



RONALD J. SIKORSKI
Business Manager
and
General Vice-President

INTERNATIONAL UNION OF OPERATING ENGINEERS

July 20, 2017

UPS GROUND

Mitchell Weiss, Labor Relations Director
**SOUTHERN CALIFORNIA ASSOCIATION OF
CIVIL ENGINEERS AND LAND SURVEYORS**
c/o 533 South Fremont Avenue, Suite 800
Los Angeles, CA 90071-1706

RE: SURVEY MASTER LABOR AGREEMENT/2016-2019

Dear Mr. Weiss:

The negotiated increase due October 1, 2017, in the amount of Two Dollars and thirty cents (\$2.30) will be distributed as follows.

| | | | |
|---|-----------------|-----------------|-----------------|
| Negotiated increases and effective date | <u>10-17-16</u> | <u>10-01-17</u> | <u>10-01-18</u> |
| | *\$2.30 | *\$2.30 | *\$2.30 |

Effective October 1, 2017, the Hourly Wage Rates will be increased Two Dollars and fifteen cents (\$2.15), as noted below.

The Apprenticeship Fund will be increased five cents (05¢), making a total of One Dollar and ten cents (\$1.10) for all hours worked or paid.

The Vacation-Holiday amounts, as indicated on Page 3, will remain the same and the Supplemental Dues amount will be increased ten cents (10¢) to One Dollar and forty cents (\$1.40), making the total Vacation-Holiday contributions as indicated on Page 3, for all hours worked or paid.

Effective October 17, 2016, it was agreed that the Vacation-Holiday Fund will be increased for all Journeyman classifications, as noted on Page 3. All Vacation-Holiday increases are to be paid by the Employers and said monies are above the negotiated increase of Two Dollars and thirty cents (\$2.30).

Effective October 17, 2016, the subsistence rate was increased from One Hundred Twenty Dollars (\$120.00) to One Hundred Fifty Dollars (\$150.00) per day.





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HOURLY WAGE SCALES & EFFECTIVE DATES

| <u>Classifications:</u> | <u>10-01-15</u> | <u>10-17-16</u> | <u>10-01-17</u> | <u>10-01-18</u> |
|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | | *\$2.30 | *\$2.30 | *\$2.30 |
| California LS Party Chief | \$47.56 | \$49.46 | \$51.61 | |
| Certified Party Chief | 46.86 | 48.76 | 50.91 | |
| Party Chief | 44.81 | 46.71 | 48.86 | |
| Instrumentman | 42.31 | 44.21 | 46.36 | |
| Chainman | 41.73 | 43.63 | 45.78 | |
| Apprentice G | 33.38 | 34.90 | 36.62(80%) | |
| Apprentice F | 31.30 | 32.72 | 34.34(75%) | |
| Apprentice E | 28.79 | 30.10 | 31.59(69%) | |
| Apprentice D | 26.29 | 27.49 | 28.84(63%) | |
| Apprentice C | 23.37 | 24.43 | 25.64(56%) | |
| Apprentice B | 20.45 | 21.38 | 22.43(49%) | |
| Apprentice A | 17.53 | 18.32 | 19.23(42%) | |

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

*The Union shall have the option of distributing all or any portion of the increases to employee benefits, Pension, Vacation-Holiday, Health & Welfare, Supplemental Dues, Engineers Contract Compliance Fund and Apprenticeship Trust and will notify the Employer sixty (60) days' prior to any such allocation.

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" and Level "B" regulated work.



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| <u>FRINGE BENEFIT CONTRIBUTIONS:</u> | <u>EFFECTIVE DATES</u> | | |
|--|-------------------------------|------------------------|------------------------|
| | <u>10-1-15</u> | <u>10-17-16</u> | <u>10-01-17</u> |
| Health and Welfare (Local 12) | \$11.20 | \$11.45 | \$11.45 |
| Pension Trust (Local 12)..... | 9.65 | 9.65 | 9.65 |
| Vacation-Holiday – Local 12 – Journeyman (-----) – Supplemental Dues (\$1.40)..... | 4.15 | <i>See Below</i> | |
| Vacation-Holiday – Local 12 – Apprentice (\$2.00) – Supplemental Dues (\$1.40)..... | 3.30 | 3.30 | 3.40 |
| Survey Apprenticeship | 0.90 | 1.05 | 1.10 |
| Engineers Contract Compliance Committee (ECCC) | 0.15 | 0.15 | 0.15 |

| <u>FRINGE BENEFIT CONTRIBUTIONS:</u> <i>(CONTINUED)</i> | <u>EFFECTIVE DATES</u> | | |
|---|-------------------------------|------------------------|------------------------|
| | <u>10-1-15</u> | <u>10-17-16</u> | <u>10-01-17</u> |
| <u>CALIFORNIA LS PARTY CHIEF</u> | | | |
| Vacation-Holiday Fund – Journeyman - (\$3.42) & Supplemental Dues (\$1.40) | \$4.15 | \$4.72 | \$4.82 |
| <u>CERTIFIED PARTY CHIEF</u> | | | |
| Vacation-Holiday Fund – Journeyman - (\$3.37) & Supplemental Dues (\$1.40) | 4.15 | 4.67 | 4.77 |
| <u>PARTY CHIEF</u> | | | |
| Vacation-Holiday Fund – Journeyman - (\$3.22) & Supplemental Dues (\$1.40) | 4.15 | 4.52 | 4.62 |
| <u>INSTRUMENTMAN</u> | | | |
| Vacation-Holiday Fund – Journeyman - (\$3.05) & Supplemental Dues (\$1.40) | 4.15 | 4.35 | 4.45 |
| <u>CHAINMAN</u> | | | |
| Vacation-Holiday Fund – Journeyman - (\$3.00) & Supplemental Dues (\$1.40) | 4.15 | 4.30 | 4.40 |

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Please place these new rates into effect October 1, 2017.

Very truly yours,

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



By: Dan E. Hawn, Financial Secretary
I. U. O. E., Local Union No. 12

RJS:DEH:kld

cc: Officers, Joseph Ehrbar
District Offices
District Representatives
Survey Representatives
Survey Apprenticeship
Agreement Department