



# INTERNATIONAL UNION OF OPERATING ENGINEERS

November 10, 2025

DAVID K. SIKORSKI  
Business Manager  
and  
General Vice President

## 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

### Wage Letter Guide:

Page 1 – Allocation Breakdown  
Page 2 – Journeyman/Apprentice Wage Rates & Premiums  
Page 3 – Subsistence & Fringe Benefit Contribution Amounts  
Page 4 – Additional Info regarding Certified Party Chiefs

### **RE: SURVEY MASTER LABOR AGREEMENT/2025-2029**

*(The Survey MLA is now a 4-year agreement ending June 30, 2029. Please note the future 2026, 2027 and 2028 increases will have a July 1<sup>st</sup> effective date.)*

Dear Mr. Angstadt:

As a result of the recently concluded negotiations, the following wage rates, fringe benefits and classifications were agreed to and are noted below for your information.

### **NEGOTIATED INCREASES AND EFFECTIVE DATES:**

<b><u>Classifications:</u></b>	<b><u>10-01-25</u></b>	<b><u>7-01-26</u></b>	<b><u>7-01-27</u></b>	<b><u>7-01-28</u></b>
California LS Party Chief .....	\$7.00	\$7.00	\$6.00	\$6.00
<b><u>L.S.I.T. Party Chief</u></b> .....	(New Classification) \$5.00	\$5.00	\$5.00	\$5.00
Certified Party Chief .....	\$6.00	\$5.00	\$4.50	\$4.50
Party Chief .....	\$6.00	\$5.00	\$4.50	\$4.50
<b><u>L.S.I.T. Chainman</u></b> .....	(New Classification) \$5.00	\$5.00	\$5.00	\$5.00
Instrumentman .....	\$5.00	\$5.00	\$4.50	\$4.50
Chainman .....	\$5.00	\$5.00	\$4.50	\$4.50

**Effective October 1, 2025**, the Hourly Wage Rates will be increased as follows and listed on Page 2:

- California LS Party Chief – Four Dollars and ninety cents (\$4.90)
- Certified Party Chief and Party Chief – Three Dollars and ninety cents (\$3.90)
- Instrumentman and Chainman – Two Dollars and ninety cents (\$2.90). 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.

**Effective October 1, 2025**, the Fringe Benefit increases are as follows:

- The Health and Welfare Fund will be increased One Dollar (\$1.00), to Fourteen Dollars and twenty cents (\$14.20), for all hours worked or paid.
- The Defined Contribution Plan (Annuity) will be increased fifty cents (\$0.50), to Five Dollars and fifty cents (\$5.50), for all hours worked or paid.
- The Vacation-Holiday Fund will be increased fifty cents (\$0.50), for all Journeyman classifications and apprentices as noted on Page 3, and the Supplemental Dues amount will remain the same at 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 ten cents (\$0.10), to One Dollar and thirty cents (\$1.30), for all hours worked or paid.

**\*HOURLY WAGE SCALES & EFFECTIVE DATES**

<b><u>Classifications:</u></b>	<b><u>10-01-24</u></b>	<b><u>10-01-25</u></b>	<b><u>7-01-26</u></b>	<b><u>7-01-27</u></b>	<b><u>7-01-28</u></b>
California LS Party Chief.....	\$68.76	\$73.66			
<b><u>† L.S.I.T. Party Chief</u></b> .....	-----	70.96			
Certified Party Chief.....	66.06	69.96			
Party Chief.....	64.01	67.91			
<b><u>†† L.S.I.T. Chainman</u></b> .....	-----	62.26			
Instrumentman.....	57.36	60.26			
Chainman .....	56.78	59.68			
Apprentice G – (80%).....	45.42	47.74			
Apprentice F – (75%).....	42.59	44.76			
Apprentice E – (70%).....	39.75	41.78			
Apprentice D – (65%).....	36.91	38.79			
Apprentice C – (60%).....	34.07	35.81			
Apprentice B – (50 <del>55</del> %).....	28.39	32.82			
Apprentice A – (45 <del>50</del> %).....	25.55	29.84			

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

*† A L.S.I.T. (Land Surveyor in Training) Chief of Party is one who has attained their L.S.I.T. certification and is performing the work of a Party Chief and shall be entitled to the rate of pay for this classification only when they are working as a Party Chief.*

*†† A L.S.I.T. (Land Surveyor in Training) Chainman is one who has attained their L.S.I.T. certification and is performing the work of a Chainman and shall be entitled to the rate of pay for this classification when they are working as a Chainman.*

**ADDITIONAL PREMIUMS**

**Effective October 1, 2025,** all **Apprentices** who have obtained an "L.S.I.T." (Land Surveyor in training) working in classifications up to and including **Apprentice G**, 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.

**Effective October 1, 2025,** all Employees working the special night shift between the hours of 6:00 P.M. and 6:00 A.M., shall receive a twelve and one-half percent (12.5%) pay differential in addition to their regular rate of pay. Refer to Article IX (Working Rules), Section C for complete information on this special shift.

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", Level "B" **and Level "C"** regulated work.

### SUBSISTENCE

Effective October 1, 2025, on remote jobs where employees are required to remain away from their permanent place of residence overnight, they shall be provided either:

1. Suitable room and Fifty Dollars (\$50.00) for meals on a seven (7) day per week basis, or
2. Two Hundred Dollars (\$200.00) per day for each night actually spent away from home.

#### FRINGE BENEFIT CONTRIBUTIONS:

#### EFFECTIVE DATES

	<u>10-01-24</u>	<u>10-01-25</u>	<u>7-01-26</u>	<u>7-01-27</u>	<u>7-01-28</u>
Health and Welfare (Local 12) .....	\$13.20	\$14.20			
Pension Trust (Local 12) .....	10.65	10.65			
Defined Contribution Plan (Annuity) .....	5.00	5.50			
Vacation-Holiday – Local 12 – Journeyman (-----) – Supplemental Dues (\$1.70) .....		<i>See Below</i>			
Vacation-Holiday – Local 12 – Apprentice (\$2.75) – Supplemental Dues (\$1.70) .....	3.95	4.45			
Survey Apprenticeship .....	1.20	1.30			
Engineers Contract Compliance Comm. (ECCC) ....	0.15	0.15			

#### FRINGE BENEFIT CONTRIBUTIONS:

#### EFFECTIVE DATES

<i>(CONTINUED)</i>	<u>10-01-24</u>	<u>10-01-25</u>	<u>7-01-26</u>	<u>7-01-27</u>	<u>7-01-28</u>
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#### CALIFORNIA LS PARTY CHIEF

Vacation-Holiday Fund – Journeyman - (\$4.17) & Supplemental Dues (\$1.70) .....	\$5.37	\$5.87			
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#### L.S.I.T. PARTY CHIEF

Vacation-Holiday Fund – Journeyman - (\$4.12) & Supplemental Dues (\$1.70) .....	-----	5.82			
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#### CERTIFIED PARTY CHIEF

Vacation-Holiday Fund – Journeyman - (\$4.12) & Supplemental Dues (\$1.70) .....	5.32	5.82			
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#### PARTY CHIEF

Vacation-Holiday Fund – Journeyman - (\$3.97) & Supplemental Dues (\$1.70) .....	5.17	5.67			
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#### L.S.I.T. CHAINMAN

Vacation-Holiday Fund – Journeyman - (\$3.89) & Supplemental Dues (\$1.70) .....	-----	5.59			
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#### INSTRUMENTMAN

Vacation-Holiday Fund – Journeyman - (\$3.80) & Supplemental Dues (\$1.70) .....	5.00	5.50			
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#### CHAINMAN

Vacation-Holiday Fund – Journeyman - (\$3.75) & Supplemental Dues (\$1.70) .....	4.95	5.45			
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**CALIFORNIA AND NEVADA CIVIL ENGINEERS AND  
LAND SURVEYORS, SOUTHERN CALIFORNIA, INC.**

November 10, 2025

INTERNATIONAL UNION OF  
OPERATING ENGINEERS

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\*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.

**Regarding the "Certified Party Chief" Classification:**

Per the Memorandum of Understanding regarding Certified Party Chiefs in the 2025-2029 Survey Master Labor Agreement:

- + All Certified Party Chiefs who do not possess a L.S.I.T. at the time of signing this agreement shall continue to be classified as Certified Party Chiefs.
- + These individuals shall receive compensation increases based upon the Certified Party Chief classification, as outlined in the updated wage schedule, through the termination of this agreement.
- + Upon the termination of this agreement, any Certified Party Chief who has not obtained a L.S.I.T. shall be reclassified as a Party Chief, as defined by the prevailing job classification standards at that time.
- + Individuals who obtain the L.S.I.T. certification during the term of this agreement will be reclassified as L.S.I.T. Party Chief and paid the appropriate rate as outlined in the most current wage and allocation letter.

Please notify your membership of the increases effective as of October 1, 2025.

Very truly yours,

David K. Sikorski, Business Manager  
I. U. O. E., Local Union No. 12 and  
General Vice President



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

DKS:PH:mr

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