ATTENTION ALL CONTRACTORS

To: All Signatory Contractors to the Laborers Master Labor Agreement

From: Jon P. Preciado, Business Manager
Southern California District Council of Laborers

Date: June 7, 2022

The Southern California District Council of Laborers recently concluded negotiations with the United Contractors and ECA and reached a new four-year Master Labor Agreement covering the 11 Southern California Counties, that commences on July 1, 2022, and continues through June 30, 2026.

The economic terms of the agreement call for a $3.16 per hour increase effective July 1, 2022. The future increases that will take effect on July 1st each year thereafter are as follows:

July 1, 2023: $3.20 to be allocated by the Union
July 1, 2024: $3.30 to be allocated by the Union
July 1, 2025: $3.40 to be allocated by the Union

Attached hereto is the “NOTICE TO CONTRACTORS” which contains the new wage and fringe benefit rates for Laborers and Apprentices under the Laborers Master Labor Agreement that go into effect July 1, 2022.

We thank you and value your continued support and partnership. Please feel free to contact us if you have any questions or require any assistance.

With kind regards,

SOUTHERN CALIFORNIA
DISTRICT COUNCIL OF LABORERS

[Signature]
Jon P. Preciado
Business Manager
June 7, 2022

NOTICE TO CONTRACTORS

Under the terms of the 2022-2026 SOUTHERN CALIFORNIA MASTER LABOR AGREEMENT, the Union is allocating the **July 1, 2022, $3.16 per hour increase** as follows:

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Wages</td>
<td>$1.80</td>
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<tr>
<td>Health/Welfare</td>
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<tr>
<td>Vacation</td>
<td>$0.15</td>
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<tr>
<td>Annuity</td>
<td>$0.50</td>
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<tr>
<td>Industry Fund</td>
<td>$0.04</td>
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<tr>
<td>Contract Administration Fund</td>
<td>$0.02</td>
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</tbody>
</table>

Based upon the above allocation, the following Wage and Fringe Benefit Schedule becomes effective July 1, 2022.

**Hourly Rates**

<table>
<thead>
<tr>
<th>Group</th>
<th>Base Wage</th>
<th>Effective July 1, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>$39.23</td>
<td></td>
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<tr>
<td>Group 2</td>
<td>$39.78</td>
<td></td>
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<tr>
<td>Group 3</td>
<td>$40.33</td>
<td></td>
</tr>
<tr>
<td>Group 4</td>
<td>$41.88</td>
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<tr>
<td>Group 5</td>
<td>$42.23</td>
<td></td>
</tr>
<tr>
<td>Watchman</td>
<td>$37.24</td>
<td></td>
</tr>
<tr>
<td>Water Truck Two-Axle Base Wage (See Appendix “D” for Benefits)</td>
<td>$40.23</td>
<td></td>
</tr>
<tr>
<td>Health &amp; Welfare</td>
<td>8.75</td>
<td></td>
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<tr>
<td>Pension</td>
<td>9.07</td>
<td></td>
</tr>
<tr>
<td>Vacation (Supplemental Dues $1.99)</td>
<td>5.02</td>
<td></td>
</tr>
<tr>
<td>Annuity Fund</td>
<td>1.75</td>
<td></td>
</tr>
<tr>
<td>Training &amp; Retraining</td>
<td>0.70</td>
<td></td>
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<tr>
<td>Center for Contract Compliance</td>
<td>0.30</td>
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</tr>
<tr>
<td>Industry Fund</td>
<td>0.12</td>
<td></td>
</tr>
<tr>
<td>Contract Administration Fund</td>
<td>0.09</td>
<td></td>
</tr>
<tr>
<td>Laborers Trusts’ Administrative Trust Fund</td>
<td>0.06</td>
<td></td>
</tr>
<tr>
<td>Partnership For Jobs Industry Advancement Fund</td>
<td>0.10</td>
<td></td>
</tr>
</tbody>
</table>

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

- Cleanup, Landscaping, Fencing (Chain link or Wood): Base Wage: $37.75
- All other work on residential projects as described in MLA: Base Wage: $38.75
- Health & Welfare: 8.75
- Pension: 6.51
- Vacation (Supplemental Dues $1.78): 4.12
- Annuity Fund: 1.75
- Training & Retraining: 0.70
- Laborers Trusts’ Administrative Trust Fund: 0.06
GROUP I

Boring Machine Helper (outside)
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 ($1.00 over group 1 wage scale; see Appendix “D” for Wage & Fringe Benefit Rates)

GROUP II

Asphalt Shoveler
Cement Dumper (on 1 yard or larger mixer and handling bulk cement)
Cesspool Digger and Installer
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 – Impermeable Membrane and Form Oiler
Cutting Torch Operator
Fine Grader, Highways and Street Paving, Airport, Runways, and similar type heavy construction
Gas, Oil and/or Water Pipeline Wrapper, 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, Stonemaper, 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 Bellower

GROUP III

Asphalt, Installation of all fabrics
Buggymobile Man

Effective 7/1/22
$39.78

Effective 7/1/22
$40.33
Watchman Effective
Welding, certified

Toxic Traffic
Sandblaster (Nozzleman),
Asphalt Trenching
Environmental, Driller:
Blasting GROUP
Subsurface Prefabricated Manhole
Pipelayer
Oversize Concrete Laser Beam in Laborer,
Installer
High Head Rock Cribber, Shorer, Lagging, Sheeting and Trench Concrete Saw Concrete
Concrete Concrete Core Cutter (walls,
GROUP IV Steel Headerboard Small Skid Steer Shot Blast Equipment Operator
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 Effective 7/1/22
Asphalt Raker, Luteman, Ironer, Asphalt Dumpman and Asphalt Spreader Boxes (all types) $41.88
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, Sheeteting and Trench Bracing, Hand-Guided
Lagging Hammer
Head Rock Slinger
High scaler (including drilling of same)
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
Pipelayer 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 conveying 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
Welding, certified or otherwise, in connection with Laborers Work Effective 7/1/22 $37.24

Watchman Effective 7/1/22 $37.24
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 $42.23 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>Wage Rate</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>7th Period</th>
<th>% of Rate</th>
<th>8th Period</th>
<th>% of Rate</th>
<th>Journey Rate</th>
<th>Group 5</th>
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<tbody>
<tr>
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<tr>
<td>Health &amp; Welfare</td>
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<td>Vacation/Supp. Dues*</td>
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<tr>
<td>Center for Contract Compliance</td>
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<td>Industry Fund</td>
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<tr>
<td>Laborers Trusts’ Admin. Trust Fund</td>
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<tr>
<td>Partnership for Jobs Industry Adv. Fund</td>
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<td>$68.19</td>
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</table>
**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 $2.00 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
- Santa Cruz Island
- Arch Rock
- San Nicholas Island
- Santa Catalina Island
- San Miguel Island
- Santa Barbara Island
- San Clemente Island
- Santa Rosa 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, 2023: $3.20 an hour
- July 1, 2024: $3.30 an hour
- July 1, 2025: $3.40 an hour

Sincerely,

SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

[Signature]

Jon P. Preciado
Business Manager