



SOUTHERN CALIFORNIA CEMENT MASONS NEGOTIATING COMMITTEE

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July 1, 2021

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

The 2021-2025 Cement Masons Master Labor Agreement provides for a \$2.20 per hour increase effective July 1, 2021. The Union has determined to allocate the increase as follows: **Vacation: \$0.10 increase, Administration Dues: \$0.04 increase, Defined Benefit Plan (Pension): \$0.15 increase, Health & Welfare: \$0.11 increase, Defined Contribution (IRA): \$0.25 increase and to Wages: \$1.55 increase.** (Future increases: July 1, 2022 - \$2.25, July 1, 2023 - \$2.25 and July 1, 2024 - \$2.15; A predetermined amount of \$0.15 each year will be allocated to the Defined Benefit Pension) *

Effective July 1, 2021, the following wage rates are payable to Commercial Journeyman Cement Masons:

COMMERCIAL JOURNEYMAN WAGES	(\$1.55 increase)	\$40.05	07/01/2021
Fringe Benefits	(\$0.65 increase)		
Vacation (\$0.10 increase)		4.90	
Supplemental Dues (\$0.04 increase)		2.38	
Pension (\$0.15 increase)		7.01	
Defined Contribution (IRA) (\$0.25 increase)		3.25	
Apprenticeship Training		0.64	
Health & Welfare (\$0.11 increase)		8.38	
Industry Advancement		0.08	
Contract Administration		0.07	
LMCC Compliance		0.09	
		Total Benefit Package \$ 26.80	
		Total Package	\$ 66.85

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:	\$45.00 per day/ Off-Shore Islands Only

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

COMMERCIAL APPRENTICE		(BASED ON JOURNEYMAN SCALE OF \$40.05)
1 st Period - 50%	20.03	Benefits: 1 st , 2 nd , 3 rd Periods Health & Welfare, Appr. Training, Supplemental Dues, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$11.64)
2 nd Period - 55%	22.03	
3 rd Period - 60%	24.03	
4 th Period - 65%	26.03	Benefits: 4 th Period Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$16.54)
5 th Period - 70%	28.04	
6 th Period - 75%	30.04	Benefits: 5 th , 6 th , 7 th , 8 th Periods Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Pension, Defined Contribution (IRA) Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$26.80)
7 th Period - 80%	32.04	
8 th Period - 90%	36.05	