

Southern California Contractors Association, Inc.

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

LABOR BULLETIN

6/26

TO: SCCA CONTRACTOR & ALLIED MEMBERS

SUBJECT: OPERATING ENGINEERS 2025-2028 MASTER LABOR AGREEMENT

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	*2.95
Joint Apprentice Training and Journeyman Retraining	1.10
Industry Advancement Fund	0.12
Engineers Contract Compliance Committee.....	0.15
Contract Administration Fund	0.08
Southern California Partnership for Jobs.....	0.10
Defined Contribution	6.00
TOTAL	\$39.35

***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 General Engineering Equipment	A-1	A-2**	A-3***	A-4****
Group I	\$64.40	65.40	65.40	67.40
Group II	65.18	66.18	66.18	68.18
Group III	65.47	66.47	66.47	68.47
Group IV	66.96	67.96	67.96	69.96
Group V	--	--	68.06	71.06
Group VI	67.18	68.18	68.18	70.18
Group VII	--	--	68.28	71.28
Group VIII	67.29	68.29	68.29	70.29
Group IX	--	--	68.39	71.39
Group X	67.41	68.41	68.41	70.41
Group XI	--	--	68.51	71.51
Group XII	67.58	68.58	68.58	70.58
Group XIII	67.68	68.68	68.68	70.68
Group XIV	67.71	68.71	68.71	70.71
Group XV	67.79	68.79	68.79	70.79
Group XVI	67.91	68.91	68.91	70.91
Group XVII	68.08	69.08	69.08	71.08
Group XVIII	68.18	69.18	69.18	71.18
Group XIX	68.29	69.29	69.29	71.29
Group XX	68.41	69.41	69.41	71.41
Group XXI	68.58	69.58	69.58	71.58
Group XXII	68.68	69.68	69.68	71.68
Group XXIII	68.79	69.79	69.79	71.79
Group XXIV	68.91	69.91	69.91	71.91
Group XXV	69.08	70.08	70.08	72.08
Appendix B-1 through Appendix B-4 Cranes, Piledriving and Hoisting	B-1	B-2**	B-3***	B-4****
Group I	\$65.75	66.75	66.75	68.75
Group II	66.53	67.53	67.53	69.53
Group III	66.82	67.82	67.82	69.82
Group IV	66.96	67.96	67.96	69.96
Group V	67.18	68.18	68.18	70.18
Group VI	67.29	68.29	68.29	70.29

Group VII	67.41	68.41	68.41	70.41
Group VIII	67.58	68.58	68.58	70.58
Group IX	67.75	68.75	68.75	70.75
Group X	68.75	69.75	69.75	71.75
Group XI	69.75	70.75	70.75	72.75
Group XII	70.75	71.75	71.75	73.75
Group XIII	71.75	72.75	72.75	74.75
Appendix C-1 through Appendix C-4 Surveyors	C-1	C-2**	C-3***	C-4****
Group I	66.32	67.32	67.32	69.32
Group II	66.96	67.96	67.96	69.96
Group III	67.18	68.18	68.18	70.18
Group IV	67.46	68.46	68.46	70.46
Group V	69.26	70.26	70.26	72.26
Group VI	67.68	68.68	68.68	70.68
Group VII	71.31	72.31	72.31	74.31
Group VIII	69.26	70.26	70.26	72.26
Group IX	71.31	72.31	72.31	74.31
Group X	72.01	73.01	73.01	75.01

WAGE CLASSIFICATIONS HOURLY WAGE RATES

**Appendix D-1
Tunnel Classifications**

Group I	\$66.25
Group II	67.03
Group III	67.32
Group IV	67.46
Group V	67.68
Group VI	67.79
Group VII	67.91
Group VIII	69.26
Group IX	68.21
Group X	71.31
Group XI	72.01

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)	\$65.18	66.18	66.18	68.18
Group II (Old Group 4)	66.96	67.96	67.96	69.96
Group III	68.96	69.96	69.96	71.96

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:

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

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