April 24, 2020

NOTICE TO CONTRACTORS

Under the terms of the 2018-2022 SOUTHERN CALIFORNIA MASTER LABOR AGREEMENT, the Union is allocating the July 1, 2020, $2.10 per hour increase as follows:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages</td>
<td>$1.15</td>
</tr>
<tr>
<td>Health/Welfare</td>
<td>$0.53</td>
</tr>
<tr>
<td>Annuity</td>
<td>$0.41</td>
</tr>
<tr>
<td>Training &amp; Retraining</td>
<td>$0.01</td>
</tr>
</tbody>
</table>

Based upon the above allocation, the following Wage and Fringe Benefit Schedule becomes effective July 1, 2020.

Hourly Rates

<table>
<thead>
<tr>
<th>Journeyman Wage &amp; Fringe Benefit Rates</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Group 1 Base Wage</strong></td>
<td>$36.39</td>
</tr>
<tr>
<td><strong>Group 2 Base Wage</strong></td>
<td>$36.94</td>
</tr>
<tr>
<td><strong>Group 3 Base Wage</strong></td>
<td>$37.49</td>
</tr>
<tr>
<td><strong>Group 4 Base Wage</strong></td>
<td>$39.04</td>
</tr>
<tr>
<td><strong>Group 5 Base Wage</strong></td>
<td>$39.39</td>
</tr>
<tr>
<td><strong>Watchman Base Wage</strong></td>
<td>$34.40</td>
</tr>
<tr>
<td><strong>Water Truck Two-Axle Base Wage</strong></td>
<td>$37.00</td>
</tr>
<tr>
<td>Health &amp; Welfare</td>
<td>8.00</td>
</tr>
<tr>
<td>Pension</td>
<td>8.40</td>
</tr>
<tr>
<td>Vacation (Supplemental Dues $1.84)</td>
<td>4.87</td>
</tr>
<tr>
<td>Annuity Fund</td>
<td>0.91</td>
</tr>
<tr>
<td>Training &amp; Retraining</td>
<td>0.70</td>
</tr>
<tr>
<td>Center for Contract Compliance</td>
<td>0.30</td>
</tr>
<tr>
<td>Industry Fund</td>
<td>0.08</td>
</tr>
<tr>
<td>Contract Administration Fund</td>
<td>0.07</td>
</tr>
<tr>
<td>Laborers Trusts’ Administrative Trust Fund</td>
<td>0.06</td>
</tr>
<tr>
<td>Partnership For Jobs Industry Advancement Fund</td>
<td>0.10</td>
</tr>
</tbody>
</table>

Residential Wage & Fringe Benefit Rates (See Appendix “A” for definition)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cleanup, Landscaping, Fencing (Chain link or Wood): Base Wage</td>
<td>$34.91</td>
</tr>
<tr>
<td>All other work on residential projects as described in MLA: Base Wage</td>
<td>$35.91</td>
</tr>
<tr>
<td>Health &amp; Welfare</td>
<td>8.00</td>
</tr>
<tr>
<td>Pension</td>
<td>5.84</td>
</tr>
<tr>
<td>Vacation (Supplemental Dues $1.63)</td>
<td>3.97</td>
</tr>
<tr>
<td>Annuity Fund</td>
<td>0.91</td>
</tr>
<tr>
<td>Training &amp; Retraining</td>
<td>0.70</td>
</tr>
<tr>
<td>Laborers Trusts’ Administrative Trust Fund</td>
<td>0.06</td>
</tr>
</tbody>
</table>

Feel the Power

LiUNA!
GROUP I

Boring Machine Helper (outside)  Effective  7/1/20  $36.39
Certified Confined Space Laborer
Cleaning and Handling of Panel Forms
Concrete Curb and Gutter Laborer
Concrete Screeding for Rough Strike-Off
Concrete, Water Curing
Demolition Laborer, the cleaning of brick if performed by an employee
performing any other phase of demolition work, and the cleaning of lumber
Environmental, Remediation, Monitoring Well, Toxic Waste & Geotechnical Drill Helper
Expansion Joint Caulking by any method (including preparation and clean-up)
Fiberoptic Installation, Blowing, Splicing, Testing and related work
Fire Watcher, Limbers, Brush Loaders, Pilers and Debris Handlers
Flagman
Gas, Oil and/or Water Pipeline Laborer
Laborer, Asphalt-Rubber Material Loader
Laborer, Concrete
Laborer, General or Construction
Laborer, General Cleanup
Laborer, Landscaping
Laborer, Jetting
Laborer, Refinery: all Laborers work in refineries, including but not limited to General Laborers work, firewatch, bottle
watch, hole watch, Safety Attendant, fire blanket, weather protection, hydroblasting, distribution of drinking water,
all demolition, emergency spill cleanup, flagging and traffic control, erosion control and silt fence, concrete work,
cleanup and janitorial cleanup, and catch fence
Laborer, Temporary Water and Air Lines
Metal Locker Installation and related work
Plugging, Filling of Shee-Bolt Holes; Dry Packing of Concrete and Patching
Post Hole Digger (Manual)
Railroad Maintenance, Repair Trackman and Road Beds; Streetcar and Railroad
Construction Track Laborers
Rigging and Signaling
Scaler
Slip Form Raisers
Tarman and Mortar Man
Tool Crib or Tool House Laborer
Traffic Control by any method (including assisting in the moving and installation of construction signs,
barriers barricade, delineators, cones, etc.)
Traffic Control Pilot Truck. Vehicle Operator in connection with all Laborers work.
Water Well Drill Helper
Window Cleaner
Wire Mesh Pulling – All Concrete Pouring Operations
Water Truck - Two-Axle ($0.61 over Group 1 scale; see Appendix D for Fringe Benefit Rates)

GROUP II

Asphalt Shoveler  Effective  7/1/20  $36.94
Cesspool Digger and Installer
Cement Dumper (on 1 yard or larger mixer and handling bulk cement)
Chucktender
Chute Man, pouring concrete, the handling of the chute from readymix trucks,
such as walls, slabs, decks, floors, foundations, footings, curbs, gutters and sidewalks
Concrete Curer – Impervious Membrane and Form Oiler
Cutting Torch Operator (Demolition)
Fine Grader, Highways and Street Paving, Airport, Runways, and similar type heavy construction
Gas, Oil and/or Water Pipeline Wraper, Pot Tender and Form Man
Grout Man (including forming, pouring, handling, mixing, finishing and cleanup of all types of grout)
Guinea Chaser
Headerboard Man – Asphalt
Installation of all Asphalt Overlay Fabric and Materials used for Reinforcing Asphalt
Laborer, Packing Rod Steel and Pans
Membrane Vapor Barrier Installer
Power Broom Sweepers (small)
Riprap, Stonepaver, placing stone or wet sacked concrete
Roto Scraper and Tiller
Sandblaster (Pot Tender)
Septic Tank Digger and Installer (leadman)
Tank Scaler and Cleaner
Tree Climber, Faller, Chain Saw Operator, Pittsburgh Chipper and similar type
Brush Shredders
Underground Laborers, including Caisson Bellerow

GROUP III

Asphalt, Installation of all fabrics  Effective  7/1/20  $37.49
Buggymobile Man
Bushing Hammer
Compactor (all types including Tamper, Barko, Wacker)
Concrete Cutting Torch
Concrete Pile Cutter
Driller, Jackhammer, 2-1/2 feet drill steel or longer
Dri Pak-it Machine
Fence Erector
Gas, Oil and/or Water Pipeline Wrapper – 6" Pipe and over by any method, inside and out
Guardrail Erector
Hydro Seeder and Similar Type
Impact Wrench, Multi-Plate
Kettlemen, Potmen and Men applying asphalt, lay-kold, creosote, lime caustic and similar type materials ("applying" means applying, dipping, brushing or handling of such materials for pipe wrapping and waterproofing)
Material Hoseman (Walls, Slabs, Floors and Decks)
Operators of Pneumatic, Gas, Electric Tools, Vibrating Machines, Pavement Breakers, Air Blasting, Come-Along, and similar mechanical tools not separately classified herein; operation of remote controlled robotic tools in connection with Laborers' work
Piplayer's Backup Man, coating, grouting, making of joints, sealing, caulking, diapering and including rubber gasket joints, pointing and any and all other services
Power Post Hole Digger
Rock Slinger
Rotary Scarifier or Multiple Head Concrete Chipping Scarifier
Shot Blast Equipment Operator (8 to 48 inches)
Small Skid Steer Loader
Steel Headerboard Man and Guideline Setter
Trenching Machine, Hand Propelled

GROUP IV
Any Worker Exposed to Raw Sewage
Asphalt Raker, Luteman, Ironer, Asphalt Dumpman and Asphalt Spreader Boxes (all types)
Concrete Core Cutter (walls, floors or ceilings), Grinder or Sander
Concrete Handworking by any method or means
Concrete Saw Man, Cutting Walls or Flat Work, Scoring old or new concrete
Cribber, Shorer, Lagging, Sheeting and Trench Bracing, Hand-Guided
Lagging Hammer
Head Rock Slinger
High scaller (including drilling of same) * moved from Group III*
Installer of Subsurface Instrumentation, Monitoring Wells or Points,
Remediation Systems Installer
Laborer, Asphalt Rubber Distributor Bootman
Laser Beam in connection with all Laborer's work
Oversize Concrete Vibrator Operator, 70 pounds and over
Piplayer performing all services in the laying, installation and all forms of connection of pipe from the point of receiving pipe until completion of operation, including any and all forms of tubular material, whether pipe, metallic or non-metallic, conduit and any other stationary type of tubular device used for the conveyance of any substance or element, whether water, sewage, solid, gas, air, or other product whatsoever and without regard to the nature of material from which the tubular material is fabricated; No-Joint pipe and stripping of same; Industrial Pipefitter in connection with Laborers Work
Prefabricated Manhole Installer
Sandblaster (Nozzleman), Porta Shot-Blast, Water Blasting
Subsurface Imaging Laborer, Including but not limited to the operation of ground and surface penetrating radar, video/CCTV pipe inspection equipment, and radiographic equipment; all subsurface imaging and mapping
Traffic Lane Closure, Certified

GROUP V
Blasters Powderman – All work of loading holes, placing and blasting of all powder and explosives of whatever type, regardless of method used for such loading and placing
Driller: All power drills, excluding Jackhammer, whether core, diamond, wagon, track, multiple unit, and any and all other types of mechanical drills without regard to the form of motive power
Environmental, Remediation, Monitoring Well, Toxic Waste and Geotechnical Driller
Toxic Waste Removal
Watchman
APPRENTICESHIP – PROGRAM

Apprentice wages shall be paid pursuant to the wage schedule set forth below and contained in the Apprenticeship Standards of the Joint Apprenticeship Committee, which is based on the following percentages of the Group V Journeyman's rate of $39.39 per hour. Apprentices shall receive the appropriate percentage of any increase to the journeyman wage during the term of this Agreement.

The Contractor shall pay to the Laborers Trust Funds the sum designated below for each hour worked or paid on all Apprentices. Apprentices shall receive the appropriate increase to the Journeyman fringe benefit rate increases during the term of this Agreement.

<table>
<thead>
<tr>
<th></th>
<th>1st Period</th>
<th>% of Rate</th>
<th>2nd Period</th>
<th>% of Rate</th>
<th>3rd Period</th>
<th>% of Rate</th>
<th>4th Period</th>
<th>% of Rate</th>
<th>5th Period</th>
<th>% of Rate</th>
<th>6th Period</th>
<th>% of Rate</th>
<th>Jour. Group 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage Rate</td>
<td>$19.70</td>
<td>50%</td>
<td>$21.66</td>
<td>55%</td>
<td>$23.63</td>
<td>60%</td>
<td>$27.57</td>
<td>70%</td>
<td>$31.51</td>
<td>80%</td>
<td>$33.48</td>
<td>85%</td>
<td>$39.39</td>
</tr>
<tr>
<td>Health &amp; Welfare</td>
<td>$5.60</td>
<td>70%</td>
<td>$5.60</td>
<td>70%</td>
<td>$5.60</td>
<td>70%</td>
<td>$5.60</td>
<td>70%</td>
<td>$5.60</td>
<td>70%</td>
<td>$5.60</td>
<td>70%</td>
<td>$8.00</td>
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<tr>
<td>Pension</td>
<td>$1.68</td>
<td>20%</td>
<td>$1.68</td>
<td>20%</td>
<td>$1.68</td>
<td>20%</td>
<td>$1.68</td>
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<td>$1.68</td>
<td>20%</td>
<td>$1.68</td>
<td>20%</td>
<td>$8.40</td>
</tr>
<tr>
<td>Vacation/Supp. Dues*</td>
<td>$3.41</td>
<td>70%</td>
<td>$3.41</td>
<td>70%</td>
<td>$3.41</td>
<td>70%</td>
<td>$3.41</td>
<td>70%</td>
<td>$3.41</td>
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<td>$3.41</td>
<td>70%</td>
<td>$4.87</td>
</tr>
<tr>
<td>Annuity Fund</td>
<td>$0.91</td>
<td>100%</td>
<td>$0.91</td>
<td>100%</td>
<td>$0.91</td>
<td>100%</td>
<td>$0.91</td>
<td>100%</td>
<td>$0.91</td>
<td>100%</td>
<td>$0.91</td>
<td>100%</td>
<td>$0.91</td>
</tr>
<tr>
<td>Training &amp; Retraining</td>
<td>$0.70</td>
<td>100%</td>
<td>$0.70</td>
<td>100%</td>
<td>$0.70</td>
<td>100%</td>
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<tr>
<td>Center for Contract Compliance</td>
<td>$0.30</td>
<td>100%</td>
<td>$0.30</td>
<td>100%</td>
<td>$0.30</td>
<td>100%</td>
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<td>$0.30</td>
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<tr>
<td>Industry Fund</td>
<td>$0.08</td>
<td>100%</td>
<td>$0.08</td>
<td>100%</td>
<td>$0.08</td>
<td>100%</td>
<td>$0.08</td>
<td>100%</td>
<td>$0.08</td>
<td>100%</td>
<td>$0.08</td>
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<td>$0.08</td>
</tr>
<tr>
<td>Contract Administration Fund</td>
<td>$0.07</td>
<td>100%</td>
<td>$0.07</td>
<td>100%</td>
<td>$0.07</td>
<td>100%</td>
<td>$0.07</td>
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<td>100%</td>
<td>$0.07</td>
<td>100%</td>
<td>$0.07</td>
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<tr>
<td>Laborers Trusts' Admin. Trust Fund</td>
<td>$0.06</td>
<td>100%</td>
<td>$0.06</td>
<td>100%</td>
<td>$0.06</td>
<td>100%</td>
<td>$0.06</td>
<td>100%</td>
<td>$0.06</td>
<td>100%</td>
<td>$0.06</td>
<td>100%</td>
<td>$0.06</td>
</tr>
<tr>
<td>Partnership for Jobs Industry Adv. Fund</td>
<td>$0.10</td>
<td>100%</td>
<td>$0.10</td>
<td>100%</td>
<td>$0.10</td>
<td>100%</td>
<td>$0.10</td>
<td>100%</td>
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<tr>
<td>Total Package</td>
<td>$32.61</td>
<td></td>
<td>$34.57</td>
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<td>$36.54</td>
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<td>$40.48</td>
<td></td>
<td>$44.42</td>
<td></td>
<td>$46.39</td>
<td></td>
<td>$62.88</td>
</tr>
<tr>
<td>(Total Benefits)</td>
<td>($12.91)</td>
<td></td>
<td>($12.91)</td>
<td></td>
<td>(12.91)</td>
<td></td>
<td>(12.91)</td>
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<td>(12.91)</td>
<td></td>
<td>(12.91)</td>
<td></td>
<td>($23.49)</td>
</tr>
<tr>
<td>Supplemental Dues*</td>
<td>$1.29</td>
<td></td>
<td>$1.29</td>
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<td>$1.29</td>
<td></td>
<td>$1.29</td>
<td></td>
<td>$1.29</td>
<td></td>
<td>$1.29</td>
<td></td>
<td>$1.84</td>
</tr>
</tbody>
</table>

- 4 -
Foreman

Laborer Foremen employed in accordance with the Agreement shall be paid not less than $2.00 per hour more than the hourly wage rate of the highest Laborer over which they have leadership on their regular crew. In the event the Contractor, at his option, elects to use a Laborer Foreman to supervise other Laborer Foremen, he shall be paid not less than $1.25 per hour more than the hourly rate of the highest classified Laborer Foreman over whom he has leadership.

Overtime

Time and one-half, except hours worked over 12 in a single workday, Sundays and holidays, which are double (2x) time.

Subsistence

Subsistence shall be paid at the rate of forty-five dollars ($45.00) per scheduled workday. There shall be no prorating of subsistence. Subsistence shall apply to workmen and/or employees who report to work and for whom no work is provided. Subsistence shall be paid on jobs on the following offshore islands:

Richardson Rock  San Miguel Island
Santa Cruz Island  Santa Barbara Island
Arch Rock         San Clemente Island
San Nicholas Island  Santa Rosa Island
Santa Catalina Island  Anacapa Island

Employees reporting at the embarkation point for travel to the above-named islands shall be paid travel time from the mainland to the islands and return at the straight-time rate and in no event shall the travel time be less than one (1) hour regardless of mode of travel.

In lieu of subsistence, the Contractor may provide and maintain acceptable room and board on or immediately adjacent to the project seven (7) days per week in compliance with California Laws.

FUTURE INCREASES (TO BE ALLOCATED BY THE UNION):
July 1, 2021: $2.15 an hour

SOUTHERN CALIFORNIA DISTRICT
COUNCIL OF LABORERS

[Signature]

Jon P. Preciado
Business Manager
April 24, 2020

NOTICE TO CONTRACTORS

Under the terms of the 2018-2022 SOUTHERN CALIFORNIA MASTER LABOR AGREEMENT “Appendix D”, the following Wage and Fringe Benefit Schedule becomes effective July 1, 2020 as follows:

**Hourly Rates**

<table>
<thead>
<tr>
<th>Water Truck-Two-Axle Classification</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1 Water Truck Base Wage</td>
<td>$37.00</td>
</tr>
<tr>
<td>Health &amp; Welfare</td>
<td>8.83</td>
</tr>
<tr>
<td>Pension</td>
<td>8.40</td>
</tr>
<tr>
<td>Vacation (Supplemental Dues $1.84)</td>
<td>4.87</td>
</tr>
<tr>
<td>Annuity Fund</td>
<td>1.70</td>
</tr>
<tr>
<td>Training</td>
<td>2.55</td>
</tr>
<tr>
<td>Fund for Construction Industry Advancement</td>
<td>.08</td>
</tr>
<tr>
<td>Center for Contract Compliance</td>
<td>.30</td>
</tr>
<tr>
<td>Contract Administration Fund</td>
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<td>.06</td>
</tr>
<tr>
<td>Partnership for Jobs Industry Advancement Fund</td>
<td>.10</td>
</tr>
</tbody>
</table>

**Future Increases:**

7/1/21: To be determined and approved by the Associations and the Union.

SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

Jon P. Preciado
Business Manager