



SOUTHERN CALIFORNIA
CEMENT MASONS
NEGOTIATING COMMITTEE



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To: All Cement Mason Employers
All Cement Mason Employees

JULY 01, 2025

The 2025-2028 Cement Masons Master Labor Agreement provides for a \$4.01 per hour increase effective July 1, 2025. The Union has determined to allocate the increase as follows: **Supplemental Dues: \$0.05 increase, Defined Benefit Plan (Pension): \$1.00 increase, Health & Welfare: \$0.25 increase, Defined Contribution (IRA) \$0.50 increase and to Wages: \$2.20 increase. In Addition to this year's allocation, per Associations' request, one cent (\$0.01) will be added to Contract Administration Fund. (CAF 2nd year will be \$0.09 and 3rd year \$0.10)**
(Future Allocations: July 01, 2026 - \$3.16 & July 01, 2027 - \$3.21)

Effective July 1, 2025 the following wage rates are payable to Commercial Journeyman Cement Masons:

COMMERCIAL JOURNEYMAN WAGES (\$2.20 increase) **\$47.70** **07/01/2025**

Vacation Fund		\$5.00
Supplemental Dues	(\$0.05 increase)	\$2.52
Pension	(\$1.00 increase)	\$8.48
Defined Contribution (IRA)	(\$0.50 increase)	\$3.87
Apprenticeship Training		\$0.64
Health & Welfare	(\$0.25 increase)	\$9.08
Industry Advancement		\$0.10
Contract Administration	(\$0.01 increase)	\$0.08
LMCC Compliance		\$0.06

Total Benefit Package \$ 29.83

Total Package \$ 77.53

Troweling Machine Rate: \$1.00 above Journeyman scale (New Rate Adjustment \$0.25 to \$1.00)

Aerial Boom Platforms, Suspended or Fixed Scaffold: \$1.00 per hour over the applicable rate

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 more than the hourly Cement Mason Journeyman rate.

Subsistence: \$75.00 per day/ Off-Shore Islands Only (New Rate Adjustment \$45.00 to \$75.00)

****COMMERCIAL APPRENTICE WAGE AND FRINGE BENEFIT CONTRIBUTIONS****

Based on Journeyman scale of \$47.70 (Four Year Program)

1ST - 50% \$23.85 H&W, Appr Training, Sup/Admin Dues, IF, CAF, LMCC (Fringe Package: \$12.48)

2ND - 55% \$26.24 H&W, Appr Training, Sup/Admin Dues, IF, CAF, LMCC (Fringe Package: \$12.48)

3RD - 60% \$28.62 H&W, Appr Training, Sup/Admin Dues, IF, CAF, LMCC (Fringe Package: \$12.48)

4TH - 65% \$31.01 H&W, Appr Training, Sup/Admin Dues, IF, CAF, Vac, LMCC (Fringe Package: \$17.48)

5TH - 70% \$33.39 All Benefits (Fringe Package: \$29.83)

6TH - 75% \$35.78 All Benefits (Fringe Package: \$29.83)

7TH - 80% \$38.16 All Benefits (Fringe Package: \$29.83)

8TH - 90% \$42.93 All Benefits (Fringe Package: \$29.83)