

MLA Ratification

- **Wages to be allocated**

6/29/20*	6/28/21*	6/27/22*
\$2.90	\$2.80	\$2.80

- **Classification Changes**

Group 1 ... Derrick over ~~350~~250 tons

Group 1 ... Self Propelled Boom Type Lifting Devices over ~~350~~250 tons

Group 1-A ... **8721 Tower Cranes**

Group 2-A... ~~8721 Tower Cranes~~

Group 3-A ... **Bundle Extractor**

Articulating Boom Crane (Truck Mounted or otherwise)

Group 4) ... **Plant Repairman**

- **Special Single and Second Shift**

Effective June 29, 2020, the current Special Single and Second Shift Rates shall each increase by \$1.00.

- **IUOE Training Fund**

IUOE Training Fund. Each Individual Employer covered by this Agreement shall pay into the IUOE Training Fund according to the following schedule.

\$0.05 per hour – Effective June 29, 2020

- **Annuity Fund.** To fund the Operating Engineers Annuity Plan, each Individual Employer covered by this Agreement shall pay into the Pension Trust Fund for Operating Engineers, according to the following schedule:

\$.40 per hour – Effective 7/1/16

\$.60 per hour – Effective 6/29/20

\$.80 per hour – Effective 6/28/21

\$1.00 per hour – Effective 6/27/22

- **Sick Pay**

Effective **June 29, 2020**, the Sick pay contribution to the Vacation Pay will be increased by **\$.10**

- **Heavy and Highway Committee**

Effective **6/29/20** all Employer Associations will contribute an additional **\$.07** per hour.

- **Business Development Fund**

United Contractors (UCON)

Construction Industry Force Account Committee – \$0.02 per hour Effective June 29, 2020

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- **Crane Rental**

Modify language.

11.01.01 Any **mobile** crane rental work to be performed on a fully operated basis shall be performed under the wage rates, fringe benefit rates and all other terms and conditions of the existing Master Agreement for Equipment Rental. **The inclusion of the word “mobile” to 11.01.01 shall apply until July 1, 2021. Should either party to this Agreement desire to continue to limit Section 11.01.01 to “mobile” crane rental work beyond July 1, 2021, the parties agree to meet and negotiate upon request and place any agreed upon language in a side letter.**

- **Pre-Job Conferences.**

Modify language.

03.01.01 Upon request of the Union **or Employer**, a Pre-Job Conference shall be held. The location shall be **at the jobsite or a location mutually agreed upon by the Parties** ~~at the option of the Employer or Individual Employer.~~ In the event a Pre-Job Conference is not held within two (2) weeks after a written request to the Individual Employer from the Union, Section 18.03.00 shall not be in effect until such Pre-Job Conference is held.

- **Payment of Wages.**

Add language.

An Individual Employer may pay employees utilizing direct deposit, as provided under California law. Payment by direct deposit shall be at the employee’s option and not as a condition of employment. Final compensation shall be paid by check.

- **Grievance Procedure**

Language will be added to the Grievance Procedure that calls for Binding Arbitration of Statutory Claims or disputes that arise outside of the Collective bargaining Agreement.

- **Training and Workers Comp**

An agreement was reached that would allow employers to offer special training (up to 48 hours) and workers comp related employment for wages only (no fringe benefits) when such opportunities were not previously available. This provision is offered on a purely voluntary basis.

- **Year one disbursement of total package increase-**

\$2.40 to Wages

\$.20 to Annuity

\$.10 to Sick Pay

\$.07 to Heavy Highway

\$.06 to Supplemental dues

\$.05 to IUOE Training Fund

\$.02 to Business Development

\$2.90 Total Package Increase