



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>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					
(\$1.75) – 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

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LAND SURVEYORS, SOUTHERN CALIFORNIA, INC.
December 9, 2025

2025

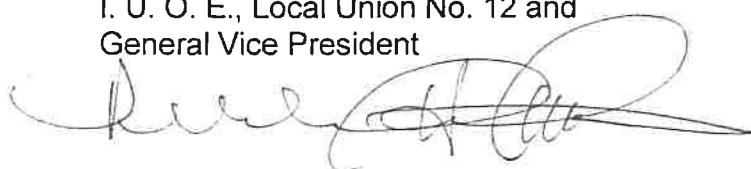
<u>UPDATED FRINGE BENEFIT CONTRIBUTIONS:</u> <u>(CONTINUED)</u>	<u>EFFECTIVE DATES</u>				
	<u>10-01-25</u>	<u>1-01-26</u>	<u>7-01-26</u>	<u>7-01-27</u>	<u>7-01-28</u>
<u>CALIFORNIA LS PARTY CHIEF</u>					
Vacation-Holiday Fund – Journeyman					
- <u>(\$3.17)</u> & Supplemental Dues (\$1.70)	\$5.87		<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