

Southern California Contractors Association, Inc.

600 City Parkway West, Suite 165, Orange, CA 92868
(657) 223-0800

LABOR BULLETIN

12/25

TO: SCCA CONTRACTOR & ALLIED MEMBERS

SUBJECT: OPERATING ENGINEERS 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	*2.95 (-\$1.00 reallocated to H&W)
Joint Apprentice Training and Journeyman Retraining	1.10
Industry Advancement Fund	0.12
Engineers Contract Compliance Committee.....	0.15
Contract Administration Fund <u>**\$0.02 Allocated from ADR</u>	0.08
**Alternate Dispute Resolution (ADR)	0.00
Southern California Partnership for Jobs.....	0.10
Defined Contribution	5.00
TOTAL	\$35.35

***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			
Appendix A-1 through Appendix A-4	A-1	A-2**	A-3***	A-4****	
General Engineering Equipment					
Group I	\$63.40	64.40	64.40	66.40	
Group II	64.18	65.18	65.18	67.18	
Group III	64.47	65.47	65.47	67.47	
Group IV	65.96	66.96	66.96	68.96	
Group V	--.--	--.--	67.06	70.06	
Group VI	66.18	67.18	67.18	69.18	
Group VII	--.--	--.--	67.28	70.28	
Group VIII	66.29	67.29	67.29	69.29	
Group IX	--.--	--.--	67.39	70.39	
Group X	66.41	67.41	67.41	69.41	
Group XI	--.--	--.--	67.51	70.51	
Group XII	66.58	67.58	67.58	69.58	
Group XIII	66.68	67.68	67.68	69.68	
Group XIV	66.71	67.71	67.71	69.71	
Group XV	66.79	67.79	67.79	69.79	
Group XVI	66.91	67.91	67.91	69.91	
Group XVII	67.08	68.08	68.08	70.08	
Group XVIII	67.18	68.18	68.18	70.18	
Group XIX	67.29	68.29	68.29	70.29	
Group XX	67.41	68.41	68.41	70.41	
Group XXI	67.58	68.58	68.58	70.58	
Group XXII	67.68	68.68	68.68	70.68	
Group XXIII	67.79	68.79	68.79	70.79	
Group XXIV	67.91	68.91	68.91	70.91	
Group XXV	68.08	69.08	69.08	71.08	
Appendix B-1 through Appendix B-4	B-1	B-2**	B-3***	B-4****	
Cranes, Piledriving and Hoisting					
Group I	\$64.75	65.75	65.75	67.75	
Group II	65.53	66.53	66.53	68.53	
Group III	65.82	66.82	66.82	68.82	
Group IV	65.96	66.96	66.96	68.96	
Group V	66.18	67.18	67.18	69.18	
Group VI	66.29	67.29	67.29	69.29	

Group VII	66.41	67.41	67.41	69.41
Group VIII	66.58	67.58	67.58	69.58
Group IX	66.75	67.75	67.75	69.75
Group X	67.75	68.75	68.75	70.75
Group XI	68.75	69.75	69.75	71.75
Group XII	69.75	70.75	70.75	72.75
Group XIII	70.75	71.75	71.75	73.75
Appendix C-1 through Appendix C-4 Surveyors	C-1	C-2**	C-3***	C-4****
Group I	65.32	66.32	66.32	68.32
Group II	65.96	66.96	66.96	68.96
Group III	66.18	67.18	67.18	69.18
Group IV	66.46	67.46	67.46	69.46
Group V	68.26	69.26	69.26	71.26
Group VI	66.68	67.68	67.68	69.68
Group VII	70.31	71.31	71.31	73.31
Group VIII	68.26	69.26	69.26	71.26
Group IX	70.31	71.31	71.31	73.31
Group X	71.01	72.01	72.01	74.01

WAGE CLASSIFICATIONS

HOURLY WAGE RATES

Appendix D-1

Tunnel Classifications

Group I	\$65.25
Group II	66.03
Group III	66.32
Group IV	66.46
Group V	66.68
Group VI	66.79
Group VII	66.91
Group VIII	68.26
Group IX	67.21
Group X	70.31
Group XI	71.01

Appendix E-1 through E-4 Field Soils and Material Tester Building/Construction Inspector	E-1	E-2**	E-3***	E-4****
Group I (Old Group 2)	\$64.18	65.18	65.18	67.18
Group II (Old Group 4)	65.96	66.96	66.96	68.96
Group III	67.96	68.96	68.96	70.96

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, 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.

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.

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