



INTERNATIONAL UNION OF
OPERATING ENGINEERS

December 9, 2025

DAVID K. SIKORSKI
Business Manager
and
General Vice President

Email and 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/2025-2029

Supplemental Notification regarding the reallocation of Vacation-Holiday Fund Monies to the Health and Welfare Fund, effective January 1, 2026.

Dear Mr. Angstadt:

This letter will supplement our wage letter dated 11/10/25. Effective January 1, 2026, there will be a reallocation of Vacation-Holiday Fund monies to the Health and Welfare Fund as follows:

- The Vacation-Holiday Fund will be decreased One Dollar (\$1.00), for all Journeyman classifications and apprentices as noted below, and Supplemental Dues will remain the same at One Dollar and seventy cents (\$1.70), making the total Vacation-Holiday contributions as indicated below, for all hours worked or paid.
- **Therefore**, the Health and Welfare Fund will be increased One Dollar (\$1.00) to Fifteen Dollars and twenty cents (\$15.20), for all hours worked or paid.

UPDATED FRINGE BENEFIT CONTRIBUTIONS:

		<u>EFFECTIVE DATES</u>			
	<u>10-01-25</u>	<u>1-01-26</u>	<u>7-01-26</u>	<u>7-01-27</u>	<u>7-01-28</u>
Health and Welfare (Local 12)	\$14.20	<u>\$15.20</u>			
Pension Trust (Local 12).....	10.65	10.65			
Defined Contribution Plan (Annuity).....	5.50	5.50			
Vacation-Holiday – Local 12 – Journeyman (-----) – Supplemental Dues (\$1.70)		<i>See Below</i>			
Vacation-Holiday – Local 12 – Apprentice (<u>\$1.75</u>) – Supplemental Dues (\$1.70)	4.45	<u>3.45</u>			
Survey Apprenticeship	1.30	1.30			
Engineers Contract Compliance Comm. (ECCC)	0.15	0.15			

Fringe Benefit Contributions Continued on Next Page

CALIFORNIA AND NEVADA CIVIL ENGINEERS AND
LAND SURVEYORS, SOUTHERN CALIFORNIA, INC.
December 9, 2025

UPDATED FRINGE BENEFIT CONTRIBUTIONS:

(CONTINUED)

EFFECTIVE DATES

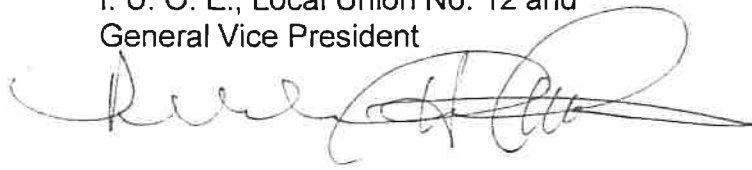
	<u>10-01-25</u>	<u>1-01-26</u>	<u>7-01-26</u>	<u>7-01-27</u>	<u>7-01-28</u>
<u>CALIFORNIA LS PARTY CHIEF</u>					
Vacation-Holiday Fund – Journeyman					
- (<u>\$3.17</u>) & Supplemental Dues (\$1.70)	\$5.87	<u>\$4.87</u>			
<u>L.S.I.T. PARTY CHIEF</u>					
Vacation-Holiday Fund – Journeyman					
- (<u>\$3.12</u>) & Supplemental Dues (\$1.70)	5.82	<u>4.82</u>			
<u>CERTIFIED PARTY CHIEF</u>					
Vacation-Holiday Fund – Journeyman					
- (<u>\$3.12</u>) & Supplemental Dues (\$1.70)	5.82	<u>4.82</u>			
<u>PARTY CHIEF</u>					
Vacation-Holiday Fund – Journeyman					
- (<u>\$2.97</u>) & Supplemental Dues (\$1.70)	5.67	<u>4.67</u>			
<u>L.S.I.T. CHAINMAN</u>					
Vacation-Holiday Fund – Journeyman					
- (<u>\$2.89</u>) & Supplemental Dues (\$1.70)	5.59	<u>4.59</u>			
<u>INSTRUMENTMAN</u>					
Vacation-Holiday Fund – Journeyman					
- (<u>\$2.80</u>) & Supplemental Dues (\$1.70)	5.50	<u>4.50</u>			
<u>CHAINMAN</u>					
Vacation-Holiday Fund – Journeyman					
- (<u>\$2.75</u>) & Supplemental Dues (\$1.70)	5.45	<u>4.45</u>			

Please notify your membership of this reallocation effective January 1, 2026.

All other benefits, wage rates and additional information listed in the wage letter dated 11/10/25, will remain the same.

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 Representatives, District Offices
Survey Representatives, Survey Apprenticeship
Agreement Department