DAVID K. SIKORSKI
Business Manager
and
General Vice President

INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL 12

June 18, 2026

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

Dear Mr. Angstadt:

As a result of the June 6, 2026, General Membership Meeting and the negotiated increases due July 1, 2026, as indicated below, the following wage rates and fringe benefits were agreed to and are noted below for your information.

NEGOTIATED INCREASES AND EFFECTIVE DATES:

Classifications:	10-01-25	7-01-26	7-01-27	7-01-28
California LS Party Chief	$7.00	$7.00	$6.00	$6.00
L.S.I.T. Party Chief	*(New Classification)*	$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
L.S.I.T. Chainman	*(New Classification)*	$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 July 1, 2026, the Hourly Wage Rates will be increased as follows and listed on Page 2:

- California LS Party Chief – Three Dollars ($3.00)
- L.S.I.T. Party Chief, Certified Party Chief, Party Chief, L.S.I.T. Chainman, Instrumentman and Chainman – One Dollar ($1.00)

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 July 1, 2026, the Fringe Benefit increases are as follows:

- The Health and Welfare Fund will be increased Two Dollars and twenty-five cents ($2.25), to Seventeen Dollars and forty-five cents ($17.45), for all hours worked or paid.
- The Pension contribution will be increased seventy-five cents ($0.75), to Eleven Dollars and forty cents ($11.40), for all hours worked or paid.
- The Defined Contribution Plan (Annuity) will be increased One Dollar ($1.00), to Six Dollars and fifty cents ($6.50), for all hours worked or paid.

*HOURLY WAGE SCALES & EFFECTIVE DATES

Classifications:	10-01-24	10-01-25	7-01-26	7-01-27	7-01-28
California LS Party Chief	$68.76	$73.66	$76.66		
†L.S.I.T. Party Chief	-------	70.96	71.96		
Certified Party Chief	66.06	69.96	70.96		
Party Chief	64.01	67.91	68.91		
††L.S.I.T. Chainman	-------	62.26	63.26		
Instrumentman	57.36	60.26	61.26		
Chainman	56.78	59.68	60.68		
Apprentice G – (80%)	45.42	47.74	48.54		
Apprentice F – (75%)	42.59	44.76	45.51		
Apprentice E – (70%)	39.75	41.78	42.48		
Apprentice D – (65%)	36.91	38.79	39.44		
Apprentice C – (60%)	34.07	35.81	36.41		
Apprentice B – (55%)	28.39	32.82	33.37		
Apprentice A – (50%)	25.55	29.84	30.34		

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.

NIGHT SHIFT RATES

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.

Effective July 1, 2026, the special night shift hourly rates are as follows:

California LS Party Chief	$86.24	Apprentice G – (80%)	$54.62
L.S.I.T. Party Chief	$80.96	Apprentice F – (75%)	$51.20
Certified Party Chief	$79.83	Apprentice E – (70%)	$47.79
Party Chief	$77.52	Apprentice D – (65%)	$44.38
L.S.I.T. Chainman	$71.17	Apprentice C – (60%)	$40.96
Instrumentman	$68.92	Apprentice B – (55%)	$37.55
Chainman	$68.27	Apprentice A – (50%)	$34.14

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.

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.

*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.

FRINGE BENEFIT CONTRIBUTIONS:

	EFFECTIVE DATES				
	10-01-25	**1-01-26**	**7-01-26**	**7-01-27**	**7-01-28**
Health and Welfare (Local 12)	$14.20	$15.20	$17.45		
Pension Trust (Local 12)	10.65	10.65	11.40		
Defined Contribution Plan (Annuity)	5.50	5.50	6.50		
Vacation-Holiday – Local 12 – ***Journeyman*** (-----) – Supplemental Dues ($1.70)		***See Below‡***			
Vacation-Holiday – Local 12 – ***Apprentice*** ($1.75) – Supplemental Dues ($1.70)	4.45	3.45	3.45		
Survey Apprenticeship	1.30	1.30	1.30		
Engineers Contract Compliance Comm. (ECCC)	0.15	0.15	0.15		

‡Journeyman Vacation-Holiday & Supplemental Dues Amounts for each Classification:

California LS Party Chief					
Vacation-Holiday Fund – Journeyman - ($3.17) & Supplemental Dues ($1.70)	5.87	4.87	4.87		
L.S.I.T. Party Chief					
Vacation-Holiday Fund – Journeyman - ($3.12) & Supplemental Dues ($1.70)	5.82	4.82	4.82		
Certified Party Chief					
Vacation-Holiday Fund – Journeyman - ($3.12) & Supplemental Dues ($1.70)	5.82	4.82	4.82		
Party Chief					
Vacation-Holiday Fund – Journeyman - ($2.97) & Supplemental Dues ($1.70)	5.67	4.67	4.67		
L.S.I.T. Chainman					
Vacation-Holiday Fund – Journeyman - ($2.89) & Supplemental Dues ($1.70)	5.59	4.59	4.59		
Instrumentman					
Vacation-Holiday Fund – Journeyman - ($2.80) & Supplemental Dues ($1.70)	5.50	4.50	4.50		
Chainman					
Vacation-Holiday Fund – Journeyman - ($2.75) & Supplemental Dues ($1.70)	5.45	4.45	4.45		

CALIFORNIA AND NEVADA CIVIL ENGINEERS AND LAND SURVEYORS, SOUTHERN CALIFORNIA, INC.
June 18, 2026

INTERNATIONAL UNION OF OPERATING ENGINEERS

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.

Regarding the "Certified Party Chief" Classification:

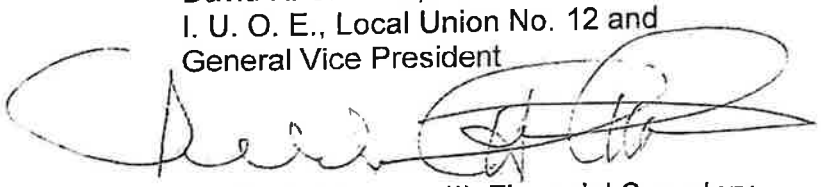
Per the Memorandum of Understanding regarding Certified Party Chiefs in the 2025-2029 Survey Master Labor Agreement:

- 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 July 1, 2026.

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