

# Southern California Contractors Association, Inc.

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

## LABOR BULLETIN

8/25

TO: SCCA HYDRO-VAC SERVICE MEMBERS

SUBJECT: OPERATING ENGINEERS 2025-2028  
HYDRO-VAC MASTER LABOR AGREEMENT

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Effective September 1, 2025, in accordance with the Operating Engineers Local 12 2025-2028 Hydro-Vac Master Labor Agreement, there will be \$6.00 increase to be allocated as follows:

Wages..... \$5.00  
Health & Welfare ..... \$1.00

New rates for all fringe benefits are as follows:

FRINGE BENEFITS	NEW RATE
Pension.....	\$10.65
Health & Welfare .....	14.20
*Vacation-Holiday / Supplemental Dues .....	4.00
Joint Apprentice Training and Journeyman Retraining.....	1.10
Engineers Contract Compliance Committee .....	0.15
Industry Fund .....	0.08
Contract Administration Fund.....	0.06
Defined Contribution .....	5.25
<b>TOTAL .....</b>	<b>35.49</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.

WAGE CLASSIFICATIONS	HOURLY WAGE RATES
<b>**New Classification</b>	
<u>Group 1</u> Swamper/Helper	\$62.55
<u>Group 2</u> Hydro-Vac Operator **Air-Vac Operator **Combo Sewer Flusher Operator (Vactor Truck or similar types)	\$65.71
<u>**Group 3</u> **Heavy Duty Repairman (The Group 3 wage rate shall be fifty cents (\$0.50) above the Group 2 wage rate)	\$66.21

### APPRENTICE WAGE RATES

Based on the Journeyman scale of Group II per hour

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.

**Effective September 1, 2022**, it was agreed in negotiations that for work in the **Oil Fields of Kern and Mono Counties**, the wage rate will be Ninety Percent (90%) of the wage as established by the Southern California Contractors Association, Inc. Master Labor Agreement for Construction and one Hundred Percent (100%) full fringes.

**Effective September 1, 2022**, the subsistence rate will be Eighty Dollars (\$80.00) per day.

- **Effective September 1, 2025**, If the Employer furnishes the employees a suitable room, the employee shall receive Fifty Dollars (\$50.00) per day subsistence allowance.

**Effective September 1, 2022**, the subsistence rate will be Eighty-Two Dollars (\$82.00) per day in the counties of Inyo and Mono.

- **Effective September 1, 2025**, If the Employer furnishes the employees a suitable room, the employee shall receive Fifty Dollars (\$50.00) per day subsistence allowance for Inyo and Mono Counties.
- **Effective September 1, 2025**, 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 29 Palms Marine Base **and Marine Corps Base Camp Pendleton**, 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 **effective September 1, 2019**, 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 September 1, 2025, Hazardous Material Pay**, employees required to suit up and work in a hazardous material environment, as designated by the National Fire Protection Association 9 placard classifications, shall receive Five Dollars (\$5.00) per hour in addition to their regular rate of pay. See Art. XVI of the MLA for Hydro-Vac Services for full information.
- **Effective September 1, 2025, Raw Sewage/Waste Pay**, employees required to work in areas requiring the direct handling of raw sewage/waste shall receive Two Dollars (\$2.00) per hour in addition to their regular rate of pay. See Art. XVI of MLA for Hydro-Vac Services for full information.

**Effective September 1, 2019**, it was agreed in negotiations that the additional pay for the **Foreman** will be increased from One Dollar and fifty cents (\$1.50) to Two Dollars and fifty cents (\$2.50) per hour.

**Effective September 1, 2019**, it was agreed in negotiations that when **Special Single Shifts** are worked, the straight-time rate of all Groups will be increased from Three Dollars and fifty cents (\$3.50) to Four Dollars (\$4.00) per hour above the straight time rate of the classification performing the work.

**This agreement expires August 31, 2028**

**Future Increase:**

9/1/26 \$5.00 to be allocated by the union

9/1/27 \$4.50 to be allocated by the union

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