



RONALD J. SIKORSKI
Business Manager
and
General Vice-President

INTERNATIONAL UNION OF
OPERATING ENGINEERS

August 7, 2019

UPS GROUND

Michael J. Vlaming, Executive Director
MOBILE CRANE OPERATORS GROUP, INC.
447 Georgia Street
Vallejo, CA 94590

RE: TRUCK CRANE MASTER LABOR AGREEMENT/2019-2022

Dear Mr. Vlaming:

As a result of the recently concluded negotiations, the following wage rates and fringe benefits were agreed to and are noted below for your information.

Negotiated increases and effective date	<u>7-01-19</u>	<u>7-01-20</u>	<u>7-01-21</u>
	*\$2.45	*\$2.45	*\$2.45

Effective July 1, 2019, the Hourly Wage Rates will be increased a total of One Dollar and twenty-five cents (\$1.25), as noted below.

The Defined Contribution Plan (Annuity) will be increased fifty cents (50¢) to One Dollar and fifty cents (\$1.50) for all hours worked or paid.

The Health and Welfare Fund will be increased fifteen cents (15¢), to Eleven Dollars and sixty cents (\$11.60) for all hours worked or paid.

The Apprenticeship Training/Journeyman Retraining Fund will be increased five cents (05¢), making a total of One Dollar and five cents (\$1.05) for all hours worked or paid.

The Vacation-Holiday amount will be increased fifty cents (50¢) to Two Dollars and sixty-five cents (\$2.65) and the Supplemental Dues will remain the same at One Dollar and forty cents (\$1.40), making the total Vacation-Holiday contribution Four Dollars and five cents (\$4.05), for all hours worked or paid.

Effective August 15, 2007, the subsistence rate will be Eighty-Five Dollars (\$85.00) per scheduled work day.

Effective July 1, 2016, the subsistence rate will be increased from One Hundred Twenty Dollars (\$120.00) to **One Hundred Thirty-Five Dollars (\$135.00)** per scheduled work day (seven days a week) if the job is located more than seventy-seven and one-half (77½) miles from the employers home base.



MOBILE CRANE OPERATORS GROUP, INC.
RE: Truck Crane Master Labor Agreement
August 7, 2019
Page 2

Effective August 15, 2007, the second (2nd) shift will receive Three Dollars (\$3.00) per hour and the third (3rd) shift will receive Four Dollars (\$4.00) per hour in addition to the regular rate of pay.

Effective August 15, 2007, double (2) time shall apply on all hours worked after twelve (12) hours.

Double (2) time shall be paid until the requirements of Article III, Section E, Rest Periods, Paragraph 1 are complied with.

<u>Increase Effective Dates</u>			
<u>7-01-18</u>	<u>7-01-19</u>	<u>7-01-20</u>	<u>7-01-21</u>
	*\$2.45	*\$2.45	*\$2.45

CLASSIFICATIONS

<u>Group 1</u>	\$47.43	\$48.68
Truck Crane/Crawler Crane Oiler (80 Ton & under, Long Boom pay applicable)		
<u>Group 2</u>	\$47.58	\$48.83
Truck Crane/Crawler Crane Oiler (Over 80 Ton, Long Boom pay applicable)		
<u>Group 3</u>	\$49.27	\$50.52
Truck Crane/Crawler Crane Operator (Up to and including 40 Ton, Long Boom pay applicable)		
<u>Group 4</u>	\$49.39	\$50.64
Snobble Unit (pin-n-go or similar types) Truck Crane/Crawler Crane Operator (Over 40 Ton capacity, up to and including 80 Ton MRC, Long Boom pay applicable)		
<u>Group 5</u>	\$49.56	\$50.81
Mobile Tower Truck Crane/Crawler Crane - (Two [2] Operators required. Long Boom pay including combined total mast and Luffing Boom applicable)		
<u>Group 6</u>	\$49.81	\$51.06
Truck Crane/Crawler Crane Operator (Over 80 Ton MRC, up to and including 200 Ton MRC, Long Boom pay applicable)		



MOBILE CRANE OPERATORS GROUP, INC.
RE: Truck Crane Master Labor Agreement
August 7, 2019
Page 3

<u>Increase Effective Dates</u>			
<u>7-01-18</u>	<u>7-01-19</u>	<u>7-01-20</u>	<u>7-01-21</u>
	*\$2.45	*\$2.45	*\$2.45

CLASSIFICATIONS (Cont'd.)

<u>Group 7</u>	\$50.06	\$51.31
Truck Crane/Crawler Crane Operator (Over 200 Ton MRC up to and including 350 ton MRC, Long Boom pay applicable)		
Mobile Tower Truck Crane/Crawler Crane (Over 200 Ton MRC, Two (2) Operators required, Long Boom pay, including total mast and Luffing Boom applicable)		
Shop Foreman		

Group 8

Heavy Duty Repairman and/or Welder) . . .	\$50.56	\$51.81
Truck Crane/Crawler Crane Operator (Over 350 Ton MRC, Long Boom pay applicable)		
Mobile Tower Truck Crane/Crawler Crane (Over 350 Ton MRC, Two (2) Operators required, Long Boom pay, including total mast and Luffing Boom applicable)		

*The Union may elect at its option, upon at least sixty (60) days' written notice to allocate an 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 Trust, (6) P.A.C. and (7) Defined Contribution Plan (Annuity).

One Dollar (\$1.00) per hour over and above the hourly wage rate for the operator for lattice boom crane for Group 6 and above and fifty cents (50¢) per hour over and above the hourly wage rate for the oiler for lattice boom for Group 6 and above.

Effective July 1, 2001, Long Boom Pay was increased from fifty cents (50¢) to seventy-five cents (75¢).

Employees required to suit up and work in a hazardous material environment, shall receive Two Dollars (\$2.00) per hour in addition to their regular rate of pay, and that rate shall become the basic hourly rate of pay.



MOBILE CRANE OPERATORS GROUP, INC.
RE: Truck Crane Master Labor Agreement
August 7, 2019
Page 4

APPRENTICE WAGE RATES

Based on Group 5 rate of \$50.81 per hour

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

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

FRINGE BENEFIT CONTRIBUTIONS:

EFFECTIVE DATES

	<u>7-01-18</u>	<u>7-01-19</u>	<u>7-01-20</u>	<u>7-01-21</u>
Health and Welfare	\$11.45	\$11.60		
Pension Fund.....	9.65	9.65		
Defined Contribution Plan (Annuity)	1.00	1.50		
Vacation-Holiday (\$2.65) and Supplemental Dues (\$1.40)	3.55	4.05		
Apprenticeship Training/ Journeyman Retraining Fund	1.00	1.05		
Contract Administration/Promotion Fund...	0.10	0.10		

Please place these new rates into effect as of July 1, 2019.

Very truly yours,

Ronald J. Sikorski, Business Manager
I. U. O. E., Local Union No. 12 and
General Vice President

By: Shawn Kinsey, Financial Secretary
I. U. O. E., Local Union No. 12

RJS:SK:kld
cc: Officers, Joseph Ehrbar
District Offices
District Representatives
Jim Phillips, Business Agent
S/C & S/N Apprentice Offices
Mike Roddy, Special Advisor
Agreement Department