



***HOURLY WAGE SCALES & EFFECTIVE DATES**

<u>Classifications:</u>	<u>10-01-18</u>	<u>10-01-19</u>	<u>10-01-20</u>	<u>10-01-21</u>
California LS Party Chief	\$52.91	\$54.81(*\$2.75)	*\$2.75 Increase	*\$2.75 Increase
Certified Party Chief	52.21	54.11(*\$2.75)	*\$2.75 Increase	*\$2.75 Increase
Party Chief	50.16	52.06(*\$2.75)	*\$2.75 Increase	*\$2.75 Increase
Instrumentman	47.66	49.26(*\$2.45)	*\$2.45 Increase	*\$2.45 Increase
Chainman	47.08	48.68(*\$2.45)	*\$2.45 Increase	*\$2.45 Increase
Apprentice G	37.66	38.94 (80%)		
Apprentice F	35.31	36.51 (75%)		
Apprentice E	32.49	33.59 (69%)		
Apprentice D	29.66	30.67 (63%)		
Apprentice C	26.36	27.26 (56%)		
Apprentice B	23.07	23.85 (49%)		
Apprentice A	19.77	20.45 (42%)		

Future fringe benefit allocations will be applied to all journeyman rates and wage rates for all apprentice classifications will be computed on the percentages of the Chainman rate shown in the wage schedule above.

College Civil Engineering or College Land Surveying Student:

- First Summer - Apprentice A rate
- Second Summer - Apprentice B rate
- Third Summer - Apprentice C rate
- Fourth Summer - Apprentice D rate

Effective October 17, 2016, the subsistence rate was increased from One Hundred Twenty Dollars (\$120.00) to One Hundred Fifty Dollars (\$150.00) per day.

*The Union shall have the option of distributing all or any portion of the increases to employee benefits, Pension, Defined Contribution Plan (Annuity), Vacation-Holiday, Health and Welfare, Supplemental Dues, Engineers Contract Compliance Fund and Apprenticeship Trust and will notify the Employer sixty (60) days' prior to any such allocation.

Employees required to suit up and work in a hazardous material environment shall receive Two Dollars and fifty cents (\$2.50) per hour in addition to their regular rate of pay and that rate shall become the basic hourly rate of pay. Employees performing this work shall not be required to work alone. All OSHA and CAL OSHA Safety Standards shall apply. This premium shall apply only to Level "A" and Level "B" regulated work.



**SOUTHERN CALIFORNIA ASSOCIATION OF
CIVIL ENGINEERS AND LAND SURVEYORS**

November 13, 2019

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FRINGE BENEFIT CONTRIBUTIONS:

	<u>EFFECTIVE DATES</u>			
	<u>10-1-18</u>	<u>10-01-19</u>	<u>10-01-20</u>	<u>10-01-21</u>
Health and Welfare (Local 12)	\$11.45	\$11.60		
Pension Trust (Local 12).....	9.65	9.65		
<i>Defined Contribution Plan (Annuity)</i>	<i>1.00</i>	<i>1.50</i>		
Vacation-Holiday – Local 12 – Journeyman (-----) – Supplemental Dues (\$1.40).....	<i>See Below</i>			
Vacation-Holiday – Local 12 – Apprentice (\$2.15) – Supplemental Dues (\$1.40).....	3.40	3.55		
Survey Apprenticeship.....	1.10	1.15		
Engineers Contract Compliance Committee (ECCC).....	0.15	0.15		

FRINGE BENEFIT CONTRIBUTIONS:

(CONTINUED)

	<u>EFFECTIVE DATES</u>			
	<u>10-1-18</u>	<u>10-01-19</u>	<u>10-01-20</u>	<u>10-01-21</u>
<u>CALIFORNIA LS PARTY CHIEF</u>				
Vacation-Holiday Fund – Journeyman - (\$3.57) & Supplemental Dues (\$1.40)	\$4.82	\$4.97		
<u>CERTIFIED PARTY CHIEF</u>				
Vacation-Holiday Fund – Journeyman - (\$3.52) & Supplemental Dues (\$1.40)	4.77	4.92		
<u>PARTY CHIEF</u>				
Vacation-Holiday Fund – Journeyman - (\$3.37) & Supplemental Dues (\$1.40)	4.62	4.77		
<u>INSTRUMENTMAN</u>				
Vacation-Holiday Fund – Journeyman - (\$3.20) & Supplemental Dues (\$1.40)	4.45	4.60		
<u>CHAINMAN</u>				
Vacation-Holiday Fund – Journeyman - (\$3.15) & Supplemental Dues (\$1.40)	4.40	4.55		