

# Southern California Contractors Association, Inc.

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## LABOR BULLETIN

6/26

TO: SCCA CONTRACTOR & ALLIED MEMBERS

SUBJECT: OPERATING ENGINEERS SAN DIEGO 2025-2028 MASTER LABOR AGREEMENT

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Effective July 1, 2026, in accordance with the Operating Engineers Local 12 2025-2028 Master Labor Agreement, there will be a \$5.00 increase to be allocated as follows:

Wages .....	\$1.00
Pension .....	\$0.75
Health & Welfare .....	\$2.25
Defined Contribution .....	\$1.00

New rates for all fringe benefits are as follows:

FRINGE BENEFITS	NEW RATE
Pension .....	\$11.40
Health & Welfare .....	17.45
*Vacation / Supplemental Dues .....	*3.95
Joint Apprentice Training and Journeyman Retraining .....	1.10
Industry Advancement Fund .....	0.11
Engineers Contract Compliance Committee.....	0.15
Contract Administration Fund .....	0.07
Southern California Partnership for Jobs.....	0.10
Defined Contribution .....	7.00
<b>TOTAL .....</b>	<b>\$41.33</b>

**\*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.

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

**WAGE CLASSIFICATIONS**

**HOURLY WAGE RATES**

<b>Appendix A-1 through Appendix A- General Engineering Equipment</b>	<b>A-1</b>	<b>A-2**</b>	<b>A-3***</b>	<b>A-4****</b>
Group I	\$62.40	63.40	63.40	65.40
Group II	63.18	64.18	64.18	66.18
Group III	63.47	64.47	64.47	66.47
Group IV	64.96	65.96	65.96	67.96
Group V	--.--	--.--	66.06	69.06
Group VI	65.18	66.18	66.18	68.18
Group VII	--.--	--.--	66.28	69.28
Group VIII	65.29	66.29	66.29	68.29
Group IX	--.--	--.--	66.39	69.39
Group X	65.41	66.41	66.41	68.41
Group XI	--.--	--.--	66.51	69.51
Group XII	65.58	66.58	66.58	68.58
Group XIII	65.68	66.68	66.68	68.68
Group XIV	65.71	66.71	66.71	68.71
Group XV	65.79	66.79	66.79	68.79
Group XVI	65.91	66.91	66.91	68.91
Group XVII	66.08	67.08	67.08	69.08
Group XVIII	66.18	67.18	67.18	69.18
Group XIX	66.29	67.29	67.29	69.29
Group XX	66.41	67.41	67.41	69.41
Group XXI	66.58	67.58	67.58	69.58
Group XXII	66.68	67.68	67.68	69.68
Group XXIII	66.79	67.79	67.79	69.79
Group XXIV	66.91	67.91	67.91	69.91
Group XXV	67.08	68.08	68.08	70.08
<b>Appendix B-1 through Appendix B-4 Cranes, Piledriving and Hoisting</b>	<b>B-1</b>	<b>B-2**</b>	<b>B-3***</b>	<b>B-4****</b>
Group I	\$63.75	64.75	64.75	66.75
Group II	64.53	65.53	65.53	67.53
Group III	64.82	65.82	65.82	67.82
Group IV	64.96	65.96	65.96	67.96
Group V	65.18	66.18	66.18	68.18
Group VI	65.29	66.29	66.29	68.29

Group VII	65.41	66.41	66.41	68.41
Group VIII	65.58	66.58	66.58	68.58
Group IX	65.75	66.75	66.75	68.75
Group X	66.75	67.75	67.75	69.75
Group XI	67.75	68.75	68.75	70.75
Group XII	68.75	69.75	69.75	71.75
Group XIII	69.75	70.75	70.75	72.75
<b>Appendix C-1 through Appendix C-4</b> Surveyors	<b>C-1</b>	<b>C-2**</b>	<b>C-3***</b>	<b>C-4****</b>
Group I	64.32	65.32	65.32	67.32
Group II	64.96	65.96	65.96	67.96
Group III	65.18	66.18	66.18	68.18
Group IV	65.46	66.46	66.46	68.46
Group V	67.26	68.26	68.26	70.26
Group VI	65.68	66.68	66.68	68.68
Group VII	69.31	70.31	70.31	72.31
Group VIII	67.26	68.26	68.26	70.26
Group IX	69.31	70.31	70.31	72.31
Group X	70.01	71.01	71.01	73.01

**WAGE CLASSIFICATIONS                      HOURLY WAGE RATES**

**Appendix D-1**  
Tunnel Classifications

Group I	\$64.25
Group II	65.03
Group III	65.32
Group IV	65.46
Group V	65.68
Group VI	65.79
Group VII	65.91
Group VIII	67.26
Group IX	66.21
Group X	69.31
Group XI	70.01

<b>Appendix E-1 through E-4</b> Field Soils and Material Tester Building/Construction Inspector	<b>E-1</b>	<b>E-2**</b>	<b>E-3***</b>	<b>E-4****</b>
Group I (Old Group 2)	\$63.18	64.18	64.18	66.18
Group II (Old Group 4)	64.96	65.96	65.96	67.96
Group III	66.96	67.96	67.96	69.96

## 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:**

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

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