



DAVID K. SIKORSKI
Business Manager

INTERNATIONAL UNION OF OPERATING ENGINEERS

July 2, 2024

UPS GROUND

Eric P. Angstadt, Executive Secretary
**CALIFORNIA AND NEVADA CIVIL ENGINEERS AND
LAND SURVEYORS, SOUTHERN CALIFORNIA, INC.**
1470 Maria Lane, Suite 400
Walnut Creek, CA 94596

RE: SURVEY MASTER LABOR AGREEMENT/2022-2025

Dear Mr. Angstadt:

The negotiated increases due October 1, 2024, in the amount of Four Dollars (\$4.00) and Three Dollars (\$3.00), will be distributed as follows.

Negotiated increases and effective dates:

<u>Classifications:</u>	<u>10-01-22</u>	<u>10-01-23</u>	<u>10-01-24</u>
California LS Party Chief	\$6.00	\$5.00	\$4.00
Certified Party Chief	\$5.00	\$4.00	\$4.00
Party Chief	\$5.00	\$4.00	\$4.00
Instrumentman	\$3.75	\$3.00	\$3.00
Chainman	\$3.75	\$3.00	\$3.00

Effective October 1, 2024, the Hourly Wage Rate for the California LS Party Chief, Certified Party Chief and Party Chief will be increased Two Dollars and fifty cents (\$2.50), as noted on Page 2.

Effective October 1, 2024, the Hourly Wage Rate for the Instrumentman and Chainman will be increased One Dollar and fifty cents (\$1.50), as noted on Page 2. All apprentice classifications wage increases will be computed on the percentages of the Chainman rate shown in the wage schedule on Page 2 and are as indicated.

The Health and Welfare Fund will be increased thirty-five cents (35¢), to Thirteen Dollars and twenty cents (\$13.20), for all hours worked or paid.

The Pension contribution will be increased fifty cents (50¢), to Ten Dollars and sixty-five cents (\$10.65), for all hours worked or paid.

The Defined Contribution Plan (Annuity) will be increased fifty cents (50¢), to Five Dollars (\$5.00), for all hours worked or paid.



The Vacation-Holiday amounts will remain the same and the Supplemental Dues amount will be increased ten cents (10¢) to One Dollar and seventy cents (\$1.70), making the total Vacation-Holiday contributions as indicated on Page 3, for all hours worked or paid.

The Survey Apprenticeship Fund will be increased five cents (05¢), making a total of One Dollar and twenty cents (\$1.20), for all hours worked or paid.

***HOURLY WAGE SCALES & EFFECTIVE DATES**

<u>Classifications:</u>	<u>10-01-21</u>	<u>10-01-22</u>	<u>10-01-23</u>	<u>10-01-24</u>
California LS Party Chief	\$58.01	\$63.26	\$66.26	\$68.76(*\$4.00)
Certified Party Chief	57.31	61.56	63.56	66.06(*\$4.00)
Party Chief	55.26	59.51	61.51	64.01(*\$4.00)
Instrumentman	51.86	54.86	55.86	57.36(*\$3.00)
Chainman	51.28	54.28	55.28	56.78(*\$3.00)
Apprentice G	41.02	43.42	44.22	45.42 (80%)
Apprentice F	38.46	40.71	41.46	42.59 (75%)
Apprentice E	35.38	38.00	38.70	39.75 (70%)
Apprentice D	32.31	35.28	35.93	36.91 (65%)
Apprentice C	28.72	32.57	33.17	34.07 (60%)
Apprentice B	25.13	27.14	27.64	28.39 (50%)
Apprentice A	21.54	24.43	24.88	25.55 (45%)

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 1, 2022, all employees who have obtained an "L.S.I.T." (Land Surveyor in training) working in classifications up to and including Party Chief, shall receive a One Dollar (\$1.00) per hour premium which shall be added to their base rate of pay and become their new rate of pay.

*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.



**CALIFORNIA AND NEVADA CIVIL ENGINEERS AND
LAND SURVEYORS, SOUTHERN CALIFORNIA, INC.**

July 2, 2024

Page 3

FRINGE BENEFIT CONTRIBUTIONS:

	<u>EFFECTIVE DATES</u>			
	<u>10-01-21</u>	<u>10-01-22</u>	<u>10-01-23</u>	<u>10-01-24</u>
Health and Welfare (Local 12)	\$11.85	\$12.35	\$12.85	\$13.20
Pension Trust (Local 12).....	9.65	9.65	10.15	10.65
Defined Contribution Plan (Annuity).....	3.50	3.50	4.50	5.00
Vacation-Holiday – Local 12 – Journeyman (-----) – Supplemental Dues (\$1.70).....		<i>See Below</i>		
Vacation-Holiday – Local 12 – Apprentice (\$2.25) – Supplemental Dues (\$1.70)	3.60	3.85	3.85	3.95
Survey Apprenticeship	1.15	1.15	1.15	1.20
Engineers Contract Compliance Committee (ECCC)	0.15	0.15	0.15	0.15

FRINGE BENEFIT CONTRIBUTIONS:

(CONTINUED)

	<u>EFFECTIVE DATES</u>			
	<u>10-01-21</u>	<u>10-01-22</u>	<u>10-01-23</u>	<u>10-01-24</u>
<u>CALIFORNIA LS PARTY CHIEF</u>				
Vacation-Holiday Fund – Journeyman - (\$3.67) & Supplemental Dues (\$1.70)	\$5.02	\$5.27	\$5.27	\$5.37
<u>CERTIFIED PARTY CHIEF</u>				
Vacation-Holiday Fund – Journeyman - (\$3.62) & Supplemental Dues (\$1.70)	4.97	5.22	5.22	5.32
<u>PARTY CHIEF</u>				
Vacation-Holiday Fund – Journeyman - (\$3.47) & Supplemental Dues (\$1.70)	4.82	5.07	5.07	5.17
<u>INSTRUMENTMAN</u>				
Vacation-Holiday Fund – Journeyman - (\$3.30) & Supplemental Dues (\$1.70)	4.65	4.90	4.90	5.00
<u>CHAINMAN</u>				
Vacation-Holiday Fund – Journeyman - (\$3.25) & Supplemental Dues (\$1.70)	4.60	4.85	4.85	4.95

**CALIFORNIA AND NEVADA CIVIL ENGINEERS AND
LAND SURVEYORS, SOUTHERN CALIFORNIA, INC.**

July 2, 2024

Page 4

INTERNATIONAL UNION OF
OPERATING ENGINEERS



Effective October 1, 2022, the 3D Scanner (excluding vehicular mobile scanners), Drone and Ground Penetrating Radar, as it pertains to civil engineering and land surveying has been inserted into the 2022-2025 Southern California Association of Civil Engineers and Land Surveyors Master Labor Agreement and said work will be assigned to an Operating Engineer.

Effective October 1, 2022, the subsistence rate was increased from One Hundred Fifty Dollars (\$150.00) to One Hundred Seventy-Five Dollars (\$175.00) per day.

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.

Please notify your membership of the increases effective October 1, 2024.

Very truly yours,

David K. Sikorski, Business Manager
I. U. O. E., Local Union No. 12

By: Perry Hawkins III, Financial Secretary
I. U. O. E., Local Union No. 12

DKS:PH:jh

cc: Officers, Mike DeChellis
District Offices
District Representatives
Survey Representatives
Survey Apprenticeship
Agreement Department