

Southern California Contractors Association, Inc.

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

LABOR BULLETIN

7/25

TO: SCCA CONTRACTOR & ALLIED MEMBERS
SUBJECT: TEAMSTERS MASTER LABOR AGREEMENT
EFFECTIVE JULY 1, 2025 - JUNE 30, 2028

Effective July 1, 2025, there will be a \$3.35 increase in wages and benefits as follows:

Wages	\$2.00
Vacation-Holiday-Sick	\$1.35

FRINGE BENEFITS

Pension.....	\$9.00
Health & Welfare	20.37
*Vacation, Holiday & Sick/Supplemental dues	*4.95
Training & Retraining	1.42
Apprenticeship Program	0.60
Contract Compliance Fund.....	0.45
Industry Advancement Fund.....	0.08
**Contract Administration Fund.....	**0.08
Total	\$36.95

* Includes Supplemental Dues of \$0.65

*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.

**An increase of \$0.01 per hour per year per the duration of the current agreement to the Contract Administration Fund. Effective 7/1/2025 from \$0.07 to \$0.08, 7/1/2026 from \$0.08 to \$0.09 and 7/1/2027 from \$0.09 to \$0.10.

WAGE CLASSIFICATIONS	SCHEDULE	A	B (Special shift)	C (2nd & 3rd shift)
<u>Group I</u> Warehouseman and teamster		41.59	42.59	43.59
<u>Group II</u> Driver of Vehicle or Combination of Vehicles - 2 axles Traffic Control Car Pilot Car, excluding moving Heavy Equipment Permit load Truck Mounted Power Broom		41.74	42.74	43.74
<u>Group III</u> Driver of Vehicle or Combination of Vehicles - 3 axles Bootman Cement Mason Distribution Truck		41.87	42.87	43.87

Fuel Truck Driver			
Water Truck 2 axle			
Dump Truck and Articulating - less than 16 yds water level			
Erosion Control Driver			
<u>Group IV</u>	42.06	43.06	44.06
Driver of Transit Mix Truck - under 3 yards			
Dumpcrete Truck less than 6½ yds water level			
Truck repairman helper			
<u>Group V</u>	42.09	43.09	44.09
Water Truck 3 or more axles			
Warehouseman Clerk			
Slurry Truck Driver			
<u>Group VI</u>	42.12	43.12	44.12
Driver of Transit Mix Truck - 3 yds or more			
Dumpcrete Truck 6½ yds or over water level			
Driver of Vehicle or Combination of Vehicles 4 or more axle			
Driver of Oil Spreader Truck - 16 yds to 25 yds			
Dump Truck and Articulating- 16 to 25 yards water level			
Side Dump Trucks			
Flow Boys Dump Trucks			
<u>Group VII</u>	42.37	43.37	44.37
A Frame, Swedish Crane or similar			
Forklift Driver			
Ross Carrier Driver			
<u>Group VIII</u>	42.62	43.62	44.62
Dump Trucks and Articulating - 25 yards to 49 yards water level			
Articulating Ejector Truck – 25 yards to 49 yards water level			
Truck Repairman			
Water Pull - Single Engine			
Welder			
<u>Group IX</u>	42.82	43.82	44.82
Truck Repairman Welder			
Low Bed Driver 9 axles or over			
<u>Group X</u>	43.12	44.12	45.12
Working Truck Driver			
Truck Greaser and Tireman (\$0.50 extra for Tireman)			
Pipeline and Utility Working Truck Driver, Including Winch Truck and Plastic Fusion, limited to Pipeline and Utility Work			
Water Pull - Single Engine w/attachment			
Dump Trucks and Articulating - 50 yards or more water level			
Articulating Water Truck			
<u>Group XI</u>	43.62	44.62	45.62
Water Truck over 12,000 gals. 2 axle			
Water Pull Twin Engine w/attachment			
Water pull Twin Engine			
Winch Truck Driver (\$0.25 additional when operating winch or similar attachments)			
Boom Trucks (17K and Below)			
<u>Group XII</u>	44.05	45.05	46.05
Boom Truck 17K and above			

Journeyman Information

Basic Hourly Rate	Health & Welfare	Pension	Vacation & Holiday	Training	Other	Total Hourly Rate
\$43.12	\$20.37	\$9.00	\$4.95	\$2.02	\$0.61	\$80.07

Apprentice Information Prevailing Wage Projects

Based on Group X Rate \$43.12

Period of Training	Duration of Training	% of J'man Wage	Basic Hourly Rate	Health & Welfare	Pension	Vacation Holiday Sick	Training	Other	Total Hourly Rate
1st	6 mo/600 hrs	60%	25.87	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$52.06
2nd	6 mo/600 hrs	65%	28.03	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$54.22
3rd	6 mo/600 hrs	70%	30.18	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$56.37
4th	6 mo/600 hrs	75%	32.34	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$58.53
5th	6 mo/600 hrs	85%	36.65	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$62.84
6th	6 mo/600 hrs	95%	40.96	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$67.15

Apprentice Information Non-Prevailing Wage Projects

Based on Group X Rate \$43.12

Period of Training	Duration of Training	% of J'man Wage	Basic Hourly Rate	Health & Welfare	Pension	Vacation Holiday Sick	Training	Other	Total Hourly Rate
1st	6 mo/600 hrs	53%	\$22.85	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$49.04
2nd	6 mo/600 hrs	58%	\$25.01	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$51.20
3rd	6 mo/600 hrs	68%	\$29.32	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$55.51
4th	6 mo/600 hrs	79%	\$34.06	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$60.25
5th	6 mo/600 hrs	89%	\$38.38	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$64.57
6th	6 mo/600 hrs	95%	\$40.96	\$15.31	\$5.00	\$3.25	\$2.02	\$0.61	\$67.15

Footnotes:

(a) Vacation, Holiday & Sick includes amount for Supplemental Dues

Notes:

"Other" denotes contributions for:

1. Industry Advancement Fund \$.08 per hour
2. Contract Administration Fund \$.08 per hour
3. Contract Compliance Fund \$.45 per hour

Foreman

1501. Teamster as Craft Foreman shall receive **two dollars (\$2.00)** per hour more than the highest Teamster classification over which he is Foreman.

General Foreman

1501. Teamster as General Foreman shall receive **two dollars (\$2.00)** per hour more than the highest Teamster classification over which he is Foreman.

Hazardous Material Handling

1802. A **two dollars (\$2.00)** per hour premium shall be paid to all employees handling and or hauling class A or B hazardous materials.

Sub Journeymen rates will be as follows:

- 0000-2000 hours **\$27.80**
- 2001-4000 hours **\$29.80**
- 4001-6000 hours **\$31.80**

Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates.

Fringe benefits for Sub journeymen will be the same as in the Master Labor Agreement, **EXCEPT** that vacation/holidays/sick and supplemental dues will be paid as follows:

- 0000-2000 hours \$3.80
- 2001-4000 hours \$4.05
- 4001-6000 hours \$4.30
- Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates. (See Fringe Benefits above)

Sub Journeymen may be employed at a ratio of one (1) sub journeyman for every five (5) journeymen.

1. For the specific job classification of “fuel and grease truck” the ratio of one (1) for every five (5) must be maintained.

The Union shall establish and maintain an open non-discriminatory separate employment list for **sub journey**, for the workmen desiring employment on work covered by this Agreement within the area of the Local Union or of the Dispatch Hall serving a particular area of a Local Union. This list will be maintained and handled in the same manner and under the same basic rules as the lists in the Southern California Master Labor Agreement.

The agreement expires June 30, 2028

Future Increases

7/1/2026 - \$3.20 to be allocated by the union

7/1/2027 - \$3.00 to be allocated by the union

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