TO: SCCA CONTRACTOR & ALLIED MEMBERS

SUBJECT: TEAMSTERS MASTER LABOR AGREEMENT
EFFECTIVE JULY 1, 2019 - JUNE 30, 2022

Effective July 1, 2020, there will be a $2.00 increase in wages and benefits as follows:

<table>
<thead>
<tr>
<th>Wages</th>
<th>Health &amp; Welfare (Security Fund):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1.00</td>
</tr>
</tbody>
</table>

**FRINGE BENEFITS**

- Pension .................................................................................................................................................. $6.00
- Health & Welfare .................................................................................................................................... 19.62
- *Vacation, Holiday & Sick/Supplemental dues ......................................................................................... *3.15
- Training & Retraining ................................................................................................................................. 1.22
- Apprenticeship Program .............................................................................................................................. 0.60
- Contract Compliance Fund .......................................................................................................................... 0.30
- Industry Advancement Fund ....................................................................................................................... 0.08
- Contract Administration Fund .................................................................................................................... 0.07

* Includes Supplemental Dues of $0.65

*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.

**WAGE CLASSIFICATIONS**

<table>
<thead>
<tr>
<th>Group</th>
<th>Schedule</th>
<th>A</th>
<th>B</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(special shift)</td>
<td>(2nd &amp; 3rd shift)</td>
<td></td>
</tr>
<tr>
<td>Group I</td>
<td>Warehouseman and teamster</td>
<td>32.59</td>
<td>33.09</td>
<td>33.59</td>
</tr>
<tr>
<td>Group II</td>
<td>Driver of Vehicle or Combination of Vehicles - 2 axles</td>
<td>32.74</td>
<td>33.24</td>
<td>33.74</td>
</tr>
<tr>
<td></td>
<td>Traffic Control Car Pilot Car, excluding moving Heavy Equipment Permit load</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Truck Mounted Power Broom</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Group III</td>
<td>Driver of Vehicle or Combination of Vehicles - 3 axles</td>
<td>32.87</td>
<td>33.37</td>
<td>33.87</td>
</tr>
<tr>
<td></td>
<td>Bootman</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cement Mason Distribution Truck</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fuel Truck Driver</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Water Truck 2 axle
Dump Truck and Articulating - less than 16 yds water level
Erosion Control Driver

Group IV
Driver of Transit Mix Truck - under 3 yards
Dumpcrete Truck less than 6½ yds water level
Truck repairman helper

Group V
Water Truck 3 or more axles
Warehouseman Clerk
Slurry Truck Driver

Group VI
Driver of Transit Mix Truck - 3 yds or more
Dumpcrete Truck 6½ yds or over water level
Driver of Vehicle or Combination of Vehicles 4 or more axle
Driver of Oil Spreader Truck - 16 yds to 25 yds
Dump Truck and Articulating - 16 to 25 yards water level
Side Dump Trucks
Flow Boys Dump Trucks

Group VII
A Frame, Swedish Crane or similar
Forklift Driver
Ross Carrier Driver

Group VIII
Dump Trucks and Articulating - 25 yards to 49 yards water level
Articulating Ejector Truck – 25 yards to 49 yards water level
Truck Repairman
Water Pull - Single Engine
Welder

Group IX
Truck Repairman Welder
Low Bed Driver 9 axles or over

Group X
Working Truck Driver
Truck Greaser and Tireman ($0.50 extra for Tireman)
Pipeline and Utility Working Truck Driver,
Including Winch Truck and Plastic Fusion, limited to Pipeline and Utility Work
Water Pull - Single Engine w/attachment
Dump Trucks and Articulating - 50 yards or more water level
Articulating Water Truck

Group XI
Water Truck over 12,000 gals. 2 axle
Water Pull Twin Engine w/attachment
Water pull Twin Engine
Winch Truck Driver ($0.25 additional when operating winch or similar attachments)
Boom Trucks (17K and Below)

Group XII
Boom Truck 17K and above
**Journeyman Information**

<table>
<thead>
<tr>
<th>Basic Hourly Rate</th>
<th>Health &amp; Welfare</th>
<th>Pension</th>
<th>Vacation &amp; Holiday</th>
<th>Training</th>
<th>Other</th>
<th>Total Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>34.12</td>
<td>19.62</td>
<td>$6.00</td>
<td>3.15</td>
<td>1.82</td>
<td>$0.45</td>
<td>65.16</td>
</tr>
</tbody>
</table>

**Apprentice Information Prevailing Wage Projects**

Based on Group X Rate $34.12

<table>
<thead>
<tr>
<th>Period of Training</th>
<th>Duration of Training</th>
<th>% of J’man Wage</th>
<th>Basic Hourly Rate</th>
<th>Health &amp; Welfare</th>
<th>Pension</th>
<th>Vacation Holiday Sick</th>
<th>Training</th>
<th>Other</th>
<th>Total Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>6 mo/600 hrs</td>
<td>53%</td>
<td>$18.08</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$38.36</td>
</tr>
<tr>
<td>2nd</td>
<td>6 mo/600 hrs</td>
<td>60%</td>
<td>$20.47</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$40.75</td>
</tr>
<tr>
<td>3rd</td>
<td>6 mo/600 hrs</td>
<td>68%</td>
<td>$23.20</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$43.48</td>
</tr>
<tr>
<td>4th</td>
<td>6 mo/600 hrs</td>
<td>75%</td>
<td>$25.59</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$45.87</td>
</tr>
<tr>
<td>5th</td>
<td>6 mo/600 hrs</td>
<td>85%</td>
<td>$29.00</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$49.28</td>
</tr>
<tr>
<td>6th</td>
<td>6 mo/600 hrs</td>
<td>95%</td>
<td>$32.41</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$52.69</td>
</tr>
</tbody>
</table>

**Apprentice Information Non-Prevailing Wage Projects**

Based on Group X Rate $34.12

<table>
<thead>
<tr>
<th>Period of Training</th>
<th>Duration of Training</th>
<th>% of J’man Wage</th>
<th>Basic Hourly Rate</th>
<th>Health &amp; Welfare</th>
<th>Pension</th>
<th>Vacation Holiday Sick</th>
<th>Training</th>
<th>Other</th>
<th>Total Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>6 mo/600 hrs</td>
<td>47%</td>
<td>$16.03</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$36.32</td>
</tr>
<tr>
<td>2nd</td>
<td>6 mo/600 hrs</td>
<td>58%</td>
<td>$19.79</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$40.07</td>
</tr>
<tr>
<td>3rd</td>
<td>6 mo/600 hrs</td>
<td>68%</td>
<td>$23.20</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$43.48</td>
</tr>
<tr>
<td>4th</td>
<td>6 mo/600 hrs</td>
<td>79%</td>
<td>$26.95</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$47.23</td>
</tr>
<tr>
<td>5th</td>
<td>6 mo/600 hrs</td>
<td>89%</td>
<td>$30.37</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$50.65</td>
</tr>
<tr>
<td>6th</td>
<td>6 mo/600 hrs</td>
<td>95%</td>
<td>$32.41</td>
<td>$14.56</td>
<td>$2.00</td>
<td>$1.45</td>
<td>$1.82</td>
<td>$0.45</td>
<td>$52.69</td>
</tr>
</tbody>
</table>

**Footnotes:**

(a) Vacation, Holiday & Sick includes amount for Supplemental Dues

**Notes:**

“Other” denotes contributions for:

1. Industry Advancement Fund $.08 per hour
2. Contract Administration Fund $.07 per hour
3. Contract Compliance Fund $.30 per hour

**Sub Journeymen** rates will be as follows:

- 0000-2000 hours $18.80
- 2001-4000 hours $20.80
- 4001-6000 hours $22.80

Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates.
**Fringe benefits** for **Sub journeymen** will be the same as in the Master Labor Agreement, **EXCEPT** that vacation/holidays/sick and supplemental dues will be paid as follows:

- 0000-2000 hours $2.00
- 2001-4000 hours $2.25
- 4001-6000 hours $2.50
- Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates. (See Fringe Benefits above)

**Sub Journeymen** may be employed at a ratio of one (1) sub journeyman for every five (5) journeymen.

1. For the specific job classification of “fuel and grease truck” the ratio of one (1) for five (5) must be maintained.

The Union shall establish and maintain an open non-discriminatory separate employment list for **sub journey**, for the workmen desiring employment on work covered by this Agreement within the area of the Local Union or of the Dispatch Hall serving a particular area of a Local Union. This list will be maintained and handled in the same manner and under the same basic rules as the lists in the Southern California Master Labor Agreement.

**The agreement expires June 30, 2022.**

**Future Increases**
7/1/2021 - $2.00 to be allocated by the union

If there are any questions, please contact the SCCA Office at (657) 223-0800