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**AFFILIATED LOCALS
SOUTHERN CALIFORNIA**

BURBANK
LOCAL 345

HOLLYWOOD
LOCAL 724

LONG BEACH
LOCAL 1309

LOS ANGELES
LOCAL 300

ORANGE COUNTY
LOCAL 652

POMONA
LOCAL 1414

RIVERSIDE AND IMPERIAL
COUNTIES
LOCAL 1184

SAN BERNARDINO, INYO,
AND MONO COUNTIES
LOCAL 783

SAN DIEGO
LOCAL 89

VENTURA
LOCAL 585

KERN,
SAN LUIS OBISPO, AND
SANTA BARBARA COUNTIES
LOCAL 220

ARIZONA
PHOENIX, AZ
LOCAL 1184

NEW MEXICO
ALBUQUERQUE, NM
LOCAL 16

**SOUTHERN CALIFORNIA
DISTRICT COUNCIL OF
LABORERS**

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LiUNA! SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

Feel the Power

April 24, 2025

NOTICE TO CONTRACTORS

Under the terms of the 2022-2026 SOUTHERN CALIFORNIA MASTER LABOR AGREEMENT, the Union is allocating the **July 1, 2025, \$3.40 per hour increase** as follows:

Wages	\$2.60
Health/Welfare	\$0.30
Annuity	\$0.50

Based upon the above allocation, the following Wage and Fringe Benefit Schedule becomes effective July 1, 2025.

Hourly Rates

Journeyman Wage & Fringe Benefit Rates

Effective
July 1, 2025

Group 1 Base Wage	\$46.48
Group 2 Base Wage	\$47.03
Group 3 Base Wage	\$47.58
Group 4 Base Wage	\$49.13
Group 5 Base Wage	\$49.48
Watchman Base Wage	\$44.49
Water Truck Two-Axle Base Wage (See Appendix "D" for Benefits)	\$47.48
Health & Welfare	9.55
Pension	9.07
Vacation (Supplemental Dues \$1.99)	5.02
Annuity Fund	3.50
Training & Retraining	0.80
Center for Contract Compliance	0.30
Industry Fund	0.12
Contract Administration Fund	0.09
Laborers Trusts' Administrative Trust Fund	0.06
Partnership For Jobs Industry Advancement Fund	0.10

Residential Wage & Fringe Benefit Rates (See Appendix "A" for definition)

Cleanup, Landscaping, Fencing (Chain link or Wood): Base Wage	\$45.00
All other work on residential projects as described in MLA: Base Wage	\$46.00
Health & Welfare	9.55
Pension	6.51
Vacation (Supplemental Dues \$1.78)	4.12
Annuity Fund	3.50
Training & Retraining	0.80
Laborers Trusts' Administrative Trust Fund	0.06

GROUP I

Effective

Boring Machine Helper (outside)

7/1/25

Certified Confined Space Laborer

*\$46.48

Cleaning and Handling of Panel Forms

Concrete Curb and Gutter Laborer

Concrete Screeding for Rough Strike-Off

Concrete, Water Curing

Demolition Laborer, the cleaning of brick if performed by an employee

performing any other phase of demolition work, and the cleaning of lumber

Environmental, Remediation, Monitoring Well, Toxic Waste & Geotechnical Drill Helper

Expansion Joint Caulking by any method (including preparation and clean-up)

Fiberoptic Installation, Blowing, Splicing, Testing and related work

Fire Watcher, Limbers, Brush Loaders, Pilers and Debris Handlers

Flagman

Gas, Oil and /or Water Pipeline Laborer

Laborer, Asphalt-Rubber Material Loader

Laborer, Concrete

Laborer, General or Construction

Laborer, General Cleanup

Laborer, Landscaping

Laborer, Jetting

Laborer, Refinery: all Laborers work in refineries, including but not limited to General Laborers work, firewatch, bottle

watch, hole watch, Safety Attendant, fire blanket, weather protection, hydroblasting, distribution of drinking water,

all demolition, emergency spill cleanup, flagging and traffic control, erosion control and silt fence, concrete work,

cleanup and janitorial cleanup, and catch fence

Laborer, Temporary Water and Air Lines

Metal Locker Installation and related work

Plugging, Filling of Shee-Bolt Holes; Dry Packing of Concrete and Patching

Post Hole Digger (Manual)

Railroad Maintenance, Repair Trackman and Road Beds; Streetcar and Railroad

Construction Track Laborers

Rigging and Signaling

Scaler

Slip Form Raisers

Tarman and Mortar Man

Tool Crib or Tool House Laborer

Traffic Control by any method (including assisting in the moving and installation of construction signs,

barriers barricade, delineators, cones, etc.)

Traffic Control Pilot Truck, Vehicle Operator in connection with all Laborers work.

Water Well Drill Helper

Window Cleaner

Wire Mesh Pulling – All Concrete Pouring Operations

*Water Truck - Two-Axle (\$1.00 over group 1 wage scale; see Appendix "D" for Wage & Fringe Benefit Rates)

GROUP II

Effective

Asphalt Shoveler

7/1/25

Cement Dumper (on 1 yard or larger mixer and handling bulk cement)

\$47.03

Cesspool Digger and Installer

Chucktender

Chute Man, pouring concrete, the handling of the chute from readymix trucks,

such as walls, slabs, decks, floors, foundations, footings, curbs, gutters and sidewalks

Concrete Curer – Impervious Membrane and Form Oiler

Cutting Torch Operator

Fine Grader, Highways and Street Paving, Airport, Runways, and similar type heavy construction

Gas, Oil and /or Water Pipeline Wrapper, Pot Tender and Form Man

Grout Man (including forming, pouring, handling, mixing, finishing and cleanup of all types of grout)

Guinea Chaser

Headerboard Man – Asphalt

Installation of all Asphalt Overlay Fabric and Materials used for Reinforcing Asphalt

Laborer, Packing Rod Steel and Pans

Membrane Vapor Barrier Installer

Power Broom Sweepers (small)

Riprap, Stonepaver, placing stone or wet sacked concrete

Roto Scraper and Tiller

Sandblaster (Pot Tender)

Septic Tank Digger and Installer (leadman)

Tank Scaler and Cleaner

Tree Climber, Faller, Chain Saw Operator, Pittsburgh Chipper and similar type

Brush Shredders

Underground Laborers, including Caisson Bellow

GROUP III

Effective

Asphalt, Installation of all fabrics

7/1/25

Buggymobile Man

\$47.58

Bushing Hammer
 Compactor (all types including Tamper, Barko, Wacker)
 Concrete Cutting Torch
 Concrete Pile Cutter
 Driller, Jackhammer, 2-1/2 feet drill steel or longer
 Dri Pak-it Machine
 Fence Erector
 Gas, Oil and /or Water Pipeline Wrapper – 6" Pipe and over by any method,
 inside and out
 Guardrail Erector
 Hydro Seeder and Similar Type
 Impact Wrench, Multi-Plate
 Kettlemen, Potmen and Men applying asphalt, lay-kold, creosote, lime caustic
 and similar type materials ("applying" means applying, dipping, brushing or
 handling of such materials for pipe wrapping and waterproofing)
 Material Hoseman (Walls, Slabs, Floors and Decks)
 Operators of Pneumatic, Gas, Electric Tools, Vibrating Machines, Pavement
 Breakers, Air Blasting, Come-Alongs, and similar mechanical tools not
 separately classified herein; operation of remote controlled robotic tools in connection
 with Laborers' work
 Pipelayer's Backup Man, coating, grouting, making of joints, sealing, caulking,
 diapering and including rubber gasket joints, pointing and any and all other
 services
 Power Post Hole Digger
 Rock Slinger
 Rotary Scarifier or Multiple Head Concrete Chipping Scarifier
 Shot Blast Equipment Operator (8 to 48 inches)
 Small Skid Steer Loader
 Steel Headerboard Man and Guideline Setter
 Trenching Machine, Hand Propelled

GROUP IV

Any Worker Exposed to Raw Sewage
 Asphalt Raker, Luteman, Ironer, Asphalt Dumpman and Asphalt Spreader Boxes (all types)
 Concrete Core Cutter (walls, floors or ceilings), Grinder or Sander
 Concrete Handworking by any method or means
 Concrete Saw Man, Cutting Walls or Flat Work, Scoring old or new concrete
 Cribber, Shorer, Lagging, Sheeting and Trench Bracing, Hand-Guided
 Lagging Hammer
 Head Rock Slinger
 High scaler (including drilling of same)
 Installer of Subsurface Instrumentation, Monitoring Wells or Points,
 Remediation Systems Installer
 Laborer, Asphalt-Rubber Distributor Bootman
 Laser Beam in connection with all Laborer's work
 Oversize Concrete Vibrator Operator, 70 pounds and over
 Pipelayer performing all services in the laying, installation and all forms of
 connection of pipe from the point of receiving pipe until completion
 of operation, including any and all forms of tubular material, whether pipe,
 metallic or non-metallic, conduit and any other stationary type of tubular device
 used for the conveying of any substance or element, whether water, sewage,
 solid, gas, air, or other product whatsoever and without regard to the nature of
 material from which the tubular material is fabricated; No-joint pipe and stripping
 of same; Industrial Pipefitter in connection with Laborers Work
 Prefabricated Manhole Installer
 Sandblaster (Nozzleman), Porta Shot-Blast, Water Blasting
 Subsurface imaging Laborer, Including but not limited to the operation of ground and surface
 penetrating radar, video/CCTV pipe inspection equipment, and radiographic equipment; all
 subsurface imaging and mapping
 Traffic Lane Closure, Certified

Effective
 7/1/25
 \$49.13

GROUP V

Blasters Powderman – All work of loading holes, placing and blasting of all
 powder and explosives of whatever type, regardless of method used for such
 loading and placing
 Driller: All power drills, excluding Jackhammer,
 whether core, diamond, wagon, track, multiple unit, and any and all other types of
 mechanical drills without regard to the form of motive power
 Environmental, Remediation, Monitoring Well, Toxic Waste and Geotechnical Driller
 Toxic Waste Removal
 Welding, certified or otherwise, in connection with Laborers Work

Effective
 7/1/25
 \$49.48

Watchman

Effective
 7/1/25
 \$44.49

APPRENTICESHIP – PROGRAM

Apprentice wages shall be paid pursuant to the wage schedule set forth below and contained in the Apprenticeship Standards of the Joint Apprenticeship Committee, which is based on the following percentages of the Group V Journeyman's rate of **\$49.48** per hour. Apprentices shall receive the appropriate percentage of any increase to the journeyman wage during the term of this Agreement.

The Contractor shall pay to the Laborers Trust Funds the sum designated below for each hour worked or paid on all Apprentices. Apprentices shall receive the appropriate increase to the Journeyman fringe benefit rate increases during the term of this Agreement.

[illegible]

Foreman

Laborer Foremen employed in accordance with the Agreement shall be paid not less than \$2.00 per hour more than the hourly wage rate of the highest Laborer over which they have leadership on their regular crew. In the event the Contractor, at his option, elects to use a Laborer Foreman to supervise other Laborer Foremen, he shall be paid not less than \$2.00 per hour more than the hourly rate of the highest classified Laborer Foreman over whom he has leadership.

Overtime

Time and one-half, except hours worked over 12 in a single workday, Sundays and holidays, which are double (2x) time

Subsistence

Subsistence shall be paid at the rate of forty-five dollars (\$45.00) per scheduled workday. There shall be no prorating of subsistence. Subsistence shall apply to workmen and/or employees who report to work and for whom no work is provided. Subsistence shall be paid on jobs on the following offshore islands:

Richardson Rock	San Miguel Island
Santa Cruz Island	Santa Barbara Island
Arch Rock	San Clemente Island
San Nicholas Island	Santa Rosa Island
Santa Catalina Island	Anacapa Island

Employees reporting at the embarkation point for travel to the above-named islands shall be paid travel time from the mainland to the islands and return at the straight-time rate and in no event shall the travel time be less than one (1) hour regardless of mode of travel.

In lieu of subsistence, the Contractor may provide and maintain acceptable room and board on or immediately adjacent to the project seven (7) days per week in compliance with California Laws.

Sincerely,

SOUTHERN CALIFORNIA
DISTRICT COUNCIL OF LABORERS



Jon P. Preciado
Business Manager