



SOUTHERN CALIFORNIA CEMENT MASONS NEGOTIATING COMMITTEE

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July 1, 2025

**To: All Cement Mason Employees
All Cement Mason Employers**

The 2025-2028 Cement Masons Master Labor Agreement provides for a \$4.01 per hour increase effective July 1, 2025. The Union has determined to allocate the increase as follows: **Administration Dues: \$0.05 increase, Defined Benefit Plan (Pension): \$1.00 increase, Health & Welfare: \$0.25 increase, Defined Contribution (IRA): \$0.50 increase and to Wages: \$2.20 increase. In Addition to this year's allocation, per Associations' request, one cent (\$0.01) will be added to Contract Administration Fund. (Future increases: July 1, 2026 - \$3.16 and July 1, 2027 - \$3.21) *.**

*President's Day is added and now recognized as a holiday. *

*If Christmas or New Years should fall on Saturday, the Friday preceding shall be considered a legal holiday. *

Effective July 1, 2025, the following wage rates are payable to Commercial Journeyman Cement Masons:

COMMERCIAL JOURNEYMAN WAGES	(\$2.20 increase)	\$47.70	07/01/2025
Fringe Benefits	(\$1.81 increase)		
Vacation		\$5.00	
Supplemental Dues (\$0.05 increase)		\$2.52	
Pension (\$1.00 increase)		\$8.48	
Defined Contribution (IRA) (\$0.50 increase)		\$3.87	
Apprenticeship Training		\$0.64	
Health & Welfare (\$0.25 increase)		\$9.08	
Industry Advancement		\$0.10	
Contract Administration (\$0.01 increase)		\$0.08	
LMCC Compliance		\$0.06	
		Total Benefit Package \$ 29.83	
		Total Package	<u>\$ 77.53</u>

Trowel/ Polishing Machine Rate: \$1.00 above Journeyman scale (\$0.75 increase)

Swinging stage, Suspended or: \$1.00 above Journeymen scale (\$0.75 increase)
Fixed Scaffold, Aerial Boom
Platforms

Foreman Rate: Foreman shall be paid not less than \$3.00 an hour more than the hourly Cement Mason Journeyman rate

General Foreman Rate: General Foremen shall be paid not less than \$4.00 an hour than the hourly Cement Mason Journeyman rate

Subsistence: \$75.00 per day/ Off-Shore Islands Only (\$30.00 increase)

*****APPRENTICE WAGES / FRINGES*****

COMMERCIAL APPRENTICE

(BASED ON JOURNEYMAN SCALE OF \$42.00)

1 st Period - 50%	\$23.85	Benefits: 1st, 2nd, 3rd Periods Health & Welfare, Appr. Training, Supplemental Dues, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$12.48)
2 nd Period - 55%	\$26.24	
3 rd Period - 60%	\$28.62	
4 th Period - 65%	\$31.01	Benefits: 4th Period Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$17.48)
5 th Period - 70%	\$33.39	
6 th Period - 75%	\$35.78	
7 th Period - 80%	\$38.16	
8 th Period - 90%	\$42.93	Benefits: 5th, 6th, 7th, 8th Periods Health & Welfare, Appr. Training, Supplemental Dues, Vacation, Pension, Defined Contribution (IRA) Industry Advancement, Contract Administration, LMCC Compliance (Fringe Package: \$29.83)