



P.O. Box 661658 • Sacramento, CA 95866 • www.naecgroup.com

LABOR RELATIONS BULLETIN

#2-25

April 12, 2025

TO: All NAEC Members

SUBJECT: Northern California Operating Engineers
Wage and Fringe Benefit Rate Increase, Effective **June 30, 2025**

Attached for your reference are the Northern California Operating Engineers wage and fringe benefit rates for the Master Labor Agreement, effective **June 30, 2025**.

Please note the following increases:

<u>Wages:</u>	\$2.81
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Fringes:

Pension	\$1.00
Supplemental Dues	\$.06
Affirmative Action Training Fund	\$.10
IUOE National Training Fund	<u>\$.03</u>

Total:	\$4.00
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In addition: The following monies have been reallocated:

From Health & Welfare to Pensioned Health & Welfare	\$.15
From Vacation Administrative fee to Vacation, Holiday & Sick Pay	\$.01

If you have any questions in this regard, please contact the NAEC at (916) 996-4532.

NORTHERN ALLIANCE OF ENGINEERING CONTRACTORS

**P. O. Box 661658
Sacramento, CA 95866
(916) 996-4532**

NAEC OPERATING ENGINEERS MASTER LABOR AGREEMENT 46 NORTHERN CALIFORNIA COUNTIES WAGE AND FRINGE BENEFIT RATES

Wages and Fringe Benefits Applicable June 30, 2025

<u>FRINGE BENEFITS</u>	<u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</u>
Health and Welfare	\$10.69
Pensioned Health and Welfare	\$ 2.69
Pension	\$12.28
Vacation/Holiday/Sick Pay*	\$ 4.50
Supplemental Dues	\$ 1.62
Affirmative Action Training Fund	\$ 1.31
Annuity Trust Fund	\$ 1.00
Industry Stabilization Fund	\$.06
Heavy Highway**	\$.14
IUOE International Training Fund	\$.08
Joint Organizing, Business Development Fund (CAJ)	\$.11
Job Placement Center and Market Area Committee	<u>\$.11</u>
 Total Fringe Benefits	 \$34.59
 (Total Fringe Benefits excluding taxable Vacation and Supplemental Dues)	 (\$28.47)

***Two cents (\$.02) is non-taxable administrative fee.**

FRINGE BENEFITS (APPRENTICE AND TRAINEE)

The Affirmative Action Contribution for Apprentices shall be an additional one dollar (\$1.00) per hour for each hour worked by/or paid each Registered Apprentice. The Vacation contribution for Apprentices shall be **\$5.60*** per hour. Further, the Pension contribution for Apprentices shall be **\$10.68** per hour. All other fringe benefits are the same as Journeyman's fringe benefits.

WAGE RATES

FORTY SIX COUNTY AREA: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Solano, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 1	\$66.96	\$68.96	\$73.06	\$75.06
3491 Operator of Helicopter (when used in erection work)				
3685 Hydraulic Excavator 7 cu. yds. and over (Assistant to Engineer required)				
5951 Power Shovels, over 7 cu. yds. (Assistant to Engineer required)				
GROUP 2	\$65.43	\$67.43	\$71.53	\$73.53
1131 Certified Chief of Party (when requested by Individual Employer)				
3551 Highline Cableway				
3695 Hydraulic Excavator 3 1/2 cu. yds. up to 7 cu. yds. (Assistant to Engineer required)				
0672 Licensed Construction Work Boat Operator, On site**				
4780 Microtunneling Machine				
5801 Power Blade Operator (finish)				
5921 Power Shovels, (over 1 cu. yd. and up to and including 7 cu. yds. m.r.c.) (Assistant to Engineer required)				

****Provided:** If the Individual Employer has an existing collective bargaining relationship with another union or employs a subcontractor who has a collective bargaining relationship with another union, the provisions of this Agreement shall not apply. However, the loading, unloading and related on-site construction work of barges, dredges, trucks or other motorized water equipment shall be performed by employees covered by this Agreement.

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
GROUP 3	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
0201 Asphalt Milling Machine	\$63.95	\$65.95	\$70.05	\$72.05
0371 Cable Backhoe (Assistant to Engineer required)				
1301 Chief of Party				
1381 Combination Backhoe and Loader over 3/4 cu. yds.				
1861 Continuous Flight Tie Back Machine (Assistant to Engineer or Mechanic/Welder required)				
1905 Crane Mounted Continuous Flight Tie Back Machine Tonnage to apply (Assistant to Engineer or Mechanic/Welder required)				
1915 Crane Mounted Drill Attachments Tonnage to apply (Assistant to Engineer or Mechanic/Welder required)				
2145 Dozer, Slope Board				
3171 Gradall (Assistant to Engineer required)				
3705 Hydraulic Excavator up to 3 1/2 cu. yds. (Assistant to Engineer required)				
4211 Loader 4 cu. yds. and over				
5061 Multiple Engine Scrapers (when used as push pull)				
5891 Power Shovels, up to and including one (1) cu. yd. (Assistant to Engineer required)				
6011 Pre-Stress Wire Wrapping Machine				
7081 Side Boom Cat, 572 or larger				
7925 Track Loader 4 cu. yds. and over				
8961 Wheel Excavator (up to and including 750 cu. yds. per hour) (Assistant to Engineer required)				

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 4	\$62.57	\$64.57	\$68.67	\$70.67
0191 Asphalt Plant Engineer/Boxman				
1241 Chicago Boom				
1341 Combination Backhoe and Loader up to and including 3/4 cu. yds.				
1601 Concrete Batch Plants (wet or dry)				
2361 Dozer and/or Push Cat				
2751 Pull-Type Elevating Loader				
3221 Grader, Grade Checker (mechanical or otherwise)				
3261 Grooving and Grinding Machine				
3301 Heading Shield Operator				
3305 Heavy Duty Drilling Equipment, Hughes, LDH, Watson 3000 or similar (Assistant to Engineer or Mechanic/Welder required)				
3401 Heavy Duty Repairman and/or Welder				
4041 Lime Spreader				
4151 Loader under 4 cu. yds.				
4391 Lubrication and Service Engineer (mobile and grease rack)				
4691 Mechanical Finishers or Spreader Machine (asphalt, Barber-Greene and similar) (Screedman required)				
4771 Miller Formless M-9000 Slope Paver or similar (Grader required) (any additional assistance required on this equipment shall be performed by an Assistant to Engineer)				
5771 Portable Crushing and Screening plants (Assistant to Engineer required)				
5821 Power Blade Support				
6381 Roller Operator, Asphalt				
6471 Rubber-Tired Scraper, self loading (paddle-wheels, etc.)				
6481 Rubber-Tired Earthmoving Equipment (Scrapers)				

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 4 (cont'd.)	\$62.57	\$64.57	\$68.67	\$70.67
7211 Slip Form Paver (concrete) (one (1) Operator and two (2) Screedman required)				
7435 Small Tractor with Drag				
7461 Soil Stabilizer (P&H or equal)				
7506 Spider Plow and Spider Puller (properly manned by two (2) operators)				
8538 Tubex Pile Rig (any assistance required shall be an Operating Engineer)				
7841 Timber Skidder				
7915 Track Loader up to 4 yards				
7931 Tractor Drawn Scraper				
8121 Tractor, Compressor Drill Combination (Assistant to Engineer required)				
0674 Unlicensed Construction Work Boat Operator, on site**				
8881 Welder				
9051 Woods-Mixer (and other similar Pugmill equipment)				

**Provided: If the Individual Employer has an existing collective bargaining relationship with another union, or employs a subcontractor who has a collective bargaining relationship with another union, the provisions of this Agreement shall not apply. However, the loading, unloading and related on-site construction work of barges, dredges, trucks or other motorized water equipment shall be performed by employees covered by this Agreement.

GROUP 5	\$61.30	\$63.30	\$67.40	\$69.40
1121 Cast-in-Place Pipe Laying Machine				
1451 Combination Slusher and Motor Operator				
1611 Concrete Conveyor or Concrete Pump, Truck or Equipment mounted				
1621 Concrete Conveyor, Building site				
1781 Concrete Pump or Pumpcrete Guns				

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 5 (cont'd.)	\$61.30	\$63.30	\$67.40	\$69.40
2362 Doms Stoneslinger (Material Conveyor Attached to Truck)				
2405 Drilling Equipment, Watson 2000, Texoma 700 or similar, (Assistant to Engineer or Mechanic/Welder Required)				
2431 Drilling and Boring Machinery, Horizontal (not to apply to waterliners, wagon drills or jackhammers) (Assistant to Engineer or Mechanic/Welder required)				
2471 Concrete Mixers/all				
3761 Instrumentman				
4571 Man and/or Material Hoist				
4631 Mechanical Finishers (Concrete) (Clary, Johnson, Bidwell Bridge Deck or similar types)				
4641 Mechanical Burm, Curb and/or Curb and Gutter Machine, Concrete or Asphalt				
4751 Mine or Shaft Hoist				
5741 Portable Crushers				
5861 Power Jumbo Operator (setting slip-forms, etc., in tunnels)				
6811 Screedman (automatic or manual)				
7011 Self Propelled Compactor with Dozer				
8055 Tractor with boom, D6 or smaller				
8391 Trenching Machine, maximum digging capacity over 5 ft. depth Assistant to Engineer required)				
8831 Vermeer T-600B Rock Cutter or similar				
GROUP 6	\$59.98	\$61.98	\$66.08	\$68.08
0161 Armor-Coater (or similar)				
0391 Ballast Jack Tamper				
0791 Boom-Type Backfilling Machine				

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 6 (cont'd)	\$59.98	\$61.98	\$66.08	\$68.08
0881 Assistant Plant Engineer				
0941 Bridge and/or Gantry Crane				
1181 Chemical Grouting Machine, truck mounted				
1321 Chip Spreading Machine Operator				
1841 Concrete Saws (self-propelled unit on streets, highways, airports, and canals)				
2111 Deck Engineer				
2415 Drilling Equipment Texoma 600, Hughes 200 Series or similar up to and including 30 ft. m.r.c. Any assistance required will be performed by an Employee covered by this Agreement.				
2461 Drill Doctor				
3511 Helicopter Radioman				
3711 Hydro-Hammer or similar				
4061 Line Master				
4071 Bobcat larger than 743 Series or similar (with attachments)				
4271 Locomotive (Assistant to Engineer when required)				
4431 Lull Hi-Lift or similar				
5195 Oiler, Truck Mounted Equipment (Class I Drivers License Required)				
5531 Pavement Breaker, Truck Mounted, with compressor combination (Assistant to Engineer driver when required)				
5571 Paving Fabric Installation and/or Laying Machine				
5621 Pipe Bending Machine (pipelines only)				
5681 Pipe Wrapping Machine (Tractor propelled and supported)				
5736 Shoulder Backing Machine (with attachments)				
6791 Screedman, (except asphaltic concrete paving)				
6844 Self Loading Chipper				
7001 Self Propelled Pipeline Wrapping Machine				

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 6 (cont'd)	\$59.98	\$61.98	\$66.08	\$68.08
7501 Soils & Materials Tester				
7941 Tractor				
GROUP 7	\$58.84	\$60.84	\$64.94	\$66.94
0401 Ballast Regulator				
1091 Cary Lift or similar				
1421 Combination Slurry Mixer and/or Cleaner				
2435 Drilling Equipment, 20 ft. and under m.r.c.				
2893 Fireman Hot Plant				
3241 Grouting Machine Operator				
3611 Highline Cableway Signalman				
3941 Stationary Belt Loader (Kolman or similar)				
4031 Lift Slab Machine (Vagtborg and similar types)				
4451 Maginnes Internal Full Slab Vibrator				
4541 Material Hoist (1 Drum)				
4721 Mechanical Trench Shield				
5383 Partsman (heavy duty repair shop parts room)				
5501 Pavement Breaker with or without Compressor Combination				
5651 Pipe Cleaning Machine (tractor propelled and supported)				
5781 Post Driver				
6311 Rodman, Chainman				
6341 Roller (except Asphalt), Chip Seal, All Terrain Transfer Machine				
6851 Self Propelled Automatically Applied Concrete Curing Machine (on streets, highways, airports and canals)				
6911 Self Propelled Compactor (without dozer)				
7123 Signalman				
7241 Slip-Form Pumps (lifting device for concrete forms)				

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 7 (cont'd)	\$58.84	\$60.84	\$64.94	\$66.94
7821 Tie Spacer				
7911 Tower Mobile				
8371 Trenching Machine - maximum digging capacity up to and including 5 ft. depth				
8511 Truck Type Loader				
GROUP 8	\$57.70	\$59.70	\$63.80	\$65.80
0621 Bit Sharpener				
0681 Boiler Tender				
0853 Box Operator*				
0913 Brakeman*				
1391 Combination Mixer and Compressor (shotcrete/gunite)				
1481 Compressor Operator				
2153 Deckhand*				
2863 Fireman*				
2991 Mast Type Forklift				
3131 Generators				
3243 Gunite/Shotcrete Equipment Operator				
3373 Heavy Duty Repairman Helper*				
3701 Hydraulic Monitor				
3821 Ken Seal Machine (or similar)				
4901 Mixermobile				
5171 Operating Engineer in lieu of Oiler				
5173 Oiler*				
6041 Pump Operator				
6131 Refrigeration Plant				
6241 Reservoir-Debris Tug (Self-Propelled Floating)				
6401 Ross Carrier (Construction site)				
6451 Rotomist Operator				
6831 Self Propelled Tape Machine				
7031 Shuttlecar				
7041 Self Propelled Power Sweeper Operator				
7271 Slusher Operator				

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 8 (cont'd)	\$57.70	\$59.70	\$63.80	\$65.80
7611 Surface heater				
7673 Switchman*				
7763 Tar Pot Fireman*				
8541 Tugger Hoist, Single Drum				
8841 Vacuum Cooling Plant				
8921 Welding Machine (powered other than by electricity)				
*Asst. to Engineer classifications				

GROUP 8A	\$55.49	\$57.49	\$61.59	\$63.59
0160 Articulated Dump Trucks (except when work is assigned to the Teamsters)				
2581 Elevator Operator				
4071 Skidsteer Loader - Bobcat 743 Series or smaller and similar (without attachments)				
4795 Mini Excavator under 25 HP (Backhoe/trencher)				
8513 Tub Grinder Wood Chipper				

STEEL ERECTORS AND FABRICATORS

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
GROUP A-1	\$69.56		\$75.66	
2000 Cranes over 350 tons (Assistant to Engineer required)				
2108 Derrick over 350 tons				
6916 Self Propelled Boom Type Lifting Devices over 350 tons				
5183 **Truck Crane Oiler	\$62.24		\$68.34	
5173 **Oiler	\$60.01		\$66.11	
GROUP 1	\$68.81		\$74.91	
1951 Cranes over 100 tons (Assistant to Engineer required)				
2105 Derrick over 100 tons				
6915 Self Propelled Boom Type Lifting Device over 100 tons				

	<u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</u>	<u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</u>
GROUP 1 (cont'd.)		
5183 **Truck Crane Oiler	\$61.49	\$67.59
5173 **Oiler	\$59.26	\$65.36
GROUP 2		
1981 Cranes over 45 tons up to and including 100 tons (Assistant to Engineer required)	\$67.04	\$73.14
2261 Derrick, 100 tons and under		
6901 Self Propelled Boom Type Lifting Device, over 45 tons		
8721 Tower Crane		
5183 **Truck Crane Oiler	\$61.27	\$67.37
5173 **Oiler	\$58.99	\$65.09
GROUP 3	\$65.56	\$71.66
1961 Cranes, 45 tons and under Assistant to Engineer required)		
6881 Self Propelled Boom Type Lifting Device, 45 tons and under		
5183 **Truck Crane Oiler	\$61.00	\$67.10
5183 **Hydraulic	\$60.61	\$66.71
5173 **Oiler	\$58.77	\$64.87
GROUP 4	\$63.54	\$69.64
1241 Chicago Boom		
2941 Forklift, 10 tons and over		
3401 Heavy Duty Repairman/Welder		
GROUP 5	\$62.24	\$68.34
0701 Boom Cat		

**Truck Crane Oiler or Oiler (as appropriate), are required on all the above cranes listed except Tower Cranes, Self Propelled Boom Type Hydraulic Lifting Devices and self contained job-ready Hydraulic Truck Cranes that can travel on the California State highway system with the boom over the front of the truck crane carrier without a boom dolly, trailer or any other type of conveyance to transport any attachment or part of the hydraulic crane, on which, if any assistance is required, it shall be by an Employee covered by this Agreement.

PILEDRIVERS

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
GROUP A-1	\$68.93	\$75.03
2000 Cranes over 350 tons (Assistant to Engineer required)		
2108 Derrick over 350 tons		
6916 Self Propelled Boom Type Lifting Devices over 350 tons		
5183 **Truck Crane Oiler	\$61.95	\$68.05
5173 **Oiler	\$59.67	\$65.77
GROUP 1	\$68.18	\$74.28
2115 Derrick Barge Pedestal mounted over 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)		
5951 Clamshells over 7 cu. yds.		
6915 Self Propelled Boom Type Lifting Device over 100 tons		
8425 Truck Crane or Crawler land or barge mounted over 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)		
5183 **Truck Crane Oiler	\$61.20	\$67.30
5173 **Oiler	\$58.92	\$65.02
GROUP 2	\$66.36	\$72.46
2155 Derrick Barge Pedestal mounted 45 tons up to and including 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)		
3103 Fundex F-12 Hydraulic Pile Rig (and similar)		
5921 Clamshells up to and including 7 cu. yds.		
6901 Self Propelled Boom Type Lifting Device over 45 tons		

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
8455 Truck Crane or Crawler, land or barge mounted, over 45 tons up to and including 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)	\$66.36	\$72.46
5183 **Truck Crane Oiler	\$60.95	\$67.05
5173 **Oiler	\$58.65	\$64.75
GROUP 3	\$64.68	\$70.78
2135 Derrick Barge Pedestal mounted under 45 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)		
6881 Self Propelled Boom Type Lifting Device 45 tons and under		
7171 Skid/Scow Pile Driver, any tonnage (Any assistance required shall be by an Employee covered by this Agreement)		
8445 Truck Crane or Crawler, land or barge mounted 45 tons and under (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)		
5183 **Truck Crane Oiler	\$60.66	\$66.76
5173 **Oiler	\$58.43	\$64.53
GROUP 4	\$62.91	\$69.01
0221 Assistant Operator in lieu of Assistant to Engineer		
2941 Forklift, 10 tons and over		
3401 Heavy Duty Repairman/Welder		

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR <u>PER HOUR</u>	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR <u>(TOTAL TAXABLE)</u>
GROUP 5 (No current classification- subject to Section 20.00.00)	\$61.61	\$67.71
GROUP 6 2111 Deck Engineer	\$60.27	\$66.37
GROUP 7 (No current classification - subject to Section 20.00.00)	\$59.18	\$65.28
GROUP 8 2153 Deckhand 2863 Fireman	\$58.04	\$64.14

**Truck Crane Oiler or Oiler (as appropriate), are required on all cranes listed except Tower Cranes, Self Propelled Boom Type Hydraulic Lifting Devices and self contained job-ready Hydraulic Truck Cranes that can travel on the California State highway system with the boom over the front of the truck crane carrier without a boom dolly, trailer or any other type of conveyance to transport any attachment or part of the hydraulic crane, on which, if any assistance is required, it shall be by an Employee covered by this Agreement.

NOTE: On Crawler Crane or Derrick Barge Pile driving operations when an Assistant Operator is used in lieu of an Assistant to Engineer, the second Operator can operate Forklifts or Deck Engines in conjunction with Pile driving operations.

When a stationary Truck or stationary Crawler Crane is working in conjunction with another Truck or Crawler Crane driving pile, only one Assistant to Engineer or Assistant Operator is required.

CRANES AND ATTACHMENTS

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR <u>AREA 1</u> <u>AREA 2</u>	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR <u>(TOTAL TAXABLE)</u> <u>AREA 2</u> <u>AREA 2</u>
GROUP 1 2000 Cranes over 350 tons (Assistant to Engineer required)	\$68.59 70.59	\$74.69 \$76.69

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
GROUP 1(Continued)	\$68.59	\$70.59	\$74.69	\$76.69
2108 Derrick over 350 tons				
6916 Self Propelled Boom Type Lifting Devices over 350 tons				
5183 **Truck Crane Oiler	\$61.62	\$63.62	\$67.72	\$69.72
5173 **Oiler	\$59.33	\$61.33	\$65.43	\$67.43
GROUP 1-A	\$67.84	\$69.84	\$73.94	\$75.94
1335 Clamshells and Draglines over 7 cu yds.				
1951 Cranes over 100 tons				
2105 Derrick, over 100 tons				
2115 Derrick Barge Pedestal mounted over 100 tons				
6915 Self Propelled Boom Type Lifting Device over 100 tons				
5183 **Truck Crane Oiler	\$60.87	\$62.87	\$66.97	\$68.97
5173 **Oiler	\$58.58	\$60.58	\$64.68	\$66.68
GROUP 2-A	\$66.08	\$68.08	\$72.18	\$74.18
1325 Clamshells and Draglines over 1 cu. yd up to and including 7 cu. yds.				
1981 Cranes over 45 tons up to and including 100 tons				
2125 Derrick Barge 100 tons and under				
4918 Mobile Self-Erecting Tower Crane (Potain) over three (3) stories				
6901 Self Propelled Boom Type Lifting Device over 45 tons				
8721 Tower Cranes				
5183 **Truck Crane Oiler	\$60.61	\$62.61	\$66.71	\$68.71
5173 **Oiler	\$58.37	\$60.37	\$64.47	\$66.47

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	AREA 1	AREA 2	AREA 1	AREA 2
GROUP 3-A	\$64.34	\$66.34	\$70.44	\$72.44
1315 Clamshells and Draglines up to and including 1 cu. yd.				
1961 Cranes 45 tons and under				
4919 Mobile Self-Erecting Tower Crane (Potain) three (3) stores and under				
6881 Self Propelled Boom Type Lifting Device 45 tons and under				
0775 Boom Truck or Dual-Purpose A-Frame Truck, Non-Rotating, over 15 tons				
7817 Truck Mounted Rotating Telescopic Boom Type Lifting Device, Manitex or similar (Boom Truck) over 15 tons				
5183 **Truck Crane Oiler	\$60.37	\$62.37	\$66.47	\$68.47
5183 **Hydraulic	\$59.98	\$61.98	\$66.08	\$68.08
5173 **Oiler	\$58.09	\$60.09	\$64.19	\$66.19
GROUP 4-A (1 classification)	\$61.30	\$63.30	\$67.40	\$69.40
0776 Boom Truck or dual-purpose A-Frame Truck – Non-rotating – Under 15 tons Truck-Mounted Rotating Telescopic Boom Type Lifting Device, Manitex or Similar (Boom Truck) – Under 15 Tons Tower Mobile				
GROUP-5A Crane Foreman & Shifter				
Foreman and Shifters	\$70.81	\$72.81	\$76.91	\$78.91
Foreman (Working)	\$69.81	\$71.81	\$75.91	\$77.91
Master Mechanic	\$70.81	\$72.81	\$76.91	\$78.91

**Truck Crane Oiler or Oiler (as appropriate), are required on all cranes listed except Tower Cranes, Self Propelled Boom Type Hydraulic Lifting Devices and self contained job-ready Hydraulic Truck Cranes that can travel on the California State highway system with the boom over the front of the truck crane carrier without a boom dolly, trailer or any other type of conveyance to transport any attachment or part of the

hydraulic crane, on which, if any assistance is required, it shall be by an Employee covered by this Agreement.

FOREMAN

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
2921 Foreman and Shifters over 7 Employees	\$66.96	\$68.96	\$73.06	\$75.06
2931 Foreman (Working), under 7 Employees	\$65.43	\$67.43	\$71.53	\$73.53
3341 Master Mechanic, over 5 Employees	\$66.96	\$68.96	\$73.06	\$75.06

SHIFT WORK

Refer to Section 06.00.00 of the NAEC Operating Engineers Master Labor Agreement for details.

SPECIAL SINGLE SHIFT AND SECOND SHIFT WAGE RATES

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR		EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
<u>CLASSIFICATIONS</u>				
GROUP 1	\$72.96	\$74.96	\$79.06	\$81.06
GROUP 2	\$71.43	\$73.43	\$77.53	\$79.53
GROUP 3	\$69.95	\$71.95	\$76.05	\$78.05
GROUP 4	\$68.57	\$70.57	\$74.67	\$76.67
GROUP 5	\$67.30	\$69.30	\$73.40	\$75.40
GROUP 6	\$65.98	\$67.98	\$72.08	\$74.08
GROUP 7	\$64.84	\$66.84	\$70.94	\$72.94
GROUP 8	\$63.70	\$65.70	\$69.80	\$71.80
GROUP 8A	\$61.49	\$63.49	\$67.59	\$69.59

FOREMAN

Foreman, over 7 Employees	\$72.96	\$74.96	\$79.06	\$81.06
Working Foreman, under 7 Employees	\$71.43	\$73.43	\$77.53	\$79.53
Master Mechanic, over 5 Employees	\$72.96	\$74.96	\$79.06	\$81.06

CRANES AND ATTACHMENTS

GROUP 1	\$74.59	\$76.59	\$80.69	\$82.69
(Truck Crane Oiler)	\$67.62	\$69.62	\$73.72	\$75.72
(Oiler)	\$65.33	\$67.33	\$71.43	\$73.43
GROUP 1-A	\$73.84	\$75.84	\$79.94	\$81.94
(Truck Crane Oiler)	\$66.87	\$68.87	\$72.97	\$74.97
(Oiler)	\$64.58	\$66.58	\$70.68	\$72.68
GROUP 2-A	\$72.08	\$74.08	\$78.18	\$80.18
(Truck Crane Oiler)	\$66.61	\$68.61	\$72.71	\$74.71
(Oiler)	\$64.37	\$66.37	\$70.47	\$72.47
GROUP 3-A	\$70.34	\$72.34	\$76.44	\$78.44
(Truck Crane Oiler)	\$66.37	\$68.37	\$72.47	\$74.47
(Hydraulic)	\$65.98	\$67.98	\$72.08	\$74.08
(Oiler)	\$64.09	\$66.09	\$70.19	\$72.19
GROUP 4-A	\$67.30	\$69.30	\$73.40	\$75.40

STEEL ERECTORS AND FABRICATORS

	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR	EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)
GROUP A-1	\$75.56	\$81.56
(Truck Crane Oiler)	\$68.24	\$74.34
(Oiler)	\$66.01	\$72.11
GROUP 1	\$74.81	\$80.91
(Truck Crane Oiler)	\$67.49	\$73.59
(Oiler)	\$65.26	\$71.36
GROUP 2	\$73.04	\$79.14
(Truck Crane Oiler)	\$67.27	\$73.37
(Oiler)	\$64.99	\$71.09
GROUP 3	\$71.56	\$77.66
(Truck Crane Oiler)	\$67.00	\$73.10
(Hydraulic)	\$66.61	\$72.71
(Oiler)	\$64.77	\$70.87

GROUP 4	\$69.54	\$75.64
GROUP 5	\$68.24	\$74.34

SPECIAL SINGLE SHIFT AND SECOND SINGLE SHIFT WAGE RATES (CONT'D.)

<u>PILEDRIVERS</u>	<u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR</u>	<u>EFFECTIVE 6/30/25 - 6/30/26 PER HOUR (TOTAL TAXABLE)</u>
GROUP A-1	\$74.93	\$81.03
(Truck Crane Oiler)	\$67.95	\$74.05
(Oiler)	\$65.67	\$71.77
GROUP 1	\$74.18	\$80.28
(Truck Crane Oiler)	\$67.20	\$73.30
(Oiler)	\$64.92	\$71.02
GROUP 2	\$72.36	\$78.46
(Truck Crane Oiler)	\$66.95	\$73.05
(Oiler)	\$64.65	\$70.75
GROUP 3	\$70.68	\$76.78
(Truck Crane Oiler)	\$66.66	\$72.76
(Oiler)	\$64.43	\$70.53
GROUP 4	\$68.91	\$75.01
GROUP 5	\$67.61	\$73.71
GROUP 6	\$66.27	\$72.37
GROUP 7	\$65.18	\$71.28
GROUP 8	\$64.04	\$70.14

APPRENTICE AND TRAINEE:

(Fringe Benefits: The Affirmative Action contribution for Apprentices shall be an additional one dollar (\$1.00) per hour for each hour worked by/or paid each Registered Apprentice. The Vacation Contribution for Apprentices shall be **\$5.60*** per hour. Further, the Pension contribution for Apprentices shall be **\$10.68** per hour. All other fringe benefits are the same as the Journeyman fringe benefits.)

Apprentice Wage Rates:

The straight-time hourly rate of Operating Engineers Registered Apprentices in the Operating Engineers Apprenticeship Program shall receive the following percentage of the Group 4 rate set forth in Section 01.00.00:

	<u>EFFECTIVE</u> <u>6/30/25 - 6/30/26</u> <u>PER HOUR</u>		<u>EFFECTIVE</u> <u>6/30/25 - 6/30/26</u> <u>PER HOUR</u> <u>(TOTAL TAXABLE)</u>	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
On-the-job training, and				
Probationary/Orientation Period - 55%	\$34.42	\$36.42	\$40.52	\$42.52
2nd Period Apprentice - 60%	\$37.55	\$39.55	\$43.65	\$45.65
3rd Period Apprentice - 65%	\$40.67	\$42.67	\$46.77	\$48.77
4th Period Apprentice - 70%	\$43.80	\$45.84	\$49.90	\$51.94
5th Period Apprentice - 85%	\$53.19	\$55.19	\$59.29	\$61.29

SPECIAL SINGLE SHIFT AND
SECOND SHIFT WAGE RATES

	<u>EFFECTIVE</u> <u>6/30/25 - 6/30/26</u> <u>PER HOUR</u>		<u>EFFECTIVE</u> <u>6/30/25-6/30/26</u> <u>PER HOUR</u> <u>(TOTAL TAXABLE)</u>	
	<u>AREA 1</u>	<u>AREA 2</u>	<u>AREA 1</u>	<u>AREA 2</u>
On-the-job training, and				
Probationary/Orientation Period – 55%	\$37.72	\$39.72	\$43.82	\$45.82
2nd Period Apprentice – 60%	\$41.15	\$43.15	\$47.25	\$49.25
3rd Period Apprentice – 65%	\$44.57	\$46.57	\$50.67	\$52.67
4th Period Apprentice – 70%	\$48.00	\$50.00	\$54.10	\$56.10
5th Period Apprentice – 85%	\$58.29	\$60.29	\$64.39	\$66.39

OVERTIME

One and one-half (1-1/2) times the applicable straight-time hourly rate shall be paid for all work performed before a shift begins and after it ends and for all work performed on Saturdays. Double (2) the straight-time hourly rate shall be paid for all work on Sundays and Holidays.

STEEL FABRICATING AND ERECTING WORK: Overtime-Employees employed on all work performed under this Section 13.00.00 shall receive time and one-half (1-1/2) for the first two (2) hours over eight (8) up to and including ten (10) hours, Monday through Friday, and time and one-half (1-1/2) for the first eight (8) hours on Saturdays (except where Operating Engineers is servicing a craft receiving double (2) time, then the Operating Engineer shall receive double (2) time. Double (2) time shall be paid for all hours over ten (10), Monday through Friday, and over eight (8) hours on Saturdays. Sundays and holidays shall be paid

at double (2) time.

PILEDIVING: Overtime-Employees employed on all work performed under this Section 14.00.00 shall receive double (2) the applicable straight-time rate for all work performed before a shift begins and after it ends, and on Saturdays, Sundays and holidays, except that time and one-half (1-1/2) shall be paid for the first two (2) hours of overtime on a regular workday, regardless of whether such overtime is worked before or after the regular work hours.

Repair, maintenance and start-up time before a shift begins and after the shift ends and on Saturdays shall be one and one-half (1-1/2) times the applicable straight-time rate. Sundays and holidays shall be double (2) the straight-time rate.

SERVICING OTHER CRAFTS: When Employees covered by this Agreement are employed on a job or project where another craft or crafts work a shorter day or shorter week, such employees affected shall be afforded the opportunity to earn an amount equal to a full shift, full day or full week, as the case may be, at the applicable straight-time wage rate.

When Employees perform work covered by this Agreement in support of another craft that receives overtime for any period of time between 8:00 a.m. and 4:30 p.m., Monday through Friday, they shall be compensated on the same basis.

SUBSISTENCE

None (Area 2 wage rate applies in outlying areas), except as provided for under Section 11.00.00, Section 13.06.00 and Section 14.03.00 of the NAEC Operating Engineers Master Labor Agreement.

TRAVEL PAY

None, except as provided for under Section 11.00.00, Section 13.06.00 and Section 14.03.00 of the NAEC Operating Engineers Master Labor Agreement.

PARKING

When the access to where the work is being performed (at a job or project or within a job or project) is unsuitable, or no parking facilities are provided within a five-minute walk from where the Employees' work is being performed, the Individual Employer shall transport the Employees to and from where the Employees' work is to be performed, and such transport shall be one-half on the Individual Employer's time and one-half on the Employees' time. Where free parking is not available, parking places or parking facilities will be provided by the Individual Employer for the Employees at no cost to the Employees. If the Employee must pay for parking the Individual Employer shall reimburse the Employee for each parking expenditure; provided, however, the Individual Employer may require the submission of dated and signed receipts. Such receipts may be turned in weekly or on termination of employment, whichever is sooner.

HOLIDAYS

The holidays observed are New Year's Day (January 1), President's Day (3rd Monday in February), Memorial Day (last Monday in May), Independence Day (July 4), Labor Day (1st Monday in September), Thanksgiving Day (4th Thursday in November), the day after Thanksgiving Day (4th Friday in November) and Christmas Day (December 25). Holidays falling on Sunday shall be observed on the following Monday.

Martin Luther King Day shall become a recognized holiday when and if the five basic crafts adopt it as a holiday.

OPERATING ENGINEERS' MASTER LABOR AGREEMENT TERMINATES JUNE 30, 2026