

Southern California Contractors Association, Inc.

600 City Parkway West, Suite 165, Orange, CA 92686
(657) 223-0800 FAX: (657) 223-0801

LABOR BULLETIN

5/25

To: All SCCA Contractor Members Signatory to
Laborers Master Labor Agreement, 11 Southern California Counties

Effective July 1, 2025, in accordance with the Laborers Master Labor Agreement, there will be an increase of \$3.40 to be allocated as follows:

Wages:	\$2.60
Health & Welfare:	\$0.30
Annuity Fund:	\$0.50

FRINGE BENEFITS

RATE

PENSION	\$9.07
HEALTH & WELFARE	9.55
*VACATION/ *SUPPLEMENTAL DUES	5.02
ANNUITY FUND	3.50
TRAINING & RETRAINING	0.80
CENTER FOR CONTRACT COMPLIANCE.....	0.30
INDUSTRY ADVANCEMENT FUND.....	0.12
CONTRACT ADMINISTRATION FUND	0.09
LABORERS TRUSTS' ADMINISTRATIVE TRUST FUND.....	0.06
PARTNERSHIP FOR JOBS INDUSTRY ADVANCEMENT FUND	<u>0.10</u>
TOTAL.....	\$28.61

*Includes Supplemental Dues of \$1.99

*Vacation/Supplemental Dues are added to the hourly wage rate to establish the gross pay for tax purposes. This gross amount is subject to normal payroll deductions. After normal deductions, the full Vacation/Supplemental dues contribution is deducted, reported and paid to the appropriate Trust Fund.

WAGE CLASSIFICATIONS

RATE

GROUP I:	\$46.48
GROUP II:	47.03
GROUP III:	47.58
GROUP IV:	49.13
GROUP V:	49.48
WATCHMAN:	44.49

Laborers - Wage Rates
May 2025

RESIDENTIAL WAGE SCALE

RATE

Cleanup, Landscaping, Fencing.....	\$45.00
(Chain-link and Wood)	
All other work on Residential.....	\$46.00

RESIDENTIAL FRINGE BENEFIT CONTRIBUTION RATES

Health & Welfare	\$9.55
*Vacation/Supplemental Dues	\$4.12
Annuity Fund	\$3.50
Pension	\$6.51
Training & Retraining	\$0.80
Laborers Trusts' Administrative Trust Fund	\$0.06

***Includes Supplemental Dues of \$1.78**

LABORER APPRENTICES

Hourly Wage Rates Effective 7/1/25

Apprentices shall receive appropriate percentage of any increase to the journeyman wage Group V \$49.48 during the term of this Agreement.

1st Period	1-500 hours	50%	\$24.74
2nd Period	501-1000 hours	55%	\$27.21
3rd Period	1001-1500 hours	60%	\$29.69
4th Period	1501-2000 hours	70%	\$34.64
5th Period	2001-2500 hours	80%	\$39.58
6th Period	2501-3000 hours	85%	\$42.06

Fringe Benefits Effective 7/1/25

Health & Welfare (70%)	\$6.69
Pension (20%)	\$1.81
*Vacation/Supplemental Dues (70%)	\$3.51
Annuity Fund	\$3.50
Training and Retraining (100%)	\$0.80
C.C.C. (100%)	\$0.30
Industry Fund (100%)	\$0.12
Contract Administration Fund (100%)	\$0.09
Laborers Trusts' Administrative Trust Fund	\$0.06
Partnership for Jobs Industry Advancement Fund	<u>\$0.10</u>
Total	\$16.98

***Includes Supplemental Dues of \$1.39**

Apprentices shall receive appropriate increase to the journeyman fringe benefit rates during the term of this Agreement.

OVERTIME:

Time and one-half (1 ½), except hours worked over 12 in a single workday, Sundays and Holidays, which are double (2) time.

FOREMEN:

Laborer Foremen employed in accordance with the agreement shall be paid not less than **\$2.00** per hour more than the hourly wage rate of the highest Laborer over which they have leadership on their regular crew. In the event the Contractor, at his option, elects to use a Laborer Foreman to supervise other Laborer Foremen, he shall be paid not less than **\$2.00** per hour more than the hourly rate of the highest classified Laborer Foreman over whom he has leadership.

SUBSISTENCE:

Subsistence shall be paid at the rate of forty-five dollars (\$45.00) per scheduled workday. There shall be no prorating of subsistence. Subsistence shall apply to workmen and/or employees who report to work and for whom no work is provided. Subsistence shall be paid on jobs on the following offshore islands.

Richardson Rock	San Miguel Island
Santa Cruz Island	Santa Barbara Island
Arch Rock	San Clemente Island
San Nicholas Island	Santa Rosa Island
Santa Catalina Island	Anacapa Island

Employees reporting at the embarkation point for travel to the above-named islands shall be paid travel time from the mainland to the islands and return at the straight-time rate and in no event shall the travel time be less than one (1) hour regardless of mode of travel.

In lieu of subsistence, the Contractor may provide and maintain acceptable room and board on or immediately adjacent to the project seven (7) days per week in compliance with California Laws.

Contract Expires: June 30, 2026

MLA Future Increases: TBD

If there are any questions, please contact the SCCA Office at (657) 223-0800