



SAN DIEGO CEMENT MASONS NEGOTIATING COMMITTEE

JACK ALVARADO, CHAIRMAN * CRUZ RAMOS JR, COMMITTEE * JESUS CARO, COMMITTEE

To: All San Diego Cement Masons Employers
All San Diego Cement Masons Employees

JULY 01, 2026

This Agreement shall become effective on July 01, 2026 and remain in full force and effective through June 30, 2029. The 2026-2029 San Diego Cement Masons Master Labor Agreement provides for a **\$4.03 per hour increase effective July 01, 2026**. The Union has determined to allocate the increase as follows: Supplemental Dues \$0.10 increase, Defined Contribution (IRA) \$1.50 (**Newly negotiated benefit**) and to Wages \$2.40 increase. **The allocation of \$0.03 will be added to SDCAF, per Association request.**

(*Future Allocations: July 01, 2027- \$4.75; July 01, 2028 \$4.75)

ENGINEERING AGREEMENT - JOURNEYMAN

WAGES	(\$2.40 increase)	\$51.36	<u>Total Taxable: \$59.68</u>
VACATION		\$5.75	Wages, Vacation & Supp. Dues
SUPPLEMENTAL DUES	(\$0.10 increase)	\$2.57	
PENSION		\$14.65	<u>Total Fringe: \$34.35</u>
DEFINED CONTRIBUTION (IRA)		\$1.50	Vacation, Supp. Dues, Pension, IRA, H&W
HEALTH AND WELFARE		\$9.08	Apprenticeship & SDCAF
APPRENTICESHIP		\$0.64	
SDCAF	(\$0.03 increase)	\$0.16	<u>Total Package: \$85.71</u>

**** Machine Rate: \$0.25 per hour above Journeyman Rate**

**** Foreman Rate: \$3.00 per hour above Journeyman Rate**

***** APPRENTICESHIP WAGES AND FRINGES *****

Engineering Apprentices (BASED ON JOURNEYMAN SCALE OF \$51.36)

1 ST PERIOD – 60%	\$30.82	<u>Benefits 1st & 2nd Periods:</u> H&W, Supp. Dues and Apprenticeship
2 ND PERIOD – 65%	\$33.38	<i>(Fringe Package: \$12.29)</i>
3 RD PERIOD – 70%	\$35.95	<u>Benefits 3rd, 4th, 5th & 6th Periods:</u>
4 TH PERIOD – 75%	\$38.52	Vacation, Supp. Dues, Pension, IRA, H&W, Apprenticeship and SDCAF
5 TH PERIOD – 80%	\$41.09	<i>(Fringe Package: \$34.35)</i>
6 TH PERIOD – 90%	\$46.22	