



SOUTHERN CALIFORNIA CEMENT MASONS NEGOTIATING COMMITTEE

Fitzgerald Jacobs, Chairman
5811 E. Florence Ave.
Bell Gardens, CA 90201-4685
Tel: (323) 771-0991
Fax: (323) 771-2361

Jack Alvarado, Vice Chairman

David Young, Secretary
331 Corporate Terrace Circle
Corona, CA 92879
Tel: (714) 554-0730
Fax: (714) 265-0780

July 1, 2020

**To: All Cement Mason Employers
All Cement Mason Employees**

The 2017-2021 Cement Masons Master Labor Agreement provides for a \$1.85 per hour increase effective July 1, 2020. The Union has determined to allocate the increase as follows: **Vacation: \$0.05 increase, Administration Dues: \$0.05 increase, Defined Benefit Plan (Pension): \$0.15 increase, Health & Welfare: \$0.10 increase and to Wages: \$1.50 increase.**

*** \$0.03 re-allocated from LMCC Compliance to Defined Benefit Plan (Pension)**

Effective July 1, 2020, the following wage rates are payable to Commercial Journeyman Cement Masons:

<u>COMMERCIAL JOURNEYMAN WAGES</u>	(\$1.50 increase)	\$38.50	07/01/2020
Fringe Benefits	(\$0.35 increase)		
Vacation (\$0.05 increase)		4.80	
Supplemental Dues (\$0.05 increase)		2.34	
Pension (\$ 0.18 increase)		6.86*	
Defined Contribution (IRA)		3.00	
Apprenticeship Training		0.64	
Health & Welfare (\$0.10 increase)		8.27	
Industry Advancement		0.08	
Contract Administration		0.07	
LMCC Compliance		0.09*	
		Total Benefit Package \$ 26.15	
		Total Package	\$ 64.65

Machine Rate:	\$0.25 above Journeyman scale
Foreman Rate:	Foreman shall be paid not less than \$3.00 an hour more than the hourly Cement Mason Journeyman rate
General Foreman Rate:	General Foremen shall be paid not less than \$4.00 an hour than the hourly Cement Mason Journeyman rate
Subsistence:	\$30.00 per day/ Off-Shore Islands Only

*****APPRENTICE WAGES / FRINGES*****

<u>COMMERCIAL APPRENTICE</u>	(BASED ON JOURNEYMAN SCALE OF \$38.50)	
1 st Period - 50%	19.25	Benefits: 1st, 2nd, 3rd Periods Health & Welfare, Appr. Training, Supplemental Dues, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$11.49)
2 nd Period - 55%	21.18	
3 rd Period - 60%	23.10	
4 th Period - 65%	25.03	Benefits: 4th Period Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$16.29)
5 th Period - 70%	26.95	
6 th Period - 75%	28.88	
7 th Period - 80%	30.80	Benefits: 5th, 6th, 7th, 8th Periods Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Pension, Defined Contribution (IRA) Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$26.15)
8 th Period - 90%	34.65	