



RONALD J. SIKORSKI
Business Manager
and
General Vice President

INTERNATIONAL UNION OF OPERATING ENGINEERS

June 17, 2021

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/2019-2022

Dear Mr. Velasquez:

As a result of the recent membership vote, the following wage rates and fringe benefits were agreed to and are noted below for your information.

Negotiated increase and effective date:

<u>7-01-19</u>	<u>10-1-19</u>	<u>7-01-20</u>	<u>10-1-20</u>	<u>7-01-21</u>	<u>10-01-21</u>
\$0.70	*\$1.65	*\$1.25	*\$1.15	*\$1.05	*\$1.40

Effective July 1, 2021, the Defined Contribution Plan (Annuity) will be increased One Dollar (\$1.00) to Three Dollars and fifty cents (\$3.50) for all hours worked or paid.

The Vacation-Holiday amount of One Dollar and sixty-five cents (\$1.65) will remain the same and the Supplemental Dues amount will be increased five cents (05¢) to One Dollar and forty-five cents (\$1.45), making the total Vacation-Holiday contribution Three Dollars and ten cents (\$3.10), for all hours worked or paid.

Effective October 1, 2021, the Hourly Wage Rates will be increased One Dollar and forty cents (\$1.40), as noted below.

Effective October 1, 2019, it was agreed in negotiations the tool allowance for all Heavy Duty Repairmen or Heavy Duty Repairman Combinations will be increased from fifty cents (50¢) to One Dollar (\$1.00) per hour.

Zone Pay (Refer to Article XVIII, Paragraph Q). Zone Pay shall apply as follows and shall become the base rate for the entire shift, effective July 15, 2019:

From the City Hall of Las Vegas, Nevada -

0 to 32½ Miles – Free

Over 32½ Miles to 45 Miles – add \$3.00 per hour to wage rates

Over 45 Miles to 60 Miles - add \$4.00 per hour to wage rates

Over 60 Miles - add \$4.50 per hour to wage rates

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

<u>Appendix</u>	<u>Effective 10-1-21</u>		
	SS		*MS
	<u>A-1</u>	<u>A-2</u>	<u>A-3</u>
GROUP I	\$ 49.19	\$ 49.69	\$ 50.19
GROUP II	50.14	50.64	51.14
GROUP III	50.43	50.93	51.43
GROUP IV	51.92	52.42	52.92
GROUP V	-----	-----	53.02
GROUP VI	52.14	52.64	53.14
GROUP VII	-----	-----	53.24
GROUP VIII	52.25	52.75	53.25
GROUP IX	-----	-----	53.35
GROUP X	52.37	52.87	53.37
GROUP XI	-----	-----	53.47
GROUP XII	52.54	53.04	53.54
GROUP XIII	52.64	53.14	53.64
GROUP XIV	52.67	53.17	53.67
GROUP XV	52.75	53.25	53.75
GROUP XVI	52.87	53.37	53.87
GROUP XVII	53.04	53.54	54.04
GROUP XVIII	53.14	53.64	54.14
GROUP XIX	53.25	53.75	54.25
GROUP XX	53.37	53.87	54.37
GROUP XXI	53.54	54.04	54.54
GROUP XXII	53.64	54.14	54.64
GROUP XXIII	53.75	54.25	54.75
GROUP XXIV	53.87	54.37	54.87
GROUP XXV	54.04	54.54	55.04

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

<u>Appendix</u>	<u>Effective 10-1-21</u>		
	SS		*MS
	<u>B-1</u>	<u>B-2</u>	<u>B-3</u>
GROUP I	\$ 51.78	\$ 52.28	\$ 52.78
GROUP II	51.92	52.42	52.92
GROUP III	52.14	52.64	53.14
GROUP IV	52.25	52.75	53.25
GROUP V	52.37	52.87	53.37
GROUP VI	52.54	53.04	53.54
GROUP VII	52.71	53.21	53.71
GROUP VIII	52.87	53.37	53.87
GROUP IX	53.55	54.05	54.55
GROUP X	53.71	54.21	54.71
GROUP XI	54.01	54.51	55.01
GROUP XII	54.34	54.84	55.34
GROUP XIII	54.71	55.21	55.71



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

Effective 10-1-21

Appendix

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

	SS	*MS
B-1	B-2	B-3
\$ 55.55	\$ 56.05	\$ 56.55
55.71	56.21	56.71
55.76	56.26	56.76
56.26	56.76	57.26
56.71	57.21	57.71
58.29	58.79	59.29
58.90	59.40	59.90
59.51	60.01	60.51
60.27	60.77	61.27
60.73	61.23	61.73
61.23	61.73	62.23

Appendix C-1 through C-3
Surveyors

Effective 10-1-21

Appendix

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

	SS	*MS
C-1	C-2	C-3
\$ 51.11	\$ 51.61	\$ 52.11
51.92	52.42	52.92
52.14	52.64	53.14
52.42	52.92	53.42
52.54	53.04	53.54
52.64	53.14	53.64
52.67	53.17	53.67
53.04	53.54	54.04
53.17	53.67	54.17
53.67	54.17	54.67

Appendix D-1 - Tunnel Group
Classifications

Effective 10-1-21

Appendix

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

D-1
\$ 51.04
51.99
52.28
52.42
52.64
52.75
52.87
53.04
53.17

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

Effective 10-1-21
****SS ***MS**

<u>Appendix</u>	<u>E-1</u>	<u>E-2</u>	<u>E-3</u>
GROUP I (Old Group 2)	\$ 50.14	\$ 50.64	\$ 51.14
GROUP II (Old Group 4)	51.92	52.42	52.92
GROUP III	53.92	54.42	54.92

* 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.

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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:

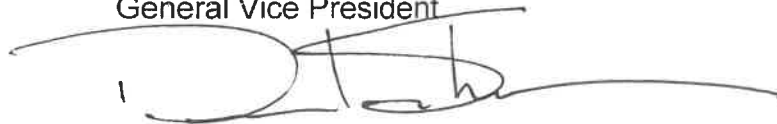
EFFECTIVE DATES

	<u>7-01-19</u>	<u>10-01-19</u>	<u>7-01-20</u>	<u>10-01-20</u>	<u>7-01-21</u>	<u>10-01-21</u>
Health and Welfare	\$ 11.70	\$ 11.70	\$ 11.95	\$ 11.95	\$ 11.95	\$ 11.95
Pension	9.65	9.65	9.65	9.65	9.65	9.65
Defined Contribution Plan (Annuity).....	1.50	1.50	2.50	2.50	3.50	3.50
Vacation-Holiday (\$1.65) and Supplemental Dues (\$1.45)	3.05	3.05	3.05	3.05	3.10	3.10
Joint Apprentice Training/ Journeyman Retraining Fund.....	0.90	0.90	0.90	0.90	0.90	0.90
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,

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
District Offices
District Representatives
S/N Apprenticeship Office
Robert Wilds, Intl. Pipeline
Agreement Department