

Southern California Contractors Association, Inc.

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(657) 223-0800 FAX: (657) 223-0801

LABOR BULLETIN

6/21

TO: SCCA CONTRACTOR & ALLIED MEMBERS

SUBJECT: CEMENT MASONS 2021-2025 MASTER LABOR AGREEMENT

Effective July 1, 2021, in accordance with the Cement Masons Master Labor Agreement, there will be an increase to be allocated as follows:

| | |
|--------------------------|--------|
| Wages | \$1.55 |
| Health & Welfare | \$0.11 |
| Pension | \$0.15 |
| Vacation | \$0.10 |
| Supplemental/Admin. Dues | \$0.04 |
| Define Contribution | \$0.25 |
| Total | \$2.20 |

Rates for all fringe benefits are as follows:

| FRINGE BENEFITS | COMMERCIAL | LT COMMERCIAL |
|----------------------------------|--------------|---------------|
| HEALTH & WELFARE: | 8.38..... | 8.38 |
| PENSION: | 7.01..... | 7.01 |
| *VACATION: | 4.90..... | 2.90 |
| *SUPPLEMENTAL/ADMIN. DUES: | 2.38..... | 2.38 |
| DEFINED CONTRIBUTION: | 3.25..... | 2.25 |
| APPRENTICE TRAINING:..... | 0.64..... | 0.64 |
| INDUSTRY FUND: | 0.08..... | 0.08 |
| CONTRACT ADMINISTRATION: | 0.07..... | 0.07 |
| LMCC..... | 0.09..... | 0.09 |
| TOTAL | \$26.80..... | \$23.80 |

*Vacation/Supplemental Dues are added to the hourly wage rate to establish the gross pay for tax purposes. This gross amount is subject to normal payroll deductions. After normal deductions, the full Vacation/Supplemental dues contribution is deducted, reported and paid to the appropriate Trust Fund.

COMMERCIAL WAGE CLASSIFICATION

WAGE RATE

| | |
|---|---------|
| Cement Mason Journeyman..... | \$40.05 |
| Cement Mason (Magnesite)..... | 40.17 |
| Cement Mason Floating and Troweling Machine Operator..... | 40.30 |
| Curb and Gutter Machine Operator..... | 40.05 |
| Clary and Similar Type of Screed Operator (Cement Only)..... | 40.05 |
| Grinding Machine Operator (all types)..... | 40.05 |
| Jackson Vibratory, Texas Screed and Similar Type Screed Operator..... | 40.05 |
| Scoring Machine Operator..... | 40.05 |

LIGHT COMMERCIAL WAGE CLASSIFICATION

WAGE RATE

| | |
|---|---------|
| Cement Mason Journeyman..... | \$37.09 |
| Cement Mason (Magnesite)..... | 37.34 |
| Cement Mason Floating and Troweling Machine Operator..... | 37.34 |
| Curb and Gutter Machine Operator..... | 37.34 |
| Clary and Similar Type of Screed Operator (Cement Only)..... | 37.34 |
| Grinding Machine Operator (all types)..... | 37.34 |
| Jackson Vibratory, Texas Screed and Similar Type Screed Operator..... | 37.34 |
| Scoring Machine Operator..... | 37.34 |

Light commercial work is defined as all Cement Masons work to be performed on private jobsites where the total permit value of the general contract and all subcontracts upon the jobsite is 30 million dollars (\$30,000,000.00) or less. Wage rates for all classifications will be the same as for commercial, excluding public work projects.

COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFIT CONTRIBUTION

Based on Journeyman scale of \$40.05

(Four Year Program)

| | | | |
|--------------------------|-----|---------|---|
| 1 ST 6 MONTHS | 50% | \$20.03 | H&W, Appr Training, Sup/Admin Dues, IF, CAF, LMCC |
| 2 ND 6 MONTHS | 55% | \$22.03 | H&W, Appr Training, Sup/Admin Dues, IF, CAF, LMCC |
| 3 RD 6 MONTHS | 60% | \$24.03 | H&W, Appr Training, Sup/Admin Dues, IF, CAF, LMCC |
| 4 TH 6 MONTHS | 65% | \$26.03 | H&W, Appr Training, Sup/Admin Dues, IF, CAF, Vaca, LMCC |
| 5 TH 6 MONTHS | 70% | \$28.04 | All Benefits |
| 6 TH 6 MONTHS | 75% | \$30.04 | All Benefits |
| 7 TH 6 MONTHS | 80% | \$32.04 | All Benefits |
| 8 TH 6 MONTHS | 90% | \$36.04 | All Benefits |

MILITARY BASES

For work performed at Vandenberg Air Force Base, Point Arguello, Point Conception, China Lake, Camp Roberts, Edwards Air Force Base, North Edwards Air Force Base, Naval Ordnance Test Station, Marine Corp. Supply, Fort Irvine, George Air Force Base, Naval Air Facility, El Centro and (for jobs bid after July 1, 1988) 29 Palms Marine Base the differential will remain at \$2.00 per hour in lieu of subsistence.

MACHINE RATE

To be paid at \$0.25 above Journeyman scale

FOREMAN RATE

The foreman shall be paid not less than \$3.00 an hour more than the hourly Cement Mason Journeyman rate

GENERAL FORMAN RATE

The General Foreman shall be paid not less than \$4.00 an hour than the hourly Cement Mason Journeyman rate.

SUBSISTANCE \$45.00 per day for work on the Off-Shore Islands Only.

*Please note the following improvements and language clarifications to staggered starts and Saturday makeup days that were negotiated for the new 2011-2014 agreement. (~~Strikeout~~ indicates deletions and **bold** indicates additions.)*

Article XVI, section 1602.2 – Special shifts – Amend as follows:

“The starting time of single shifts shall be 5:00 A.M., 5:30 A.M., 6:00 A.M., 6:30 A.M., 7:00 A.M., 7:30 A.M., or 8:00 A.M., Monday through Sunday. Starting times may be changed to meet job requirements, including maximum utilization of day light hours. Staggered starts may be implemented ~~but will be no more than~~ **within** two (2) hours after the initial start time, **and up to four (4) hours, if approved through Work Recovery, which request may be submitted at any time, either before or during the course of the project.** All employees assigned to staggered starts are guaranteed their full shift. Twenty-four (24) hour notice shall be given to the Union, in cases of deviation from the original starting time.”

Contract Expires - June 30, 2025

Future Increases:

7/1/22 - \$2.25 (\$0.15 to Pension; \$2.10 to be allocated by the Union)

7/1/23 - \$2.25 (\$0.15 to Pension; \$2.10 to be allocated by the Union)

7/1/24 - \$2.15 (\$0.15 to Pension; \$2.00 to be allocated by the Union)

A predetermined amount of \$0.15 each year will be allocated to the Defined Benefit Pension

If you have any questions, please contact the SCCA Office (657) 223-0800