



DAVID K. SIKORSKI
Business Manager

INTERNATIONAL UNION OF OPERATING ENGINEERS

June 18, 2024

UPS GROUND

Patrick Velasquez, Labor Relations Director
NEVADA CONTRACTORS ASSOCIATION
150 N. Durango Drive, Suite 100
Las Vegas, NV 89145

RE: SOUTHERN NEVADA MASTER LABOR AGREEMENT/2022-2025

Dear Mr. Velasquez:

As a result of the June 8, 2024, General Membership Meeting and the negotiated increase in the amount of Four Dollars (\$4.00), as indicated below, the following wage rates and fringe benefits were agreed to and will be distributed as follows:

Negotiated increases	<u>7-01-22</u>	<u>10-1-22</u>	<u>7-01-23</u>	<u>10-1-23</u>	<u>7-01-24</u>	<u>10-1-24</u>
and effective date	*\$1.25	*\$3.75	*\$2.00	*\$2.00	*\$1.50	*\$2.50

Effective July 1, 2024, the Health and Welfare Fund will be increased thirty-five cents (35¢), to Thirteen Dollars and thirty cents (\$13.30), for all hours worked or paid.

The Pension contribution will be increased fifty cents (50¢), to Ten Dollars and sixty-five cents (\$10.65), for all hours worked or paid.

The Defined Contribution Plan (Annuity) will be increased fifty cents (50¢), to Five Dollars and fifty cents (\$5.50), for all hours worked or paid.

The Vacation-Holiday amount of One Dollar and seventy-five cents (\$1.75) will remain the same and the Supplemental Dues amount will be increased ten cents (10¢) to One Dollar and seventy cents (\$1.70), making the total Vacation-Holiday contribution Three Dollars and forty-five cents (\$3.45), for all hours worked or paid.

The Joint Apprentice Training/Journeyman Retraining Fund will be increased five cents (05¢), making a total of ninety-five cents (95¢), for all hours worked or paid.

Effective October 1, 2024, the Hourly Wage Rates will be increased a total of Two Dollars and fifty cents (\$2.50), as noted below.

Zone Pay (Refer to Article XVIII, Paragraph Q). Zone Pay shall apply as follows and shall become the base rate for the entire shift, for jobs that start on or after July 1, 2022:

From the City Hall of Las Vegas, Nevada -
0 to 45 Miles – Free
45 Miles to 60 Miles - add \$4.00 per hour to wage rates
60 Miles and over - add \$4.50 per hour to wage rates

Appendix A-1 through A-3
Classifications and Hourly Wage Rates

<u>Appendix</u>	<u>Effective 10-1-24</u>		
	<u>**SS</u>	<u>***MS</u>	
	<u>A-1</u>	<u>A-2</u>	<u>A-3</u>
GROUP I	\$ 57.44	\$ 57.94	\$ 58.44
GROUP II	58.39	58.89	59.39
GROUP III	58.68	59.18	59.68
GROUP IV	60.17	60.67	61.17
GROUP V	-----	-----	61.27
GROUP VI	60.39	60.89	61.39
GROUP VII	-----	-----	61.49
GROUP VIII	60.50	61.00	61.50
GROUP IX	-----	-----	61.60
GROUP X	60.62	61.12	61.62
GROUP XI	-----	-----	61.72
GROUP XII	60.79	61.29	61.79
GROUP XIII	60.89	61.39	61.89
GROUP XIV	60.92	61.42	61.92
GROUP XV	61.00	61.50	62.00
GROUP XVI	61.12	61.62	62.12
GROUP XVII	61.29	61.79	62.29
GROUP XVIII	61.39	61.89	62.39
GROUP XIX	61.50	62.00	62.50
GROUP XX	61.62	62.12	62.62
GROUP XXI	61.79	62.29	62.79
GROUP XXII	61.89	62.39	62.89
GROUP XXIII	62.00	62.50	63.00
GROUP XXIV	62.12	62.62	63.12
GROUP XXV	62.29	62.79	63.29

Appendix B-1 through B-3
Cranes, Piledriving & Hoisting Equipment

<u>Appendix</u>	<u>Effective 10-1-24</u>		
	<u>**SS</u>	<u>***MS</u>	
	<u>B-1</u>	<u>B-2</u>	<u>B-3</u>
GROUP I	\$ 60.03	\$ 60.53	\$ 61.03
GROUP II	60.17	60.67	61.17
GROUP III	60.39	60.89	61.39
GROUP IV	60.50	61.00	61.50
GROUP V	60.62	61.12	61.62
GROUP VI	60.79	61.29	61.79
GROUP VII	60.96	61.46	61.96
GROUP VIII	61.12	61.62	62.12
GROUP IX	61.80	62.30	62.80
GROUP X	61.96	62.46	62.96
GROUP XI	62.26	62.76	63.26
GROUP XII	62.59	63.09	63.59
GROUP XIII	62.96	63.46	63.96

Appendix B-1 through B-3 (CONTINUED)
Cranes, Piledriving & Hoisting Equipment

Appendix

GROUP XIV
GROUP XV
GROUP XVI
GROUP XVII
GROUP XVIII
GROUP XIX
GROUP XX
GROUP XXI
GROUP XXII
GROUP XXIII
GROUP XXIV

Effective 10-1-24

****SS ***MS**

<u>B-1</u>	<u>B-2</u>	<u>B-3</u>
\$ 63.80	\$ 64.30	\$ 64.80
63.96	64.46	64.96
64.01	64.51	65.01
64.51	65.01	65.51
64.96	65.46	65.96
66.54	67.04	67.54
67.15	67.65	68.15
67.76	68.26	68.76
68.52	69.02	69.52
68.98	69.48	69.98
69.48	69.98	70.48

Appendix C-1 through C-3
Surveyors

Appendix

GROUP I
GROUP II
GROUP III
GROUP IV
GROUP V
GROUP VI
GROUP VII
GROUP VIII
GROUP IX
GROUP X

Effective 10-1-24

****SS ***MS**

<u>C-1</u>	<u>C-2</u>	<u>C-3</u>
\$ 59.36	\$ 59.86	\$ 60.36
60.17	60.67	61.17
60.39	60.89	61.39
60.67	61.17	61.67
60.79	61.29	61.79
60.89	61.39	61.89
60.92	61.42	61.92
61.29	61.79	62.29
61.42	61.92	62.42
61.92	62.42	62.92

Appendix D-1 - Tunnel Group
Classifications

Appendix

GROUP I
GROUP II
GROUP III
GROUP IV
GROUP V
GROUP VI
GROUP VII
GROUP VIII
GROUP IX

Effective 10-1-24

D-1

\$ 59.29
60.24
60.53
60.67
60.89
61.00
61.12
61.29
61.42

**Appendix E-1 through E-3
Field Soils and Material Tester
Building/Construction Inspector**

Effective 10-1-24
****SS ***MS**

<u>Appendix</u>	<u>E-1</u>	<u>E-2</u>	<u>E-3</u>
GROUP I (Old Group 2)	\$ 58.39	\$ 58.89	\$ 59.39
GROUP II (Old Group 4)	60.17	60.67	61.17
GROUP III	62.17	62.67	63.17

Effective October 1, 2022, it was agreed in negotiations the tool allowance for all Heavy Duty Repairmen or Heavy Duty Repairman Combinations will be increased from One Dollar (\$1.00) to One Dollar and fifty cents (\$1.50) per hour.

* The Union may elect as its option, upon at least sixty (60) days' written notice to allocate the increase indicated to: (1) Hourly Wage Rates, (2) Health and Welfare, (3) Pension, (4) Vacation-Holiday and/or Supplemental Dues, (5) Joint Apprenticeship and Journeyman Retraining Fund, (6) Engineers Contract Compliance Committee and (7) Defined Contribution Plan (Annuity).

** Special Shift *** Multi-Shift

APPRENTICE WAGE RATES

Based on Appendix A, Group VI, A-1, A-2 and A-3

*Based on Appendix E, Group II, E-1, E-2 and E-3
(Building/Construction Inspector)*

Apprentices operating equipment set forth in Group XIII through XXV of Appendix A will receive the applicable wage rate for that Group.

0- 999	hours	-	Step I	@ 60%
1000-1999	hours	-	Step II	@ 65%
2000-2999	hours	-	Step III	@ 70%
3000-3999	hours	-	Step IV	@ 75%
4000-4999	hours	-	Step V	@ 80%
5000-6000	hours	-	Step VI	@ 90%

All shift pay or premiums entitled to be paid under the terms of this agreement shall be paid in full and added to the Apprentice Base Wage Rate, for all hours worked or paid.

At no time shall the above apprentice wage rates exceed any of the Journeyman Group Rates of this agreement.

Effective October 1, 2022, it was agreed in negotiations the additional pay for Operators on hoists with three (3) drums will be increased from fifteen cents (15¢) to fifty cents (50¢) per hour. The additional pay shall be added to the regular rate of pay and become the base rate for the entire shift.

Effective July 16, 2007, it was agreed in negotiations the Foreman pay will be increased from One Dollar and twenty-five cents (\$1.25) to Two Dollars (\$2.00) per hour.

Effective July 1, 2001, it was agreed in negotiations the hazardous material pay will be increased from One Dollar (\$1.00) to Two Dollars (\$2.00) per hour.

FRINGE BENEFIT CONTRIBUTIONS:

EFFECTIVE DATES

	<u>7-01-22</u>	<u>10-01-22</u>	<u>7-01-23</u>	<u>10-01-23</u>	<u>7-01-24</u>	<u>10-01-24</u>
Health and Welfare.....	\$12.45	\$12.45	\$12.95	\$12.95	\$13.30	\$13.30
Pension	9.65	9.65	10.15	10.15	10.65	10.65
Defined Contribution Plan (Annuity)	4.00	4.00	5.00	5.00	5.50	5.50
Vacation-Holiday (\$1.75) and Supplemental Dues (\$1.70).....	3.35	3.35	3.35	3.35	3.45	3.45
Joint Apprentice Training/ Journeyman Retraining Fund	0.90	0.90	0.90	0.90	0.95	0.95
Engineers Contract Compliance Comm. (ECCC)	0.14	0.14	0.14	0.14	0.14	0.14
Industry Fund	0.15	0.15	0.15	0.15	0.15	0.15

Please notify your membership of the increases as of the designated effective dates.

Very truly yours,

David K. Sikorski, Business Manager
I. U. O. E., Local Union No. 12



By: Perry Hawkins III, Financial Secretary
I. U. O. E., Local Union No. 12

DKS:PH:mr

cc: Officers, Mike DeChellis
District Offices
District Representatives
S/N Apprenticeship Office
Robert Wilds, Intl. Pipeline
Agreement Department