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LABOR RELATIONS BULLETIN

#3-25

April 14, 2025

TO: All NAEC Members

SUBJECT: Cement Masons Master Agreement Wage and Fringe Benefit Increases, Effective July 1, 2025

Attached for your reference are the Northern California Cement Masons wage and fringe benefit rates, effective July 1, 2025

Please note the following increases:

Wages: \$2.00

Fringes:

Pension	\$.25
Vacation/Holiday/Sick	\$.30
Supplemental Dues	\$.10
Health & Welfare	\$.44
Training	<u>\$.16</u>

Total Increase \$3.25

Please contact the NAEC at (916) 996-4532 for questions.

NORTHERN ALLIANCE OF ENGINEERING CONTRACTORS

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**2023- 2027 CEMENT MASONS MASTER AGREEMENT
46 NORTHERN CALIFORNIA COUNTIES
WAGE AND FRINGE BENEFIT RATES
Wage and Fringe Benefits Applicable July 1, 2025**

FRINGE BENEFITS

**EFFECTIVE
7/1/25 - 6/30/26
PER HOUR**

Health and Welfare	\$ 9.86
Pension	\$12.61
Vacation & Holiday	\$ 5.00
Supplemental Dues	\$ 2.40
Apprentice/Training/Contract Admin	<u>\$ 1.07</u>
Total Fringe Benefits	\$30.94

(Total Fringe Benefits excluding
Vacation/Holiday/Supplemental Dues) **(\$23.54)**

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 7/1/25 - 6/30/26 <u>PER HOUR</u>	EFFECTIVE 7/1/25- 6/30/26 <u>PER HOUR</u> <u>(TOTAL TAXABLE)</u>
Journeyman	\$49.00	\$56.40
Swing or Slip Form Scaffolds	\$49.75	\$57.15
Mastic Magnesite, Gypsum, Epoxy, Polyester, Resin	\$49.75	\$57.15
Foreman (15% above the journeyman rate)	\$56.35	\$63.75
General Foreman (25% of the journeyman rate)	\$61.25	\$68.65

4/7/25

	<u>EFFECTIVE</u> <u>7/1/25 - 6/30/26</u> <u>PER HOUR</u>	<u>EFFECTIVE</u> <u>7/1/25 - 6/30/26</u> <u>PER HOUR</u> <u>(TOTAL TAXABLE)</u>
<u>Apprentice and Trainee:</u>		

<u>PERIOD</u>	<u>WORK</u> <u>HOURS</u>	<u>RELATED</u> <u>TRAINING</u> <u>HOURS</u>	<u>%</u>		
First (1-6 mo)	700	72	65%	\$31.85	\$31.85*
First (over 6 mo)	700	72	65%	\$31.85	\$39.25**
Second	700	72	70%	\$34.30	\$41.70**
Third	700	72	75%	\$36.75	\$44.15
Fourth	700	72	80%	\$39.20	\$46.60
Fifth	700	72	85%	\$41.65	\$49.05
Sixth	700	72	95%	\$46.55	\$53.95
(Journeyman after 4200 work hours & 432 related training hours)					

*Health & Welfare **ONLY** for apprentices during the first six months from date of indenture (probation period).

****CAUTION:** Some of these hours may include Health & Welfare only because of six month ruling in “*” above.

OVERTIME

On regular work days from Monday through Friday, time and one-half (1-1/2) shall be paid for overtime worked in excess of eight (8) hours in any one day. Time and one-half (1-1/2) shall be paid for the first eight (8) hours worked on Saturdays unless Saturday is a make-up day per Section 7 (c).

Double (2) time shall be paid for all overtime worked after twelve (12) hours Monday through Friday, all overtime worked after 8 hours on Saturdays and for all time worked Sundays and holidays.

TRAVEL PAY

“Published Federal Reimbursement Rate” per mile for all miles fifty (50) miles and beyond the traveling center or employees’ residence.

Refer to “Travel Expense/Travel Centers” section of the Cement Masons Master Labor Agreement.

EXPENSE OUT OF TOWN

\$75.00 per diem. Refer to “Expense Out of Town” section of the Cement Masons Master Labor Agreement.

PUBLIC WORKS

If an agency publishes wage and fringe benefit rates for a specific job or project which are less than the wage and fringe benefit rates set forth in this Agreement, the Individual Employer may utilize the wage rates, fringe benefit rates and other applicable working conditions established for that specific job or project set forth in the bid documents.

If no wage and fringe benefit rates are set forth in the bid documents for a specific job or project, the Union shall, upon an Individual Employers request, establish wage rates, fringe benefit rates and working conditions for that specific job or project pursuant to Section 18 of the NAEC Cement Masons Master Labor Agreement.

PARKING

In the event parking facilities are not available within three (3) blocks of a jobsite, the Employer will provide such facilities and the Employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions it is necessary to use public facilities, the Employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof; such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. The area covered by this Agreement shall be the City of Sacramento, City and County of San Francisco, and the Counties of Alameda, San Mateo, Marin, Contra Costa, and Santa Clara.

HOLIDAYS

The holidays observed are New Year’s Day, Martin Luther King Day, Presidents’ Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day. Holidays falling on Sunday shall be observed on the following Monday.

CEMENT MASONS MASTER LABOR AGREEMENT TERMINATES JUNE 30, 2027