

Southern California Contractors Association, Inc.

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LABOR BULLETIN

12/25

TO: SCCA CONTRACTOR & ALLIED MEMBERS
SUBJECT: OPERATING ENGINEERS SAN DIEGO 2025-2028 MASTER LABOR AGREEMENT

Effective January 1, 2026, in accordance with the Operating Engineers Local 12 a reallocation of Vacation-Holiday funds monies to Health & Welfare will take place.

New rates for all fringe benefits are as follows:

FRINGE BENEFITS	NEW RATE
Pension	\$10.65
Health & Welfare	15.20 (+\$1.00 reallocated from Vacation)
*Vacation / Supplemental Dues	*3.95 (-\$1.00 reallocated to H&W)
Joint Apprentice Training and Journeyman Retraining	1.10
Industry Advancement Fund	0.11
Engineers Contract Compliance Committee.....	0.15
Contract Administration Fund	0.07
**Alternate Dispute Resolution (ADR)	0.00
Southern California Partnership for Jobs.....	0.10
Defined Contribution.....	6.00
TOTAL	\$37.33

***Includes Supplemental Dues of \$1.70**

*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.

**Alternate Dispute Resolution (ADR) has been discontinued for this agreement.

** SPECIAL SHIFT *** MULTI-SHIFT ****SPECIAL SUN.-THURS. SHIFT

WAGE CLASSIFICATIONS		HOURLY WAGE RATES		
Appendix A-1 through Appendix A- General Engineering Equipment	A-1	A-2**	A-3***	A-4****
Group I	\$61.40	62.40	62.40	64.40
Group II	62.18	63.18	63.18	65.18
Group III	62.47	63.47	63.47	65.47
Group IV	63.96	64.96	64.96	66.96
Group V	--.--	--.--	65.06	68.06
Group VI	64.18	65.18	65.18	67.18
Group VII	--.--	--.--	65.28	68.28
Group VIII	64.29	65.29	65.29	67.29
Group IX	--.--	--.--	65.39	68.39
Group X	64.41	65.41	65.41	67.41
Group XI	--.--	--.--	65.51	68.51
Group XII	64.58	65.58	65.58	67.58
Group XIII	64.68	65.68	65.68	67.68
Group XIV	64.71	65.71	65.71	67.71
Group XV	64.79	65.79	65.79	67.79
Group XVI	64.91	65.91	65.91	67.91
Group XVII	65.08	66.08	66.08	68.08
Group XVIII	65.18	66.18	66.18	68.18
Group XIX	65.29	66.29	66.29	68.29
Group XX	65.41	66.41	66.41	68.41
Group XXI	65.58	66.58	66.58	68.58
Group XXII	65.68	66.68	66.68	68.68
Group XXIII	65.79	66.79	66.79	68.79
Group XXIV	65.91	66.91	66.91	68.91
Group XXV	66.08	67.08	67.08	69.08
Appendix B-1 through Appendix B-4 Cranes, Piledriving and Hoisting	B-1	B-2**	B-3***	B-4****
Group I	\$62.75	63.75	63.75	65.75
Group II	63.53	64.53	64.53	66.53
Group III	63.82	64.82	64.82	66.82
Group IV	63.96	64.96	64.96	66.96
Group V	64.18	65.18	65.18	67.18
Group VI	64.29	65.29	65.29	67.29
Group VII	64.41	65.41	65.41	67.41

Group VIII	64.58	65.58	65.58	67.58
Group IX	64.75	65.75	65.75	67.75
Group X	65.75	66.75	66.75	68.75
Group XI	66.75	67.75	67.75	69.75
Group XII	67.75	68.75	68.75	70.75
Group XIII	68.75	69.75	69.75	71.75
Appendix C-1 through Appendix C-4 Surveyors	C-1	C-2**	C-3***	C-4****
Group I	63.32	64.32	64.32	66.32
Group II	63.96	64.96	64.96	66.96
Group III	64.18	65.18	65.18	67.18
Group IV	64.46	65.46	65.46	67.46
Group V	66.26	67.26	67.26	69.26
Group VI	64.68	65.68	65.68	67.68
Group VII	68.31	69.31	69.31	71.31
Group VIII	66.26	67.26	67.26	69.26
Group IX	68.31	69.31	69.31	71.31
Group X	69.01	70.01	70.01	72.01

WAGE CLASSIFICATIONS

HOURLY WAGE RATES

Appendix D-1

Tunnel Classifications

Group I	\$63.25
Group II	64.03
Group III	64.32
Group IV	64.46
Group V	64.68
Group VI	64.79
Group VII	64.91
Group VIII	66.26
Group IX	65.21
Group X	68.31
Group XI	69.01

Appendix E-1 through E-4

Appendix E-1 through E-4

Group I (Old Group 2)	\$62.18	63.18	63.18	65.18
Group II (Old Group 4)	63.96	64.96	64.96	66.96
Group III	65.96	66.96	66.96	68.96

APPRENTICE WAGE RATES

Based on Appendix A, Group VI, A-1, A-2, A-3 and A-4 of this Agreement

Based on Appendix E, Group II, E-1, E-2, E-3 and E-4 (Building/Construction Inspector)

Apprentices operating equipment set forth in Group XIII through XXV of Appendix A will receive the percentage of the applicable wage rate for that Group.

0-1000	Hours - Step	I	@60%
1000-2000	Hours - Step	II	@65%
2000-3000	Hours - Step	III	@70%
3000-4000	Hours - Step	IV	@75%
4000-5000	Hours - Step	V	@80%
5000-6000	Hours - Step	VI	@90%

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 Base Wage Rate, for all hours worked or paid.

At no time shall the above apprentice wage rates exceed any of the Journeyman Group Rates of this agreement.

No pension contributions will be acquired for the first two thousand (2,000) hours. After completion of two (2,000) hours, fringe benefit payments will include Pension Fund.

Effective July 1, 2022, per Article XIX, Section P-1, of the San Diego Master Labor Agreement, the areas inside the boundaries of Camp Pendleton, Zone Pay shall apply for which the hourly rate of pay will be Ten Dollar (\$10.00) per hour above the regular rate and shall become the base rate for the entire shift.

Effective July 1, 2022, it was agreed in negotiations the additional pay for Operators on hoists with three (3) drums will be increased from fifteen cents (\$0.15) to fifty cents (\$0.50) per hour. The additional pay shall be added to the regular rate of pay and become the base rate for the entire shift.

Effective July 1, 2022, the subsistence rate will be Eighty Dollars (\$80.00) per day.

If the Employer furnishes the employees a suitable room, the employee shall receive Thirty Dollars (\$30.00) per day subsistence allowance.

Effective July 1, 2022, as agreed to in negotiations, the Inertial Profiler Classification will be inserted into Appendix A, Classifications and Wage Rates in Group I of the Master Labor Agreement and said work will be assigned to an Operating Engineer.

Per Article XIX, Section T, of the Southern California Master Labor Agreement, **effective July 1, 2022**, the areas inside the boundaries of China Lake Naval Reserve, Vandenberg Air Force Base, Point Arguello, Seely Naval Base, Fort Irwin Army Base, Nebo Annex Marine Base, Marine Corp Logistics Base Yermo, Edwards Air Force Base and twenty-nine Palms Marine Base, Zone Pay as hereinafter defined in "Exhibit A" shall apply for which the hourly rate of pay will be Ten Dollars (**\$10.00**) per hour above the regular rate and shall become the base rate for the entire shift.

Zone pay is hereafter established July 1, 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 rate 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.

This agreement expires June 30, 2028

Future Increases:

7/1/26 \$5.00 To be allocated by the union
7/1/27 \$4.50 To be allocated by the union

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