



DAVID K. SIKORSKI
Business Manager

INTERNATIONAL UNION OF OPERATING ENGINEERS

January 3, 2023

UPS GROUND

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

RE: SOUTHERN NEVADA SURVEY AGREEMENT/2023-2025

Dear Mr. Velasquez:

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>1-01-23</u>	<u>1-01-24</u>	<u>1-01-25</u>
	*\$5.00	*\$4.00	*\$4.00

Effective January 1, 2023, the Hourly Wage Rates for all classifications will be increased a total of Three Dollars and twenty cents (\$3.20), as noted on Page 2.

The Defined Contribution Plan (Annuity) will be increased One Dollar (\$1.00) to Four Dollars and fifty cents (\$4.50) for all hours worked or paid.

The monthly flat rate contribution for Health and Welfare will be increased Sixty Dollars (\$60.00) to One Thousand Four Hundred Ninety-Seven Dollars (\$1,497.00) per month, per employee. Based on the average hours reported to the Trust Fund Office, the hourly rate to compute this Sixty Dollars (\$60.00), is fifty cents (50¢) per hour.

Therefore, the hourly Health and Welfare rate will be increased fifty cents (50¢), to Twelve Dollars and forty-five cents (\$12.45) for all hours worked or paid.

The Vacation-Holiday amount will be increased five cents (05¢) to Two Dollars and fifteen cents (\$2.15), and the Supplemental Dues amount will be increased twenty-five cents (25¢) to One Dollar and seventy cents (\$1.70), making the total Vacation-Holiday contribution Three Dollars and eighty-five cents (\$3.85), for all hours worked or paid.

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<u>CLASSIFICATIONS:</u>	<u>WAGE RATES AND EFFECTIVE DATES</u>			
	<u>1-01-22</u>	<u>1-01-23</u>	<u>1-01-24</u>	<u>1-01-25</u>
		*\$5.00	*\$4.00	*\$4.00
Certified Chief of Party	\$49.23	\$52.43		
Chief of Party	47.90	51.10		
	<u>1-01-22</u>	<u>1-01-23</u>	<u>1-01-24</u>	<u>1-01-25</u>
		*\$5.00	*\$4.00	*\$4.00
Senior Chainman	\$43.37	\$46.57		
Chainman	40.97	44.17		
Apprentice - Step 8 - 80%.....	38.32	40.88		
Apprentice - Step 7 - 75%.....	35.93	38.33		
Apprentice - Step 6 - 70%.....	33.53	35.77		
Apprentice - Step 5 - 65%.....	31.14	33.22		
Apprentice - Step 4 - 60%.....	28.74	30.66		
Apprentice - Step 3 - 55%.....	26.35	28.11		
Apprentice - Step 2 - 50%.....	23.95	25.55		
Apprentice - Step 1 - 40 45%	19.16	23.00		

Future fringe benefit allocations will apply to the Chief of Party hourly wage rate, then all apprenticeship classification percentages will be calculated on the Chief of Party wage rate.

*The Union shall have the option of distributing all or any portion of the above straight-time hourly wage rates to the Pension Trust Fund, the Health and Welfare Trust Fund, the Vacation-Holiday Trust Fund, the Apprenticeship Trust Fund or the Defined Contribution Plan (Annuity) Trust Fund. The Union will notify the Employer at least sixty (60) days' prior to the effective date of the allocation to any trust fund contribution. In the absence of such notification, the straight-time hourly wage rate shall remain as reflected above.

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<u>FRINGE BENEFIT CONTRIBUTIONS:</u>	<u>EFFECTIVE DATES</u>			
	<u>1-01-22</u>	<u>1-01-23</u>	<u>1-01-24</u>	<u>1-01-25</u>
Health & Welfare (Local 12, Flat Rate)	\$1,437.00	\$1,497.00		
Health & Welfare (Local 12, Hourly Rate)...	11.95	12.45		
Pension (Local 12)	9.65	9.65		
Defined Contribution Plan (Annuity)	3.50	4.50		
Vacation-Holiday (\$2.15) and Supplemental Dues (\$1.70)	3.55	3.85		
Apprenticeship	0.90	0.90		

Please notify your membership of the increases effective as of January 1, 2023.

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
Nick DiFranco, Dist. Rep.
Las Vegas Office
S/N Apprenticeship Office
Agreement Department