



RONALD J. SIKORSKI
Business Manager
and
General Vice President

INTERNATIONAL UNION OF OPERATING ENGINEERS

August 19, 2022

UPS GROUND

Eddie Sprecco, CEO
ASSOCIATED GENERAL CONTRACTORS OF AMERICA
SAN DIEGO CHAPTER, INC.
10140 Riverford Road
Lakeside, CA 92040

RE: SAN DIEGO MASTER LABOR AGREEMENT/2022-2025

Dear Mr. Sprecco:

This will replace our letter dated July 28, 2022, as the wage rates were erroneously calculated for Appendix A, Groups V, VII, IX and XI and have been corrected as listed on Page 2.

As a result of the recently concluded negotiations, the following wage rates, fringe benefits and classifications were agreed to and are noted below for your information.

Negotiated increases and effective date	<u>7-01-22</u>	<u>7-01-23</u>	<u>7-01-24</u>
	*\$5.00	*\$4.00	*\$4.00

Effective July 1, 2022, the Hourly Wage Rates will be increased a total of Two Dollars and twenty-five cents (\$2.25), as noted below.

The Defined Contribution Plan (Annuity) will be increased One Dollar (\$1.00) to Four Dollars and fifty cents (\$4.50), for all hours worked or paid.

The Health and Welfare Fund will be increased fifty cents (50¢), to Twelve Dollars and thirty-five cents (\$12.35) for all hours worked or paid.

The Vacation-Holiday amount of Two Dollars and fifteen cents (\$2.15) will be increased One Dollar (\$1.00) to Three Dollars and fifteen cents (\$3.15), and the Supplemental Dues amount will be increased twenty-five cents (25¢) to One Dollar and seventy cents (\$1.70), making the total Vacation-Holiday contribution Four Dollars and eighty-five cents (\$4.85), for all hours worked or paid.

**** Special Shift *** Multi-Shift **** Special Sunday-Thursday Shift**
A-2, B-2, C-2, E-2 - **\$1.00 over straight-time rate of pay
A-4, B-4, C-4, E-4**\$3.00 over straight-time rate of pay**

Appendix A-1 through A-4
Classifications and Hourly Wage Rates

<u>Appendix</u>	<u>Effective 7-01-22</u>			
	<u>A-1</u>	<u>**SS</u> <u>A-2</u>	<u>***MS</u> <u>A-3</u>	<u>****</u> <u>A-4</u>
GROUP I	\$ 51.90	\$ 52.90	\$ 52.90	\$ 54.90
GROUP II	52.68	53.68	53.68	55.68
GROUP III	52.97	53.97	53.97	55.97
GROUP IV	54.46	55.46	55.46	57.46
GROUP V	-----	-----	55.56	58.56
GROUP VI	54.68	55.68	55.68	57.68
GROUP VII	-----	-----	55.78	58.78
GROUP VIII	54.79	55.79	55.79	57.79
GROUP IX	-----	-----	55.89	58.89
GROUP X	54.91	55.91	55.91	57.91
GROUP XI	-----	-----	56.01	59.01
GROUP XII	55.08	56.08	56.08	58.08
GROUP XIII	55.18	56.18	56.18	58.18
GROUP XIV	55.21	56.21	56.21	58.21
GROUP XV	55.29	56.29	56.29	58.29
GROUP XVI	55.41	56.41	56.41	58.41
GROUP XVII	55.58	56.58	56.58	58.58
GROUP XVIII	55.68	56.68	56.68	58.68
GROUP XIX	55.79	56.79	56.79	58.79
GROUP XX	55.91	56.91	56.91	58.91
GROUP XXI	56.08	57.08	57.08	59.08
GROUP XXII	56.18	57.18	57.18	59.18
GROUP XXIII	56.29	57.29	57.29	59.29
GROUP XXIV	56.41	57.41	57.41	59.41
GROUP XXV	56.58	57.58	57.58	59.58

Appendix B-1 through B-4
Cranes, Piledriving & Hoisting Equipment

<u>Appendix</u>	<u>Effective 7-01-22</u>			
	<u>B-1</u>	<u>**SS</u> <u>B-2</u>	<u>***MS</u> <u>B-3</u>	<u>****</u> <u>B-4</u>
GROUP I	\$ 53.25	\$ 54.25	\$ 54.25	\$ 56.25
GROUP II	54.03	55.03	55.03	57.03
GROUP III	54.32	55.32	55.32	57.32
GROUP IV	54.46	55.46	55.46	57.46
GROUP V	54.68	55.68	55.68	57.68
GROUP VI	54.79	55.79	55.79	57.79
GROUP VII	54.91	55.91	55.91	57.91
GROUP VIII	55.08	56.08	56.08	58.08
GROUP IX	55.25	56.25	56.25	58.25
GROUP X	56.25	57.25	57.25	59.25
GROUP XI	57.25	58.25	58.25	60.25
GROUP XII	58.25	59.25	59.25	61.25
GROUP XIII	59.25	60.25	60.25	62.25

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Appendix C-1 through C-4

Surveyors

	<u>Effective 7-01-22</u>			
		SS	*MS	****
<u>Appendix</u>	<u>C-1</u>	<u>C-2</u>	<u>C-3</u>	<u>C-4</u>
GROUP I	\$ 53.82	\$ 54.82	\$ 54.82	\$ 56.82
GROUP II	54.46	55.46	55.46	57.46
GROUP III	54.68	55.68	55.68	57.68
GROUP IV	54.96	55.96	55.96	57.96
GROUP V	56.76	57.76	57.76	59.76
GROUP VI	55.18	56.18	56.18	58.18
GROUP VII	58.81	59.81	59.81	61.81
GROUP VIII	56.76	57.76	57.76	59.76
GROUP IX	58.81	59.81	59.81	61.81
GROUP X	59.51	60.51	60.51	62.51

Appendix D-1 - Tunnel Group

Appendix

	<u>Effective 7-01-22</u>	
		<u>D-1</u>
GROUP I		\$ 53.75
GROUP II		54.53
GROUP III		54.82
GROUP IV		54.96
GROUP V		55.18
GROUP VI		55.29
GROUP VII		55.41
GROUP VIII		56.76
GROUP IX		55.71
GROUP X		58.81
GROUP XI		59.51

Appendix E-1 through E-4

**Field Soils and Material Tester
Building/Construction Inspector**

	<u>Effective 7-01-22</u>			
		SS	*MS	*****
<u>Appendix</u>	<u>E-1</u>	<u>E-2</u>	<u>E-3</u>	<u>E-4</u>
GROUP I	\$ 52.68	\$ 53.68	\$ 53.68	\$ 55.68
GROUP II	54.46	55.46	55.46	57.46
GROUP III	56.46	57.46	57.46	59.46

* The Union may elect as its option, upon at least sixty (60) days' written notice to allocate the increase indicated to: (1) Hourly Wage Rates, (2) Health and Welfare, (3) Pension, (4) Vacation-Holiday and/or Supplemental Dues, (5) Joint Apprenticeship and Journeyman Retraining Fund, (6) Engineers Contract Compliance Committee, (7) So. Calif. Partnership for Jobs and (8) Defined Contribution Plan (Annuity).

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APPRENTICE WAGE RATES

Based on Appendix A, Group VI, A-1, A-2, A-3, and A-4

*Based on Appendix E, Group II, E-1, E-2, E-3, and E-4
(Building/Construction Inspector)*

Apprentices operating equipment set forth in Group XIII through XXV of Appendix A will receive the applicable wage rate for that Group.

0 - 1000	hours	-	Step I	@ 60%
1000-2000	hours	-	Step II	@ 65%
2000-3000	hours	-	Step III	@ 70%
3000-4000	hours	-	Step IV	@ 75%
4000-5000	hours	-	Step V	@ 80%
5000-6000	hours	-	Step VI	@ 90%

All shift pay or premiums entitled to be paid under the terms of this agreement shall be paid in full and added to the Apprentice Base Wage Rate, for all hours worked or paid.

At no time shall the above apprentice wage rates exceed any of the Journeyman Group Rates of this agreement.

Per Article XIX, Section P-1, of the San Diego Master Labor Agreement, **Effective July 1, 2022**, the areas inside the boundaries of Camp Pendleton, Zone Pay shall apply for which the hourly rate of pay will be **Ten Dollars (\$10.00)** per hour above the regular rate and shall become the base rate for the entire shift.

Effective July 1, 2022, the subsistence rate will be **Eighty Dollars (\$80.00)** per day.

If the Employer furnishes the employees a suitable room, the employee shall receive Thirty Dollars (\$30.00) per day subsistence allowance.

Zone pay is hereafter established effective July 1, 2007, and defined as Exhibit "B" subject to the exceptions noted above, zone pay shall be paid at the rate of One Dollar (\$1.00) per hour above the regular rate of pay and shall become the base rate for the entire shift. This zone pay area is located in the eastern portion of "Exhibit B" delineated by the color blue.

Effective June 16, 2001, it was agreed in negotiations the hazardous material pay will be increased from One Dollar (\$1.00) to Two Dollars (\$2.00) per hour.

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Effective July 1, 2019, it was agreed in negotiations the tool allowance for all Heavy Duty Repairmen or Heavy Duty Repairman Combinations will be increased from fifty cents (50¢) to One Dollar (\$1.00) per hour.

Effective July 1, 2022, it was agreed in negotiations the additional pay for Operators on hoists with three (3) drums will be increased from fifteen cents (15¢) to fifty cents (50¢) per hour. The additional pay shall be added to the regular rate of pay and become the base rate for the entire shift.

Effective July 1, 2007, it was agreed in negotiations the Foreman pay will be increased from One Dollar and fifty cents (\$1.50) to Two Dollars (\$2.00) per hour.

FRINGE BENEFIT CONTRIBUTIONS:

	<u>EFFECTIVE DATES</u>			
	<u>7-01-21</u>	<u>7-01-22</u>	<u>7-01-23</u>	<u>7-01-24</u>
Health and Welfare	\$11.85	\$12.35		
Pension	9.65	9.65		
Defined Contribution Plan (Annuity).....	3.50	4.50		
Vacation-Holiday (\$3.15) and Supplemental Dues (\$1.70)	3.60	4.85		
Joint Apprentice Training/ Journeyman Retraining Fund	1.05	1.05		
Engineers Contract Compliance Comm. (ECCC)	0.15	0.15		
Industry Fund	0.14	0.14		
So. Calif. Partnership for Jobs Fund	0.10	0.10		

Please notify your membership of the increases and corrections effective as of July 1, 2022.

Very truly yours,

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

By: David Sikorski, Financial Secretary
I. U. O. E., Local Union No. 12

RJS:DS:mr
cc: Officers, Joseph Ehrbar
District Offices
District Representatives
S/C Apprenticeship Office
Robert Wilds, Intl. Pipeline
Agreement Department