

LABOR RELATIONS BULLETIN



**Building
Industry
Association
of Southern
California**

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LRB-03-20

May 15, 2020

TO: SIGNATORY MEMBERS
FR: JORDAN BRANDMAN
LABOR RELATIONS REPRESENTATIVE
RE: CEMENT MASONS July 1, 2020 INCREASE
LIGHT COMMERCIAL WORK (PRIVATE WORK ONLY)

The Registered Project Agreement for Light Commercial Construction provides for a **\$1.85** per hour increase **effective July 1, 2020**. The union has made the following allocation:

Wages.....	\$ 1.50
Pension.....	\$.18*
Labor Management Cooperation Committee (LMCC) Compliance.....	\$ -.03*
Supplemental Dues.....	\$.05
Health & Welfare.....	\$.10
Vacation.....	\$.05
Total	\$1.85

***Note:** Three cents (\$0.03) will be re-allocated from LMCC Compliance to Defined Benefit Pension.

Effective July 1, 2020, the following fringe benefits are payable:

<u>FRINGE BENEFITS</u>	<u>7/1/20</u>
Health and Welfare.....	\$8.27
Pension.....	\$6.86*
Defined Contribution (IRA).....	\$2.00
Vacation.....	\$2.80
Supplemental Dues.....	\$2.34
Apprenticeship.....	\$.64
Industry Advancement Fund.....	\$.08
Contract Administration Fund.....	\$.07
Labor Management Cooperation Committee (LMCC) Compliance.....	\$.09*
Total	\$23.15

*Per the new agreement, the effective date of the annual increase is the first Monday in July.

Effective July 1, 2020, the following wage rates are payable:

<u>WAGE RATES:</u>	<u>7/1/20</u>
Cement Mason Journeyman.....	\$35.54
Cement Mason (Magnesite).....	\$35.66
Cement Mason Floating and Troweling Machine Operator.....	\$35.79
Curb and Gutter Machine Operator.....	\$35.54
Clary and Similar Type of Screed Operator (cement only).....	\$35.54
Grinder.....	\$35.54
Jackson Vibratory, Texas Screed and Similar Type Screed Operator.....	\$35.54
Scoring Machine Operator.....	\$35.54

LIGHT COMMERCIAL APPRENTICE

1 st Period	–	50%	17.77	<u>Benefits: 1st, 2nd & 3rd Periods</u>
2 nd Period	–	55%	19.55	Health & Welfare, Apprenticeship, Supplemental Dues,
3 rd Period	–	60%	21.33	Industry Advancement, CAF, LMCC
4 th Period	–	65%	23.11	<u>Benefits: 4th Period</u>
5 th Period	–	70%	24.88	Health & Welfare, Apprenticeship, Supplemental Dues,
6 th Period	–	75%	26.66	Vacation, Industry Advancement, CAF, LMCC
7 th Period	–	80%	28.44	<u>Benefits: 5th, 6th, 7th & 8th Periods</u>
8 th Period	–	90%	31.99	Health & Welfare, Apprenticeship, Supplemental Dues,
				Vacation, Pension, Industry Advancement, CAF, LMCC

Attached is the Registered Project Agreement for Light Commercial Construction for your use.

Members with questions concerning the above should contact the BIA Labor Relations Department at 949.553.9500 Ext 858.

REGISTERED PROJECT AGREEMENT

for

LIGHT COMMERCIAL CONSTRUCTION

Definition: Effective July 1, 2017, through June 30, 2021, the parties hereto agree that Light Commercial work is defined as all Cement Masons work on commercial projects that are privately funded and not subject to prevailing wages or publicly funded in any way, where the total permit value of the general contract and all subcontracts upon the job site is thirty million dollars (**\$30,000,000**) or less. Light Commercial will not pertain to projects where the owner requires signatory status.

Wage Rates: Wage rates for Light Commercial Work, for all classifications of Cement Mason employees shall be two dollars and ninety-six cents (\$2.96) less than for Cement Masons working under the commercial classification and two dollars (\$2.00) less on the vacation pay than Cement Masons working under the commercial classification and one dollar (\$1.00) less on the Defined Contribution (IRA) than Cement Masons working the commercial agreement, if properly registered, excluding public works projects. Apprentice wage rates will be paid at the appropriate percentage of the journeyman light commercial rate.

Fringe Benefit Contribution: Fringe Benefit Contributions for the Light Commercial work, for all classifications of Cement Mason employees shall be as follows:

Effective July 1, 2020

Health & Welfare.....	\$ 8.27
Pension Plan.....	\$ 6.86
Defined Contribution (IRA)...	\$ 2.00
Vacation Pay.....	\$ 2.80
Supplemental Dues.....	\$ 2.34
Apprenticeship.....	\$ 0.64
Industry Advancement.....	\$ 0.08
Contract Administration.....	\$ 0.07
LMCC.....	<u>\$ 0.09</u>
	\$23.15

Except as modified by this agreement, all other terms and conditions of the Master Labor Agreement will apply.

Registration: Each employer signatory to the Master Labor Agreement agrees that each job site on which an employer intends to apply these light commercial terms and conditions will be registered prior to the start of the project with the **Cement Masons Negotiating Committee at 5811 East Florence Ave., Bell Gardens, CA, 90201**. To receive registration forms, contact the Local Union at (323) 771-0991. Each employer agrees to provide all appropriate job information to the Union. Failure of the employer to properly register a job site under this light commercial definition will require the employer to complete that job under the terms and conditions of the Master Labor Agreement at the full commercial rate.

Future Economic Allocation: The allocation of increases in the cost package during the term of the Agreement shall be the same as the allocation for commercial work, including the addition and allocation to a benefit new to this light commercial agreement. Any allocation to Vacation on the Commercial work will be applied to the wage portion of the residential package. Such allocation is to be reviewed by labor and management jointly, prior to final determination by the Union.