

# Southern California Contractors Association, Inc.

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(657) 223-0800 FAX (657) 223-0801

## LABOR BULLETIN

6/24

TO: SCCA CONTRACTOR & ALLIED MEMBERS

SUBJECT: OPERATING ENGINEERS 2022-2025 MASTER LABOR AGREEMENT

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Effective July 1, 2024, in accordance with the Operating Engineers Local 12 2022-2025 Master Labor Agreement, there will be \$4.00 increase to be allocated as follows:

Wages .....	\$2.50
Pension .....	\$0.50
Health & Welfare .....	\$0.35
Supplemental Dues .....	\$0.10
Joint Apprentice Training .....	\$0.05
Defined Contribution .....	\$0.50

New rates for all fringe benefits are as follows:

FRINGE BENEFITS	NEW RATE
Pension.....	\$10.65
Health & Welfare .....	13.20
Vacation / Supplemental Dues.....	*3.95
Joint Apprentice Training and Journeyman Retraining.....	1.10
Industry Advancement Fund.....	0.12
Engineers Contract Compliance Committee .....	0.15
Contract Administration Fund.....	0.06
Alternate Dispute Resolution (ADR).....	0.02
Southern California Partnership for Jobs .....	0.10
Defined Contribution .....	5.00
<b>TOTAL .....</b>	<b>\$34.35</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.

**Effective July 1, 2023**, the Industry Fund will be increased two cents (02¢), from eight cents (08¢) to ten cents (10¢) per hour, for all hours worked or paid.

**Effective July 1, 2024**, the Industry Fund will be increased two cents (02¢), from ten cents (10¢) to twelve cents (12¢) per hour, for all hours worked or paid. Please see MOU attached.

WAGE CLASSIFICATIONS	HOURLY WAGE RATES			
	A-1	A-2**	A-3***	A-4****
<b>Appendix A-1 through Appendix A-4</b> General Engineering Equipment				
Group I	\$58.40	59.40	59.40	61.40
Group II	59.18	60.18	60.18	62.18
Group III	59.47	60.47	60.47	62.47
Group IV	60.96	61.96	61.96	63.96
Group V	--	--	62.06	65.06
Group VI	61.18	62.18	62.18	64.18
Group VII	--	--	62.28	65.28
Group VIII	61.29	62.29	62.29	64.29
Group IX	--	--	62.39	65.39
Group X	61.41	62.41	62.41	64.41
Group XI	--	--	62.51	65.51
Group XII	61.58	62.58	62.58	64.58
Group XIII	61.68	62.68	62.68	64.68
Group XIV	61.71	62.71	62.71	64.71
Group XV	61.79	62.79	62.79	64.79
Group XVI	61.91	62.91	62.91	64.91
Group XVII	62.08	63.08	63.08	65.08
Group XVIII	62.18	63.18	63.18	65.18
Group XIX	62.29	63.29	63.29	65.29
Group XX	62.41	63.41	63.41	65.41
Group XXI	62.58	63.58	63.58	65.58
Group XXII	62.68	63.68	63.68	65.68
Group XXIII	62.79	63.79	63.79	65.79
Group XXIV	62.91	63.91	63.91	65.91
Group XXV	63.08	64.08	64.08	66.08
<b>Appendix B-1 through Appendix B-4</b> Cranes, Piledriving and Hoisting				
Group I	\$59.75	60.75	60.75	62.75
Group II	60.53	61.53	61.53	63.53
Group III	60.82	61.82	61.82	63.82
Group IV	60.96	61.96	61.96	63.96
Group V	61.18	62.18	62.18	64.18
Group VI	61.29	62.29	62.29	64.29
Group VII	61.41	62.41	62.41	64.41

Group VIII	61.58	62.58	62.58	64.58
Group IX	61.75	62.75	62.75	64.75
Group X	62.75	63.75	63.75	65.75
Group XI	63.75	64.75	64.75	66.75
Group XII	64.75	65.75	65.75	67.75
Group XIII	65.75	66.75	66.75	68.75
<b>Appendix C-1 through Appendix C-4 Surveyors</b>	<b>C-1</b>	<b>C-2**</b>	<b>C-3***</b>	<b>C-4****</b>
Group I	60.32	61.32	61.32	63.32
Group II	60.96	61.96	61.96	63.96
Group III	61.18	62.18	62.18	64.18
Group IV	61.46	62.46	62.46	64.46
Group V	63.26	64.26	64.26	66.26.
Group VI	61.68	62.68	62.68	64.68
Group VII	65.31	66.31	66.31	68.31
Group VIII	63.26	64.26	64.26	66.26
Group IX	65.31	66.31	66.31	68.31
Group X	66.01	67.01	67.01	69.01

**WAGE CLASSIFICATIONS**

**HOURLY WAGE RATES**

**Appendix D-1**

Tunnel Classifications

Group I	\$60.25
Group II	61.03
Group III	61.32
Group IV	61.46
Group V	61.68
Group VI	61.79
Group VII	61.91
Group VIII	63.26
Group IX	62.21
Group X	65.31
Group XI	66.01

**Appendix E-1 through E-4**

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)	\$59.18	60.18	60.18	62.18
Group II (Old Group 4)	60.96	61.96	61.96	63.96
Group III	62.96	63.96	63.96	65.96

**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**, 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**, the subsistence rate will be Eighty-two Dollars (\$82.00) per day in the counties of Inyo and Mono. If the Employer furnishes the employees a suitable room, the employee shall receive Thirty Dollars (\$32.00) per day subsistence allowance for Inyo and Mono Counties.

**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 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 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.*

**Effective July 1, 2019**, it was agreed in negotiations the tool allowance for all Heavy Duty Repairman or Heavy Duty Repairman Combinations will be increased from Fifty Cents (\$0.50) to One Dollar (\$1.00) per hour.

**This agreement expires June 30, 2025**

**Future Increases: TBD**

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

**MEMORANDUM OF UNDERSTANDING**

**between**

**THE INTERNATIONAL UNION OF OPERATING ENGINEERS  
LOCAL UNION NO. 12**

**and**

**SOUTHERN CALIFORNIA CONTRACTORS ASSOCIATION, INC.**

**2022-2025 Southern California Master Labor Agreement for Construction**


It is hereby agreed, effective July 1, 2023, that the "Industry Fund" (Article XVI - Fund for Construction Industry Advancement) contribution paid by Contractors represented by Southern California Contractors Association, Inc. (SCCA), will be increased according to the following schedule:

- Effective July 1, 2023, through June 30, 2024, the Industry Fund will be increased two cents (02¢), from eight cents (08¢) to ten cents (10¢) per hour, for all hours worked or paid.
- Effective July 1, 2024, through June 30, 2025, the Industry Fund will be increased two cents (02¢), from ten cents (10¢) to twelve cents (12¢) per hour, for all hours worked or paid.


This Memorandum of Understanding shall be applicable only to the 2022-2025 Construction Master Labor Agreements and shall not apply to any other agreements between SCCA and I.U.O.E., Local Union No. 12.

This Memorandum of Understanding is hereby agreed this 9 day of June, 2023.

**SOUTHERN CALIFORNIA  
CONTRACTORS ASSOCIATION, INC.**

  
John Cooper, Director of Labor Relations

**INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL UNION NO. 12**

  
David K. Sikorski, Business Manager

