



RONALD J. SIKORSKI  
Business Manager  
and  
General Vice President

# INTERNATIONAL UNION OF OPERATING ENGINEERS

October 20, 2020

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/2020-2022**

Dear Mr. Velasquez:

The negotiated increases due January 1, 2021, in the amount of Two Dollars and forty cents (\$2.40) and Two Dollars (\$2.00) will be distributed as follows.

Negotiated increases and effective date . . .	<u>1-01-20</u>	<u>1-01-21</u>	<u>1-01-22</u>
	*\$2.35/\$2.00	*\$2.40/\$2.00	*\$2.45/\$2.00

*Effective January 1, 2021*, the Hourly Wage Rates for the Certified Chief of Party and Chief of Party will be increased One Dollar and fifteen cents (\$1.15), as noted on Page 2.

*Effective January 1, 2021*, the Hourly Wage Rates for the Senior Chainman and Chainman will be increased seventy-five cents (75¢), as noted on Page 2.

The Defined Contribution Plan (Annuity) will be increased One Dollar (\$1.00) to Two Dollars and fifty cents (\$2.50) for all hours worked or paid.

The monthly flat rate contribution for Health and Welfare will be increased Thirty Dollars (\$30.00) to One Thousand Four Hundred Thirty-Seven Dollars (\$1,437.00) per month, per employee. Based on the average hours reported to the Trust Fund Office, the hourly rate to compute this Thirty Dollars (\$30.00), is twenty-five cents (25¢) per hour.

Therefore, the hourly Health and Welfare rate will be increased twenty-five cents (25¢), to Eleven Dollars and ninety-five cents (\$11.95) for all hours worked or paid.



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<u>CLASSIFICATIONS:</u>	<u>WAGE RATES AND EFFECTIVE DATES</u>			
	<u>1-01-19</u>	<u>1-01-20</u>	<u>1-01-21</u>	<u>1-01-22</u>
		<b>*\$2.35</b>	<b>*\$2.40</b>	<b>*\$2.45</b>
Certified Chief of Party	\$45.48	\$46.78	\$47.93	
Chief of Party	44.15	45.45	46.60	
	<u>1-01-19</u>	<u>1-01-20</u>	<u>1-01-21</u>	<u>1-01-22</u>
		<b>*\$2.00</b>	<b>*\$2.00</b>	<b>*\$2.00</b>
Senior Chainman	\$40.82	\$41.77	\$42.52	
Chainman	38.42	39.37	40.12	
Apprentice -Step 8-80%	35.32	36.36	37.28	
Apprentice -Step 7-75%	33.11	34.09	34.95	
Apprentice -Step 6-70%	30.91	31.82	32.62	
Apprentice -Step 5-65%	28.70	29.54	30.29	
Apprentice -Step 4-60%	26.49	27.27	27.96	
Apprentice -Step 3-55%	24.28	25.00	25.63	
Apprentice -Step 2-50%	22.08	22.73	23.30	
Apprentice -Step 1-40%	17.66	18.18	18.64	

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>1-01-19</u>	<u>1-01-20</u>	<u>1-01-21</u>	
Health & Welfare (Local 12, Flat Rate) .....	\$1,389.00	\$1,407.00	\$1,437.00	
Health & Welfare (Local 12, Hourly Rate).....	11.55	11.70	11.95	
Pension (Local 12) .....	9.65	9.65	9.65	
Defined Contribution Plan (Annuity) .....	1.00	1.50	2.50	
Vacation-Holiday (\$2.00) and Supplemental Dues (\$1.40) .....	3.05	3.40	3.40	
Apprenticeship .....	0.85	0.90	0.90	

Please notify your membership of the increases effective January 1, 2021.

Very truly yours,

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

By: David Sikorski, Financial Secretary  
I. U. O. E., Local Union No. 12

RJS:DS:kld  
cc: Officers, Joseph Ehrbar  
Nick DiFranco, Dist. Rep.  
Las Vegas Office  
S/N Apprenticeship Office  
Agreement Department