



# INTERNATIONAL UNION OF OPERATING ENGINEERS

**RONALD J. SIKORSKI**  
Business Manager  
and  
General Vice President

September 17, 2021

UPS GROUND

Patrick Velasquez, Labor Relations Director  
**NEVADA CONTRACTORS ASSOCIATION**  
**ROCK, SAND & GRAVEL – SOUTHERN NEVADA**  
150 N. Durango Drive, Suite 100  
Las Vegas, NV 89145

**RE: ROCK, SAND & GRAVEL AGREEMENT/2018-2023**

Dear Mr. Velasquez:

As a result of the October 1, 2021, interim opener, a negotiated increase in the amount of One Dollar and eighty-five cents (\$1.85) was agreed to and will be distributed as follows.

Negotiated increases and effective dates . . . . .	<u>10-1-18</u>	<u>10-1-19</u>	<u>10-1-20</u>	<u><b>10-1-21</b></u>	<u>10-1-22</u>
	*\$1.80	*\$1.80	*\$1.85	<b>*\$1.85</b>	*\$1.90

***Effective October 1, 2021***, the Hourly Wage Rates will be increased a total of One Dollar and thirty cents (\$1.30), as noted below.

The Defined Contribution Plan (Annuity) will be increased fifty cents (50¢) to Three Dollars (\$3.00) for all hours worked or paid.

The Vacation-Holiday amount of One Dollar and twenty cents (\$1.20) will remain the same and the Supplemental Dues amount will be increased five cents (05¢) to One Dollar and thirty-seven cents (\$1.37), making the total Vacation-Holiday contribution Two Dollars and fifty-seven cents (\$2.57), for all hours worked or paid.

***Effective October 1, 2018***, it was agreed in negotiations that all Heavy Duty Repairmen or Heavy Duty Repairmen Combinations shall receive a fifty cent (50¢) per hour tool allowance. This tool allowance shall be added to his classification and shall become his base rate of pay.

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**\*HOURLY WAGE RATES AND EFFECTIVE DATES**

<b>CLASSIFICATIONS:</b>	<b>10-1-17</b>	<b>10-1-18</b>	<b>10-1-19</b>	<b>10-1-20</b>	<b>10-1-21</b>	<b>10-1-22</b>
<b>INCREASES</b>		<b>\$1.80</b>	<b>\$1.80</b>	<b>\$1.85</b>	<b>\$1.85</b>	<b>\$1.90</b>
UNIVERSAL EQUIPMENT OPERATOR....	\$33.11	\$33.86	\$35.01	\$35.61	\$36.91	
CRANE OPERATOR.....	33.11	33.86	35.01	35.61	36.91	
HEAVY-DUTY REPAIRMAN & WELDER ..	33.05	33.80	34.95	35.55	36.85	
CRUSHER PLANT OPERATOR.....	33.00	33.75	34.90	35.50	36.80	
PLANT OPERATOR.....	33.00	33.75	34.90	35.50	36.80	
TRACTOR OPERATOR.....	33.00	33.75	34.90	35.50	36.80	
SKIP-LOADER OPERATOR.....	33.00	33.75	34.90	35.50	36.80	
<b>SELF-LOADING EARTH MOVING EQUIPMENT</b>						
(PADDLE WHEEL TYPE).....	33.00	33.75	34.90	35.50	36.80	
BELT-LOADER (COLEMAN TYPE).....	33.00	33.75	34.90	35.50	36.80	
EQUIPMENT GREASER.....	33.00	33.75	34.90	35.50	36.80	
BATCH PLANT OPERATOR.....	32.77	33.52	34.67	35.27	36.57	
CRUSHERMAN & SCREENMAN.....	32.35	33.10	34.25	34.85	36.15	
MAINTENANCE HELPER & OILER.....	32.06	32.81	33.96	34.56	35.86	
CONVEYORMAN-CLEANUP.....	31.90	32.65	33.80	34.40	35.70	

This agreement shall be opened for wages and/or fringe benefits, with a written notice at least sixty (60) days' prior to October 1, 2021 and October 1, 2022.

\*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/ Journeyman Retraining and (6) Defined Contribution Plan (Annuity).

**APPRENTICE WAGE RATES**

(Based on Plant Operator rate of \$36.80)

			<b>10-1-18</b>	<b>10-1-19</b>	<b>10-1-20</b>	<b>10-1-21</b>	<b>10-1-22</b>
First	Six months or 1,000 Hours	60%	\$20.25	\$20.94	\$21.30	\$22.08	
Second	Six months or 1,000 Hours	65%	21.94	22.69	23.08	23.92	
Third	Six months or 1,000 Hours	70%	23.63	24.43	24.85	25.76	
Fourth	Six months or 1,000 Hours	75%	25.31	26.18	26.63	27.60	
Fifth	Six months or 1,000 Hours	80%	27.00	27.92	28.40	29.44	
Sixth	Six months or 1,000 Hours	90%	30.38	31.41	31.95	33.12	



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**FRINGE BENEFIT CONTRIBUTIONS:**

	<b><u>EFFECTIVE DATES</u></b>				
	<b><u>10-1-18</u></b>	<b><u>10-1-19</u></b>	<b><u>10-1-20</u></b>	<b><u>10-1-21</u></b>	<b><u>10-1-22</u></b>
Health and Welfare (Local 12, flat rate).....	\$1,389.00	\$1,407.00	\$1,437.00	\$1,437.00	
Health and Welfare (Local 12, hourly rate)...	11.55	11.70	11.95	11.95	
Pension (Local 12) .....	9.65	9.65	9.65	9.65	
Defined Contribution Plan (Annuity) .....	<b>1.00</b>	1.50	2.50	3.00	
Vacation-Holiday (\$1.20) and Supplemental Dues (\$1.37).....	2.52	2.52	2.52	2.57	
Apprenticeship (42¢) and Joint Journeyman Retraining (10¢) Funds.....	0.52	0.52	0.52	0.52	
Contract Administration and Industry Advancement Fund .....	0.05	0.05	0.05	0.05	

Please notify your membership of the increases effective October 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:mr

cc: Officers, Joseph Ehrbar  
Nick DiFranco, Dist. Rep.  
Las Vegas Dispatch  
So. Nev. Apprenticeship  
Agreement Department

**ADDENDUM**  
**NEVADA CONTRACTORS ASSOCIATION**  
**ROCK, SAND & GRAVEL – SOUTHERN NEVADA**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION NO. 12**

**Helper Classification:** Will become members of Local 12BO. These members will do work under their classification only and will not be allowed to operate equipment or work at any other classification covered under the terms of this contract.

**Work Coverage:** It is agreed that the Helper Classification will be allowed to use the backhoe for trash cleanup purposes only. It is also agreed the Helper Classification can utilize the forklift to off load delivery trucks. The Helpers will also run the clarifier and belt press. All repairs/welding to be done by Local No. 12 Operating Engineers.

**HOURLY WAGE RATES AND EFFECTIVE DATES**

	<u>10-1-17</u>	<u>10-1-18</u>	<u>10-1-19</u>	<u>10-1-20</u>	<u>10-1-21</u>	<u>10-1-22</u>
<b>Step 1 -</b>						
<b>1st 6 Months</b>		same	same	same	same	same
	\$23.01	\$23.01	\$23.01	\$23.01	\$23.01	
<b>Step 2 -</b>						
<b>12 Months</b>		same	same	same	same	same
	\$25.20	\$25.20	\$25.20	\$25.20	\$25.20	

**Fringe Benefit Contributions:**

**EFFECTIVE DATES**

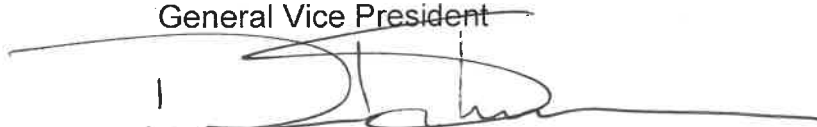
	<u>10-1-17</u>	<u>10-1-18</u>	<u>10-1-19</u>	<u>10-1-20</u>	<u>10-1-21</u>	<u>10-1-22</u>
Health & Welfare.....			(Company Plan)			
Retirement Plan.....			(401K plan)			
Supplemental Dues.....	\$1.22	\$1.22	\$1.22	\$1.22	\$1.22	

**General:** All provisions of the current Rock, Sand and Gravel Agreement except items listed above shall apply.

Please notify your membership of the increases effective October 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

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