving, and Hoisting Equipment (continued)

GROUP X

- ABI/Fundex Machines
- Crane Operator (over 50 tons, up to and including 100 ton M.R.C., Oiler required)
- Derrick Barge Operator (over 50 tons, up to and including 100 ton M.R.C., see Crew Size Requirement)
- Hoist Operator, Stiff Leg, Guy Derrick or similar type (over 50 tons, up to and including 100 ton M.R.C., see Crew Size Requirement)
- Mobile Tower Crane Operator (over 50 tons, up to and including 100 ton M.R.C., two [2] Operators required)
- Shovel, Dragline, Clamshell Operator (over 10 cu. yds., M.R.C., see crew size requirement)

GROUP XI

- Crane Operator (over 100 tons, up to and including 200 ton M.R.C., Oiler required)
- Derrick Barge Operator (over 100 tons, up to and including 200 ton M.R.C., see Crew Size Requirement)
- Hoist Operator, Stiff Leg, Guy Derrick or similar type (over 100 tons, up to and including 200 ton M.R.C., see Crew Size Requirement)
- Mobile Tower Crane Operator (over 100 tons, up to and including 200 ton M.R.C., two [2] Operators required)
- Tower Crane Operator and Tower Gantry (see Crew size requirement)

GROUP XII

- Crane Operator (over 200 tons, up to and including 300 ton M.R.C., Oiler required)
- Derrick Barge Operator (over 200 tons, up to and including 300 ton M.R.C., see Crew Size Requirement)

- Hoist Operator, Stiff Leg, Guy Derrick or similar type (over 200 tons, up to and including 300 ton M.R.C., see Crew Size Requirement)
- Mobile Tower Crane Operator (over 200 tons, up to and including 300 ton M.R.C., two [2] Operators required)

GROUP XIII

- Crane Operator (over 300 tons, two [2] Operators required)
- Derrick Barge Operator (over 300 tons, see Crew Size Requirement)
- Helicopter Pilot
- Hoist Operator, Stiff Leg, Guy Derrick or similar type (over 300 tons, see Crew Size Requirement)
- Hydraulically Controlled Lift Gantry Operator BCR Lift System (over 300 tons, two (2) Operators required)
- Mobile Tower Crane Operator (over 300 tons, two [2] Operators required)

WAGE CLASSIFICATIONS

Appendix C: Surveyor

GROUP I

- Chainman

GROUP II

- Rodman

GROUP III

- Instrumentman

GROUP IV

- Global Position Systems Chainman and Rodman
- Hydrographic Engineering Technician I (Chainman)

GROUP V

- Party Chief

GROUP VI

- E.D.M. or Fathometer Instrumentman

GROUP VII

- Certified Party Chief

GROUP VIII

- Hydrographic Engineer Party Chief

GROUP IX

- Certified Hydrographic Engineer Party Chief
- Global Position Systems Party Chief

GROUP X

- California LS Party Chief
- Chief of Parties
- Two (2) or more crews

WAGE CLASSIFICATIONS
Appendix D: Tunnels (continued)

GROUP I

- Heavy Duty Repairman Helper

GROUP II

- Skiploader (wheel type up to $\frac{3}{4}$ yd. without attachment)

GROUP III

- Chainman
- Power - Driver Jumbo Form Setter Operator

GROUP IV

- Dinkey Locomotive or Motorman (up to and including 10 tons)
- Rodman

GROUP V

- Bit Sharpener
- Equipment Greaser (Grease Truck)
- Instrumentman
- Slip Form Pump Operator (power driven hydraulic lifting device for concrete forms)
- Tugger Hoist Operator (1 drum)
- Tunnel Locomotive Operator (over 10 and up to and including 30 tons)
- Welder - General

GROUP VI

- Backhoe Operator (up to and including $\frac{3}{4}$ yd.) Small Ford, Case or similar
- Drill Doctor
- Grouting Machine Operator
- Heading Shield Operator
- Heavy Duty Repairman
- Jumbo Pipe Carrier
- Loader Operator (Athey, Euclid, Sierra and similar types)

- Mucking Machine Operator ($\frac{1}{4}$ yd. - Oiler or Journeyman Trainee required - rubber-tired, rail or track type)
- Pneumatic Concrete Placing Machine Operator (Hackley-Presswell or similar type)
- Pneumatic Heading Shield (tunnel)
- Pumpcrete Gun Operator
- Tractor Compressor Drill Combination Operator
- Tugger Hoist Operator (2 drum)
- Tunnel Locomotive Operator (over 30 tons)

GROUP VII

- Heavy Duty Repairman-Welder Combination

GROUP VIII

- Party Chief

GROUP IX

- Tunnel Mole Boring Machine Operator

GROUP X

- Certified Chief of Party

GROUP XI (New Group)

- California LS Party Chief

WAGE CLASSIFICATIONS

Appendix E: Field Soils and Material Tester Building/Construction Inspector

GROUP I

- Field Soils and Material Tester
- Field Asphaltic Concrete (Soils and Material Tester)
- Field Earthwork (Grading Excavation and Filling)
- Roof Inspector
- Water Proofer

When a question arises as to the duties of an Inspector or Soils Material Tester, the International Union of Operating Engineers, Local Union No. 12 Inspection Handbook will be referred to which contains all duties pertaining to Inspectors and Soils Technicians and will be supplied by Local 12 upon request.

The Employer shall furnish all special material testing equipment and equipment requiring calibration to the employee as needed. The inspectors shall furnish their own hand tools.

When required to report at the Contractor's office before going to work and after work, employee's time will start and end at the Contractor's office.

GROUP II

- AWS-CWI Welding Inspector
- Building/Construction Inspector
- Licensed Grading Inspector
- Reinforcing Steel
- Reinforced Concrete
- Pre-Tension Concrete
- Post-Tension Concrete
- Structural Steel and Welding Inspector
- Glue-Lam and Truss Joints
- Truss-Type Joint Construction
- Shear Wall and Floor System used as diaphragms
- Concrete Batch Plant
- Spray-Applied Fireproofing
- Structural Masonry

GROUP III

- Nondestructive Testing (NDT)

The above classifications shall be recognized as the jurisdiction of the Operating Engineers. It is further understood that these classifications noted herein shall not apply to laboratory work but be defined as jobsite work only.

There may be instances where an Inspector is required by the Employer to do both laboratory and field testing in which event they will be covered by the agreement.

APPRENTICES - WAGE RATES:

Effective 7/1/20 – 6/30/21

			Basic Hourly	Special Shift	Multiple Shift
Step I	0-1000 hours	60% Percent	\$30.62	\$30.12	\$31.62
Step II	1001-2000 hours	65% Percent	\$33.17	\$33.67	\$34.17
Step III	2001-3000 hours	70% Percent	\$35.72	\$36.22	\$36.72
Step IV	3001-4000 hours	75% Percent	\$38.27	\$38.77	\$39.27
Step V	4001-5000 hours	80% Percent	\$40.82	\$41.32	\$41.82
Step VI	5001-6000 hours	90% Percent	\$45.93	\$46.43	\$46.93

Apprentice wage rates above are based on **Group VI (\$51.03)** of Appendix A - General Engineering.

Groups XIII – Group XXV Apprentices: Wage rates for apprentices operating equipment set for in Group XIII through XXV of Appendix A shall receive the applicable wage rate percentage for that Group.

Appendix E Apprentices: Apprentice wage rates for Appendix E (Soils & Material Testing) are based on Group II of Appendix E and are formulated as noted above.

APPRENTICES – FRINGE BENEFITS:

Effective 7/1/20 – 6/30/21

Step I (0-1000 hours) & Step II (1001-2000 hours)	All Fringe Benefits, <u>except Pension.</u>
Step III - Step VI	Apprentices shall receive the full fringe benefit package.

SHIFT PAY

All shift pay or premiums entitled to be paid under the terms of this Agreement shall be paid in full and added to the Apprentice's base wage rate, for all hours worked or paid.

SHIFT WORK

When two (2) or three (3) shifts are worked, the basic per hour wage rate for these eight (8) hour shifts are designated in Appendix A through C. However, when the day shift starts between the hours of 7:00 a.m. and 8:00 a.m., that eight (8) hour shift shall be paid in accordance with Appendix A-1, B-1, C-1 or E-1, and the second shift shall be paid in accordance with Appendix A-3, B-3, C-3, or E-3. The third shift shall work six and one-half (6½) consecutive hours, exclusive of meal period, for which eight (8) hours straight time shall be paid Monday through Friday as designated in Appendix A-1, B-1, C-1 or E-1. All time worked or paid for eight (8) hours work in one (1) day on Saturdays, Sundays and holidays shall be paid for at the appropriate rate. Refer to the Agreement for provisions covering Tunnel Work.

Where the Contractor performs field lubrication and/or repair on equipment outside of the regular single-shift operation, employees performing such work shall be considered as working on the multiple-shift basis. The basic per hour wage rate for this eight (8) hour shift is designated in Appendix A-3.

FOREMAN

The Operating Engineer Foreman shall receive **two dollars (\$2.00)** per hour over the hourly rate of the highest paid Operating Engineer's classification under his supervision.

FOREMAN DIFFERENTIALS

If a Contractor employs seven (7) or more employees covered by this Agreement, excluding Engineer-Oiler and Signalmen, Compressor Operators, Pump Operators, Generator Operators, Rodmen, Chainmen, Instrumentmen, Chief of Party and Fork Lift Operators on a project, an Operating Engineer Foreman shall be employed at the rate of not less than two dollars (\$2.00) per hour over the hourly rate of the highest paid Operating Engineer's classification under his supervision. The additional pay shall be added to regular rate and become the base rate for the entire shift. He shall not operate equipment except in an emergency or when the regular operator is temporarily absent.

When less than seven (7) employees are working and the Employer assigns supervisory authority to one of the Journeymen, he may be required to work at the trade, but will be paid at the Foreman's rate, and the additional pay shall be added to the regular rate and become the base rate for the entire shift.

If an individual Contractor employs forty (40) or more employees covered by this Agreement on any oil or gas refineries and incidental structures, solar energy installations and appurtenances thereto, nuclear, oil, gas or coal power plants and desalination installations and appurtenances, excluding Engineer-Oiler and Signalman, Compressor Operators, Pump Operators, Generator Operators, Rodmen, Chainmen, Instrumentmen and Chief of Party on a project, an Operating Engineer, General Foreman, shall be employed at the rate of not less than two dollars (\$2.00) per hour over the hourly rate of the highest paid Operating Engineer Foreman on the job or project. The additional pay shall be added to the regular rate and become the base rate for the entire shift. He shall not operate equipment except in an emergency.

OVERTIME

First four (4) hours outside the regularly constituted shift shall be at the rate of time and one-half (1½). All additional hours shall be at double (2) time. On Saturday work, the first twelve (12) hours shall be at time and one-half (1½), and all additional hours at double (2) time. Sundays shall be double (2) time. Holidays shall be double (2) time, except as provided elsewhere in this Agreement.

If the Contractor works overtime continuously for more than thirty (30) calendar days, the Contractor and the Union will meet to discuss why a two (2) shift operation cannot be put into effect.

SUBSISTENCE

In designated areas (refer to Subsistence Map).....	\$60.00
Inyo & Mono Counties (Including Trona).....	\$62.00

If the Employer furnishes the employees a suitable room, the employee shall receive **Thirty Dollars (\$30.00)** per day subsistence allowance in the designated areas and **Thirty-Two Dollars (\$32.00)** per day subsistence allowance in the counties of Inyo and Mono.

ZONE PAY

Zone pay is hereafter established effective July 9, 2007, and defined as Exhibit "B" subject to the exceptions noted below. Zone pay shall be paid at the rate of Two Dollars (\$2.00) per hour above the regular rate of pay and shall become the base for the entire shift. This zone pay area is located in the northern portion of "Exhibit B" delineated by the color blue. Those areas defined in "Exhibit B" by the color yellow shall be One Dollar (\$1.00) per hour above their regular rate of pay and shall become their base rate for the entire shift.

MILITARY ZONE PAY (Refer to Subsistence Map)

Per Article XVI, Section T, of the Southern California Master Labor Agreement, Effective July 1, 2019, the areas inside the boundaries of China Lake Naval Reserve, Vandenburg Air Force Base and Point Arguello, Seely Naval Base, Fort Irwin Army Base, Nebo Annex Marine Base, Marine Corp Logistics Base Yermo, Edwards Air Force Base, and 29 Palms Marine Base. Zone Pay as hereinafter defined shall apply for which the hourly rate of pay will be **Seven Dollars and fifty cents (\$7.50)** per hour above the regular rate and shall become the base rate for the entire shift.

MEAL PERIOD

It is mandatory that all employees shall be given a full uninterrupted one-half (1/2) hour meal period. The meal period may be staggered between the fourth (4th) and fifth (5th) consecutive hours. When employees work over five (5) hours without being provided with a one-half (1/2) hour meal period, they shall receive one-half (1/2) hour pay at the double (2) time rate. In addition to the minimum pay requirements, Article XVI, Section H, when they are required to work overtime after 6:30 p.m., they shall be allowed a half hour (1/2) meal period for every five (5) hours thereafter they are required to remain on the job. Meal periods may be staggered so to meet job requirements.

When employees working under this agreement are required to work through the meal periods on Saturdays, Sundays, and/or holidays, the employee shall receive an additional one-half (1/2) hour pay at the applicable wage rate for each meal period that is missed as defined in Article XVI, Section H.2 of the Master Labor Agreement.

REST PERIOD

The parties to this agreement recognize Industrial Wage Order 16-2001 covering "On site Construction, Mining, Drilling, and Logging Industries". Any dispute or grievance arising from this Wage Order shall be processed under and in accordance with Article V, Procedure for Settlement of Grievances and Disputes of this Agreement.

PARKING

In the event free parking facilities are not available within three hundred and fifty (350) yards of a jobsite, the individual Employer will provide such facilities and the individual Employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the Employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking areas shall be reasonably level and graded to drain.

TOOL ALLOWANCE

All Heavy Duty Repairmen and Heavy Duty Repairman-Welder Combination shall receive a **one dollar (\$1.00)** per hour tool allowance in addition to his regular rate of pay and this shall become his base rate of pay.

HAZARDOUS MATERIAL PAY

Employees required to suit up and work in a hazardous material environment, shall receive **two dollars (\$2.00)** per hour in addition to their regular rate of pay, and that rate shall become the basic hourly rate of pay.

HOLIDAYS

The following days shall be recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the Day after Thanksgiving Day, Christmas Day and the first (1st) Saturday, following the first (1st) Friday in the months of June and December each year. If any of the above holidays fall on Sunday, the Monday following shall be considered a holiday. All holidays are to be paid at the double (2) time rate of pay. All time worked or paid shall be subject to contributions to all trust funds contained in this agreement.

FUTURE INCREASES

7/1/21 – Additional \$2.45 to be allocated by the Union

MASTER AGREEMENT EXPIRATION

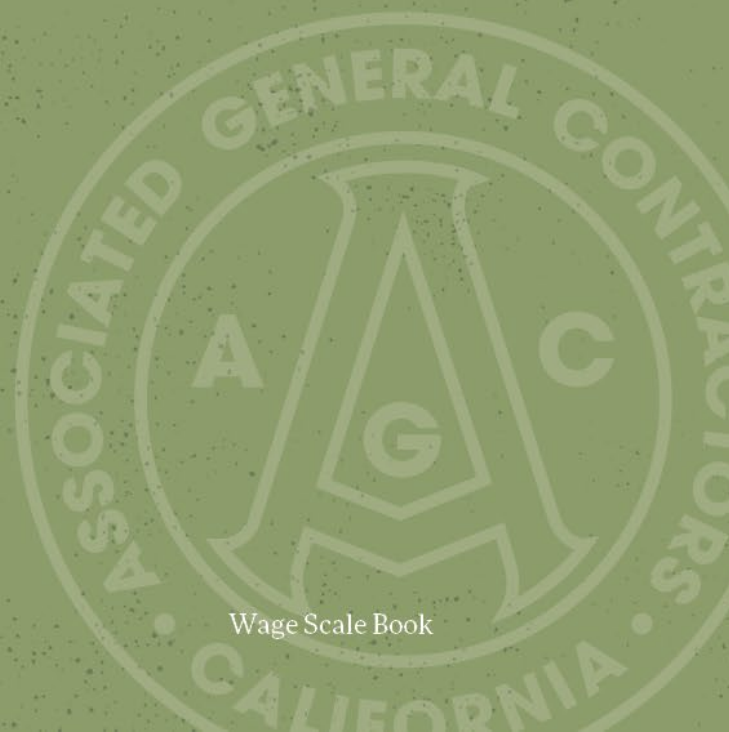
Current Operating Engineers Master Labor Agreement expires on **June 30, 2022**

[Please refer to the Master Labor Agreement for all other terms and conditions.](#)



2019-2022

TEAMSTERS MASTER LABOR AGREEMENT



TEAMSTERS

Master Labor Agreement Expiration Date: June 30, 2022

AREA COVERED

These wage and fringe benefit contribution rates are applicable in the following California Counties: Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura.

FRINGE BENEFITS: July 1, 2020 to June 30, 2021

Pension	\$ 6.00
Health & Welfare (Security Fund)	\$19.62
Vacation-Holiday-Sick/Supplemental Dues*	\$ 3.15
Apprenticeship	\$ 0.60
Training	\$ 1.22
Contract Compliance Fund	\$ 0.30
Industry Advancement	\$ 0.08
Contract Administration	\$0.07
TOTAL:	\$ 31.04

* Vacation & Holiday/Supplemental Dues is added to the hourly wage rate to establish the gross total taxable pay. The gross total taxable pay amount is subject to normal payroll deductions. After normal deductions, the full Vacation & Holiday/Supplemental Dues contribution is deducted, reported, and paid with the monthly trust fund contributions. **Please note that the current Supplemental Dues rate is seventy cents (\$0.70).** For purposes of calculating overtime, Vacation & Holiday/Supplemental Dues and other fringe benefits are not included.

WAGE RATES

Effective July 1, 2020 to June 30, 2021

	Basic Hourly (A)	Special Shift (B)	Multiple Shift (C)
Group I	\$32.59	\$33.09	\$33.59
Warehouseman and Teamster			
Group II	\$32.74	\$33.24	\$33.74
Driver of Vehicle or Combination of vehicles - 2 axles			
Traffic Control Pilot Car, excluding moving Heavy			
Equipment Permit load			
Truck Mounted Power Broom			
Group III	\$32.87	\$33.37	\$33.87
Driver of Vehicle or Combination of Vehicles - 3 axles			
Bootman			
Cement Mason Distribution Truck			
Fuel Truck Driver			
Water Truck - 2 axles			
Dump truck & Articulating - of less than 16 yards water level			
Erosion Control Driver			

WAGE RATES (cont.)

Effective 7/1/20 - 6/30/21

Basic
Hourly (A)

Special
Shift (B)

Multiple
Shift (C)

Group IV	\$33.06	\$33.56	\$34.06
Driver of Transit Mix Truck – under 3 yards			
Dumpcrete Truck – less than 6½ yards water level			
Truck Repairman Helper			
Group V	\$33.09	\$33.59	\$34.09
Water Truck – 3 or more axles			
Warehouseman Clerk			
Slurry Truck Driver			
Group VI	\$33.12	\$33.62	\$34.12
Driver of Transit Mix Truck – 3 yards or more			
Dumpcrete Truck – 6½ yards water level and over			
Driver of Vehicle or Combination of Vehicles – 4 or more axles			
Driver of Oil Spreader Truck			
Dump Truck – 16 to 25 yards water level			
Dump Truck & Articulating – 16 yards to 25 yards water level			
Flow Boy Dump Trucks			
Side Dump Trucks			
Group VII	\$33.37	\$33.87	\$34.37
A Frame, Swedish Crane or similar			
Forklift Driver			
Ross Carrier Driver			
Group VIII	\$33.62	\$34.12	\$34.62
Dump Truck & Articulating – 25 to 49 yards water level			
Articulating Ejector Truck – 25 to 49 yards water level			
Truck Repairman			
Water Pull – single engine			
Welder			
Group IX	\$33.82	\$34.32	\$34.82
Truck Repairman Welder			
Low Bed Driver – 9 axles or over			
Group X	\$34.12	\$34.62	\$35.12
Dump Truck & Articulating– 50 yards or more water level			
Water Pull – Single Engine with attachment			
Articulating Water Truck			
Working Truck Driver			
Truck Greaser and Tireman (\$0.50 additional for Tireman)			
Pipeline and Utility Working Truck Driver, including Winch			
Truck and Plastic Fusion, limited to Pipeline and Utility Work			
Group XI	\$34.62	\$35.12	\$35.62
Boom Trucks – 17K and below			
Water Pull – twin engine			
Water Pull – twin engine with attachments			
Winch Truck Driver (\$0.25 additional when operating winch or similar special attachments)			
Water Truck over 12,000 gallons – 2 axle			
Group XII	\$35.05	\$35.55	\$36.05
Boom Trucks – 17K and above			

SUBJOURNEYMAN

Effective 7/1/20 - 6/30/21

Wages:

0000-2000 hours	\$18.80
2001-4000 hours	\$20.80
4001-6000 hours	\$22.80
Over 6000 hours and thereafter at full MLA rates.	

Fringe benefits: For subjourneymen the fringe benefits are the same as in the Master Labor Agreement, except that Vacation & Holidays/Supplemental Dues rates that are as follows:

Subjourneymen Vac./Sup. Dues Rate:

0000-2000 hours	\$ 2.00
2001-4000 hours	\$ 2.25
4001-6000 hours	\$ 2.50
Over 6000 hours	Full Rate

APPRENTICE AND FRINGE BENEFIT RATES

Period	% of Journeyman Wage**	Basic Hourly Rate**	Health & Welfare	Pension	Vacation-Holiday-Sick/Sup. Dues (a)	Training	Apprenticeship	Other (b)
1st	53%	\$18.08	\$14.56	\$2.00	\$1.45	\$1.22	\$0.60	\$0.45
2nd	60%	\$20.47	\$14.56	\$2.00	\$1.45	\$1.22	\$0.60	\$0.45
3rd	68%	\$23.20	\$14.56	\$2.00	\$1.45	\$1.22	\$0.60	\$0.45
4th	75%	\$25.59	\$14.56	\$2.00	\$1.45	\$1.22	\$0.60	\$0.45
5th	85%	\$29.00	\$14.56	\$2.00	\$1.45	\$1.22	\$0.60	\$0.45
6th	95%	\$32.41	\$14.56	\$2.00	\$1.45	\$1.22	\$0.60	\$0.45

Footnotes: ** Based on Teamsters Journeyman **Group X wage rate of \$34.12** per hour

(a) Vacation & Holiday includes amount for Supplemental Dues

(b) "Other" denotes contributions for Industry Advancement \$0.08, Contract Administration \$0.07, and Contract Compliance Fund \$0.30

MILITARY BASES

There will be a three dollar (\$3.00) per hour differential for the military bases of Vandenberg AFB, Point Arguello, Point Conception, China Lake, Camp Roberts, Edwards AFB, Nebo Marine Ballistic Base (Yermo), Mountain Warfare Training Center, Bridgeport, Fort Irwin, George AFB, Naval Air Facility, El Centro, 29 Palms Marine Base, in lieu of subsistence.

FOREMAN

The Teamster Foreman shall receive **one dollar and fifty cents (\$1.50) per hour more** than the highest Teamster classification over which he is foreman.

GENERAL FOREMAN

The working General Foreman shall receive **one (\$1.00) dollar per hour more** than the Foreman when more than thirty (30) Teamsters are employed.

MEAL PERIOD

Employees shall not work more than five (5) consecutive hours without a one-half (½) hour meal period. When employees work over five (5) hours without being provided with a one-half (½) hour meal period, they shall receive one-half (½) hour pay at the double (2) time rate. When an employee is required to work overtime for more than three (3) hours over the regular eight (8) hours, the Employer agrees to provide a meal period each five (5) hours thereafter and the employee shall have sufficient time to eat the meal without loss of pay. In the event an employee is required to work through an overtime meal period, then the employee shall receive pay for an additional one-half (½) hour at the double time rate. Meal periods may be staggered to meet job requirements.

The parties to this Agreement recognize Industrial Wage Order 16-2001 covering “On Site Construction, Mining, Drilling, and Logging Industries.” Any dispute or grievance arising from this Wage Order shall be processed under and in accordance with Article V Procedure for Settlement of Grievances and Disputes of this Agreement.

PARKING

In the event free parking facilities are not available within three hundred and fifty (350) yards of a jobsite, the individual Employer will provide such facilities and the individual Employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the Employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking areas shall be reasonably level and graded to drain.

HAZARDOUS MATERIAL HANDLING

A one dollar (\$1.00) per hour premium shall be paid to all employees handling and/or hauling Class A or B hazardous materials.

OVERTIME

Time and one-half (1½), except Sundays and holidays and after twelve (12) hours worked per day, which is double (2) time.

SUBSISTENCE

Subsistence pay will be \$30.00 per day for offshore islands only. There is a \$3.00 per hour differential for military bases in lieu of subsistence. (Please see MLA.)

SHIFT WORK

When two (2) or three (3) shifts are worked, each shift shall be paid for eight (8) hours which shall be worked and paid as follows: the first shift shall work eight (8) hours and be paid for eight (8) hours; the second shift shall work (8) hours and be paid for eight (8) hours plus an additional one dollar (\$1.00) per hour premium for all hours worked; the third shift shall be paid for eight (8) hours at the regular hourly rate for six and one-half (6½) hours worked.

HOLIDAYS

The following holidays shall be observed on the date designated by Federal Law: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. If any of the above holidays should fall on Sunday, the Monday following shall be considered a legal holiday. Work on such days shall be paid for at the holiday overtime rate provided for in the Master Labor Agreement. No work shall be performed on Labor Day except in case of extreme urgency when life or property is in imminent danger.

FUTURE INCREASES

7/1/21 – To be allocated by Union

MASTER AGREEMENT EXPIRATION

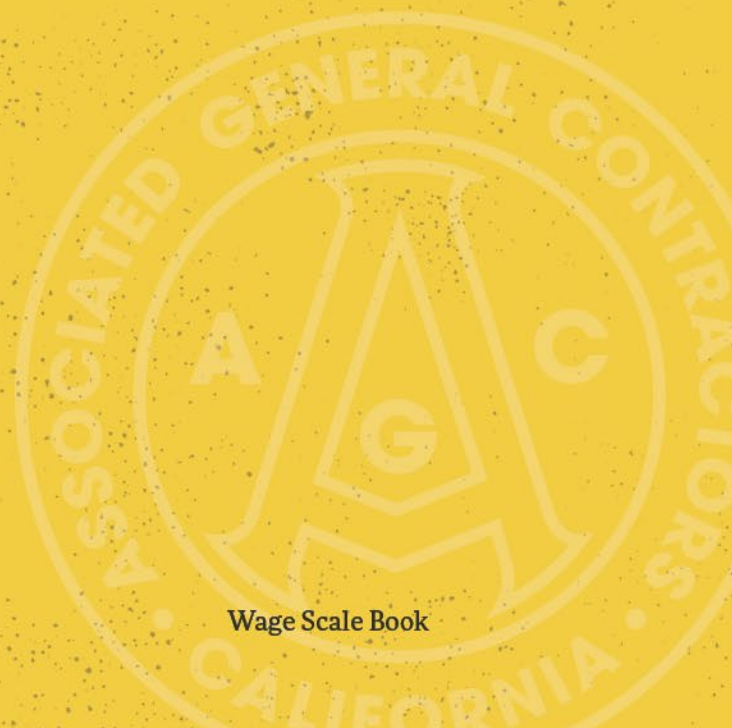
Current Teamsters Master Labor Agreement expires on **June 30, 2022**

[Refer to the Master Labor Agreement for all other terms and conditions.](#)



2020

HOLIDAYS



HOLIDAYS 2020 – SOUTHERN CALIFORNIA

<u>Holiday</u>	<u>Date Recognized</u>	<u>Craft</u>
New Year's Day	Wednesday, January 1	All
Memorial Day	Monday, May 25	All
Independence Day	Saturday, July 4	All
Labor Day	Monday, September 7	All
Veteran's Day	Wednesday, November 11	<i>Observed Holiday for Iron Workers and SoCal Crafts Only</i>
Thanksgiving Day	Thursday, November 26	All
Day After Thanksgiving	Friday, November 27	All
Christmas Day	Friday, December 25	All

Note: Holidays falling on a Sunday shall be observed on the following Monday.

Overtime: All work performed on a Holiday shall be paid at the appropriate overtime rate.

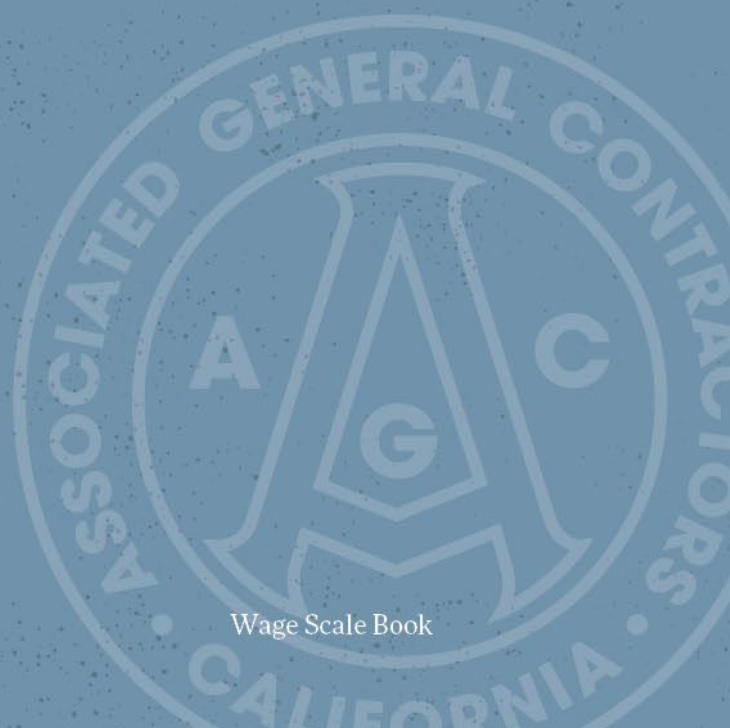
Iron Workers: No work shall be performed on LABOR DAY except to save life and property.

If any of the above holidays fall on Saturday, the preceding Friday shall be observed as the holiday. (Iron Workers Only)

**Operating Engineers
Designated Off Days:** Saturday, June 6, 2020
Saturday, December 5, 2020



2021
HOLIDAYS



HOLIDAYS 2021 - SOUTHERN CALIFORNIA

<u>Holiday</u>	<u>Date Recognized</u>	<u>Craft</u>
New Year's Day	Friday, January 1	All
Memorial Day	Monday, May 31	All
Independence Day	Sunday, July 4	All
Labor Day	Monday, September 6	All
Veteran's Day	Thursday, November 11	<i>Observed Holiday for Iron Workers and SoCal Crafts Only</i>
Thanksgiving Day	Thursday, November 25	All
Day After Thanksgiving	Friday, November 26	All
Christmas Day	Saturday, December 25	All

Note: Holidays falling on a Sunday shall be observed on the following Monday.

Overtime: All work performed on a Holiday shall be paid at the appropriate overtime rate.

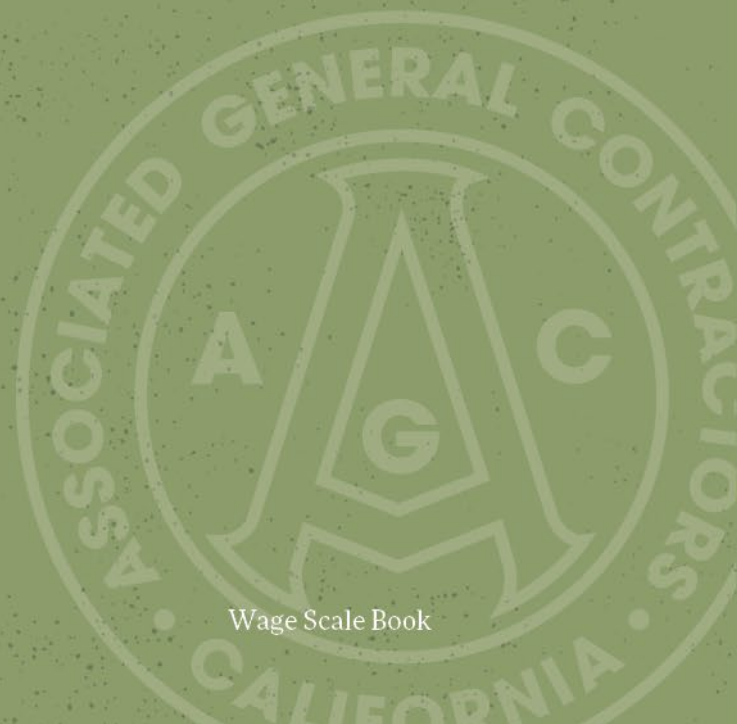
Iron Workers: No work shall be performed on LABOR DAY except to save life and property.

If any of the above holidays fall on Saturday, the preceding Friday shall be observed as the holiday. (Iron Workers Only)

Operating Engineers
Designated Off Days: Saturday, June 5, 2021
Saturday, December 4, 2021



Southern California
TRUST FUND OFFICES



<p>CARPENTERS TRUST OFFICE Carpenters Southern California Administrative Corporation 533 South Fremont Avenue, 10th Floor Los Angeles, California 90071-1706 (213) 385-1457 (213) 739-9321 Fax (800) 293-1370 www.carpenterssw.org Kristin Tingley, Employer Services Manager Mobile: (213) 739-9382 e-mail: KTingley@CarpentersSW.org</p>	<p>OPERATING ENGINEERS TRUST OFFICE Operating Engineers Benefits Administration, Inc. 150 Corson Street Pasadena, California 91103 (626) 792-8900 (626) 792-9039 Fax Joseph Ehrbar, Fund Manager</p>
<p>CEMENT MASONS TRUST OFFICE Zenith American Solutions P.O. Box 968 (Monrovia 91017) 5417 Peck Road Arcadia, CA 91006 (626) 444-4600 (626) 258-4090 Fax Christopher Espinoza, Administrator cespinoza@zenith-american.com</p>	<p>TEAMSTERS TRUST OFFICE American Benefit Plan Administrators, Inc. 1325 North Grand Avenue Suite 200 Covina, CA 91724 (626) 732-2100 (626) 732-2656 Fax Mindy Hickman, Vice President Kelly Nicholson, Administrator</p>
<p>IRON WORKERS TRUST OFFICE California Field Iron Workers Trust Funds 131 North El Molino Avenue Suite 330 Pasadena, California 91101 (626) 792-7337 (626) 792-7667 Fax Rise Spiegel, Executive Director</p>	<p>TEAMSTERS PENSION ONLY Southwest Administrators, Inc. 225 South Lake Avenue, Suite 1200 Pasadena, CA 91101 (626) 463-6100 (626) 463-6099 Fax Christine Arnold, Sr. Manager</p>
<p>LABORERS TRUST OFFICE Associated Third Party Administrators (ATPA) 4399 Santa Anita Avenue, Suite 205 El Monte, California 91731 (626) 279-3000 (626) 279-3094 Fax Robert O. Glaza, Ex. VP BGlaza@atpa.com</p>	<p>LABORERS COLLECTIONS 4401 Santa Anita Avenue, Suite 201 El Monte, California 91731 Telephone: (626) 258-9044 Facsimile: (626) 258-9094</p>



AGC OF CALIFORNIA

Labor Relations Wage Scale Book

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