



# SOUTHERN CALIFORNIA CEMENT MASONS NEGOTIATING COMMITTEE

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July 1, 2023

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

The 2021-2025 Cement Masons Master Labor Agreement provides for a \$2.25 per hour increase effective July 1, 2023. The Union has determined to allocate the increase as follows: **Administration Dues: \$0.03 increase, Defined Benefit Plan (Pension): \$0.15 increase, Health & Welfare: \$0.07 increase and to Wages: \$2.00 increase.** (Future increases: July 1, 2024 - \$2.15; A predetermined amount of \$0.15 each year will be allocated to the Defined Benefit Pension) \*

Effective July 1, 2023 the following wage rates are payable to Commercial Journeyman Cement Masons:

<b><u>COMMERCIAL JOURNEYMAN WAGES</u></b>	(\$2.00 increase)	\$44.00	07/01/2023
Fringe Benefits	(\$0.25 increase)		
Vacation		4.90	
Supplemental Dues (\$0.03 increase)		2.44	
Pension (\$0.15 increase)		7.33	
Defined Contribution (IRA)		3.30	
Apprenticeship Training		0.64	
Health & Welfare (\$0.07 increase)		8.50	
Industry Advancement		0.08	
Contract Administration		0.07	
LMCC Compliance		0.09	
		<b>Total Benefit Package \$ 27.35</b>	
		<b>Total Package</b>	<b><u>\$ 71.35</u></b>

<b>Machine Rate:</b>	<b>\$0.25 above Journeyman scale</b>
<b>Foreman Rate:</b>	<b>Foreman shall be paid not less than \$3.00 an hour more than the hourly Cement Mason Journeyman rate</b>
<b>General Foreman Rate:</b>	<b>General Foremen shall be paid not less than \$4.00 an hour than the hourly Cement Mason Journeyman rate</b>
<b>Subsistence:</b>	<b>\$45.00 per day/ Off-Shore Islands Only</b>

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

<b><u>COMMERCIAL APPRENTICE</u></b>		<b>(BASED ON JOURNEYMAN SCALE OF \$44.00)</b>
1 <sup>st</sup> Period - 50%	22.00	<b>Benefits: 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> Periods</b> Health & Welfare, Appr. Training, Supplemental Dues, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$11.82)
2 <sup>nd</sup> Period - 55%	24.20	
3 <sup>rd</sup> Period - 60%	26.40	
4 <sup>th</sup> Period - 65%	28.60	<b>Benefits: 4<sup>th</sup> Period</b> Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$16.72)
5 <sup>th</sup> Period - 70%	30.80	
6 <sup>th</sup> Period - 75%	33.00	<b>Benefits: 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> Periods</b> Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Pension, Defined Contribution (IRA) Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$27.35)
7 <sup>th</sup> Period - 80%	35.20	
8 <sup>th</sup> Period - 90%	39.60	