



SOUTHERN CALIFORNIA CEMENT MASONS NEGOTIATING COMMITTEE

Jack Alvarado, Chairman

Ricardo Gonzalez, Vice Chairman

David Young, Secretary

To: All Cement Mason Employers
All Cement Mason Employees

July 01, 2026

The 2025-2028 Cement Masons Master Labor Agreement provides for a \$3.16 per hour increase effective July 1, 2026. The Union has determined to allocate the increase as follows: *Supplemental Dues: \$0.05 increase, Defined Contribution (IRA) \$0.63 increase, Vacation Fund \$0.17 increase and to Wages \$2.30 increase.* This year's allocation includes, per Associations' request, *one cent (\$0.01)* will be added to Contract Administration Fund.

(Future Allocations: July 01, 2027 - \$3.21)

Effective July 1, 2026 the following wage rates are payable to Commercial Journeyman Cement Masons:

COMMERCIAL JOURNEYMAN WAGES (\$2.30 increase) **\$50.00**

Fringe Benefits (\$0.86 increase)

Vacation Fund	(\$0.17 increase)	\$5.17
Supplemental Dues	(\$0.05 increase)	\$2.57
Pension		\$8.48
Defined Contribution (IRA)	(\$0.63 increase)	\$4.50
Apprenticeship Training		\$0.64
Health & Welfare		\$9.08
Industry Advancement		\$0.10
Contract Administration	(\$0.01 increase)	\$0.09
LMCC Compliance		\$0.06

Total Benefits \$30.69

Total Package \$ 80.69

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 than the hourly Cement Mason Journeyman rate.

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

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

COMMERCIAL APPRENTICE

(BASED ON JOURNEYMAN SCALE OF \$50.00)

1 st Period - 50%	\$25.00	H&W, Appr. Training, Supp/Admin Dues, IA, CAF & LMCC
2 nd Period - 55%	\$27.50	H&W, Appr. Training, Supp/Admin Dues, IA, CAF & LMCC
3 rd Period - 60%	\$30.00	H&W, Appr. Training, Supp/Admin Dues, IA, CAF & LMCC (<u>Fringe Package \$12.54</u>)
4 th Period - 65%	\$32.50	H&W, Vacation, Appr. Training, Supp/Admin Dues, IA, CAF & LMCC (<u>Fringe Package: \$17.71</u>)
5 th Period - 70%	\$35.00	H&W, Vacation, Pension, IRA, Appr. Training, Supp/Admin Dues, IA,
6 th Period - 75%	\$37.50	CAF & LMCC
7 th Period - 80%	\$40.00	(<u>Fringe Package \$30.69</u>)
8 th Period - 90%	\$45.00	

SOUTHERN CALIFORNIA CEMENT MASONS WAGE AND FRINGE COMMERCIAL PACKAGE SCHEDULE

CEMENT MASONS WAGE & FRINGE SCHEDULE INCREASE / EFFECTIVE JULY 01, 2026

CLASS		CLASSIFICATION	TAXABLE WAGE SCHEDULE				NON TAXABLE SCHEDULE OF BENEFITS PAYABLE BY 15TH OF NEXT MONTH										TOTAL TO TRUST
SYMBOL			BASE WAGE	VACATION PAY	SUPPLEMENTAL DUES	HEALTH WELFARE	PENSION CONTRIBUT	DEFINED IRA	APPRENTICE TRAINING	INDUSTRY ADVANCE	CONTRACT ADMINISTR.	LMCC COMPLIANCE	TOTAL BURDEN				
CM-GF		GENERAL FOREMAN	\$ 54.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 84.69	\$ 30.69			
CM-JF		CEMENT MASON FORMAN	\$ 53.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 83.69	\$ 30.69			
CM-JM		JOURNEYMAN MACHINE	\$ 51.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 81.69	\$ 30.69			
CM-JS		JOURNEYMAN-SWING ST	\$ 51.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 81.69	\$ 30.69			
CM-J		JOURNEYMAN	\$ 50.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 80.69	\$ 30.69			
CM-APP1		1ST PERIOD APPRENTICE	\$ 25.00	N/A	\$ 2.57	\$ 9.08	N/A	N/A	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 37.54	\$ 12.54			
CM-APP2		2ND PERIOD APPRENTICE	\$ 27.50	N/A	\$ 2.57	\$ 9.08	N/A	N/A	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 40.04	\$ 12.54			
CM-APP3		3RD PERIOD APPRENTICE	\$ 30.00	N/A	\$ 2.57	\$ 9.08	N/A	N/A	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 42.54	\$ 12.54			
CM-APP4		4TH PERIOD APPRENTICE	\$ 32.50	\$ 5.17	\$ 2.57	\$ 9.08	N/A	N/A	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 50.21	\$ 17.71			
CM-APP5		5TH PERIOD APPRENTICE	\$ 35.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 65.69	\$ 30.69			
CM-APP6		6TH PERIOD APPRENTICE	\$ 37.50	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 68.19	\$ 30.69			
CM-APP7		7th PERIOD APPRENTICE	\$40.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 70.69	\$ 30.69			
CM-APP8		8TH PERIOD APPRENTICE	\$45.00	\$ 5.17	\$ 2.57	\$ 9.08	\$ 8.48	\$ 4.50	\$ 0.64	\$ 0.10	\$ 0.09	\$ 0.06	\$ 75.69	\$ 30.69			

APPRENTICE TO JOURNEYMAN RATIO

NUMBER OF JOURNEYMAN	1	2	3	4	5	6	7	8	9	10	11
NUMBER OF APPRENTICES	1	2	3	4	5	6	7	8	9	10	11
TOTAL CREW SIZE	2	4	6	8	10	12	14	16	18	20	22
APPRENTICES REQUIRED	Pursuant to 1777.5 of the Labor Code - For every five (5) hours of Journeyman, <u>must</u> have one (1) hour of Apprenticeship.										

THE ABOVE RATES ARE POSTED WITH THE DEPARTMENT OF INDUSTRIAL RELATIONS AS PREVAILING WAGES IN THE 11 SOUTHERN CA. COUNTIES OF SAN LUIS OBISPO, SANTA BARBARA, VENTURA, KERN, INYO, MONO, LOS ANGELES, ORANGE, SAN BERNADINO, RIVERSIDE AND IMPERIAL AND OFF SHORE ISLANDS AS INDICATED IN THE SOUTHERN CALIFORNIA CEMENT MASONS MASTER LABOR AGREEMENT.