



TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN,
INDUSTRIAL & ALLIED WORKERS OF AMERICA
LOCAL UNION No. 166

P.O. BOX 899 • 18597 VALLEY BOULEVARD • BLOOMINGTON, CA 92316-0899
Telephone: (909) 877-TEAM • Fax: (909) 877-2812

Teamsters166.org



MIKE PHARRIS
Secretary-Treasurer

June 29, 2025

JASON HODGE
President

Department of Industrial Relations
Division of Labor Statistics and Research

ROBERT STANLEY
Vice President

Po Box 420603
San Francisco, CA 94142-0603

DON HENLEY
Recording Secretary

**Re: Teamsters Southern California Master Labor Agreement
(Construction) /Joint Council 42 and Teamsters Local 87, 2025
Wage and Fringe Allocations.**

DAN HERNANDEZ
Trustee

Dear DIR,

JEFF SNEAD
Trustee

2025-2028 (Contract Terms) Teamsters Southern California Master
Labor Agreement for the Construction Industry, 2025-2028 Allocations.

JAVIER FRANCO
Trustee

- Three-year contract, allocations for 2025-2026
 - Three dollars and thirty-five cents (\$3.35) per hour allocation for July 1, 2025.
- Breakdown:
 - Two dollars (\$2.00) per hour for all wage classifications.
 - One dollar and thirty-five cents (\$1.35) to Construction
 - Vacation/ Holiday/ Sick fund
 - Add President Day as a Holiday
- Allocations for 2026-2027 Three dollars and Twenty cents (\$3.20) To be allocated by the Union
- Allocations for 2027-2028 Three dollars (\$3.00) To be allocated by the Union.
- Please incorporate the increases into the prevailing wage determination as appropriate.
- The Wage and Fringe allocations effective July 1, 2025, are as follows: Effective on July 1, 2025, an increase of two dollars (\$2.00) shall be allocated and paid to the hourly wage rate for all classifications in ARTICLE XVIII as well as the sub journeymen, DAS Apprenticeship Prevailing rate work sheets.
- Effective July 1, 2025, an increase in the hourly contribution of one dollar and thirty-five cents (\$1.35) to Construction Vacations/Holiday/Sick fund
- Effective July 1, 2025, add President Day to Article VIII Holidays

• RIVERSIDE & SAN BERNARDINO COUNTIES IN THEIR ENTIRETY, CA
• AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Also enclosed is my declaration for the attached document.

Thank you for your consideration in this matter. Questions concerning the above should be directed to my attention at the Local Union office at (909) 877-8326 or via email at rstanteam166@yahoo.com.

Respectfully,

Robert Stanley, Chairperson

Southwest Building Materials & Construction Teamsters Council

CC: John Cooper, Southern California Contractors Association (SCCA)

Peter Tateishi, Associated General Contractors (AGC)

West May, Building Industry Association of Southern California (BIA)

Derek Borghi, United Contractors (UNCON)

Chris Griswold, President, Teamsters Joint Council 42

Teamsters Local 87, Teamsters Local 166, Teamsters Local 186,
Teamsters Local 848, Teamsters Local 986,

Bill Quisenberry, Apprenticeship Program

Western Conference of Teamsters Pension Trust Fund

Julie Gutman Dickinson, Counsel, Joint Council 42 Construction Division

Tom Gesualdi, Construction Division Director, IBT - IBT Statistics

Andrew Walsh, IBT Western Region

DECLARATION OF ROBERT STANLEY

Robert Stanley declares as follows:

1. I am the Vice President of Teamsters Local 166 affiliated with the International Brotherhood of Teamsters. I am also an Executive Board member of Teamsters Joint Council No. 42.
2. The enclosed copy of the 2025-2028 Southern California Master Labor Agreement (2025 wage and fringe benefit allocations) is fully executed by the various parties and in effect.
3. The Master Labor Agreement covers the Counties of Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern, and Richardson Rock, Santa Cruz Island, San Miguel Island, Santa Barbara Island, San Clemente Island, Santa Rosa Island, Anacapa Island, including the Channel Islands Monument.
4. The Master Labor Agreement is between Teamsters Joint Council No. 42 and Teamsters Local Union No. 87, and individual contractors performing Teamsters work.
5. Approximately 1300 workers are employed under the Master Labor Agreement in the geographical area covered by the Master Labor Agreement and have been employed in the last 12 months.

I declare under the penalty of perjury and the laws of the State of California, that the foregoing is true and correct. Executed on June 30, 2025, in Bloomington, California.

Robert Stanley, June 30, 2025

ARTICLE XVIII
Wage Scales

1801. **Overtime:** Time and one-half (1½), except Sundays, Holidays and after twelve (12) hours worked per day, which are double time (2X).

Effective July 1, 2025 / \$3.35 Per Hour Increase allocated as follows:

- \$1.35 to Construction Vacation / Holiday / Sick Fund
- \$2.00 wages to all classifications

Effective July 1, 2026 / \$3.20 per hour increase to be allocated by the Union

Effective July 1, 2027 / \$ 3.00 per hour increase to be allocated by the Union

CLASSIFICATION:

Effective July 1, 2025, new wage classifications are as follows:

	A	B Special Shift	C 2nd Shift
<u>Group I</u> Warehouseman and Teamster	\$41.59	\$42.59	\$43.59
<u>Group II</u> Driver of Vehicle or Combination of vehicles - 2 axles Traffic Control Car Pilot Car, excluding moving Heavy Equipment Permit load Truck Mounted Power Broom	\$41.74	\$42.74	\$43.74
<u>Group III</u> Driver of Vehicle or Combination of Vehicles - 3 axles Bootman Cement Mason Distribution Truck Fuel Truck Driver Water Truck - 2 axle Dump truck and Articulating – less than 16 yards water level Erosion Control Driver	\$41.87	\$42.87	\$43.87
<u>Group IV</u>Truck Repairman Helper Driver of Transit Mix Truck - Under 3 yards Dumpcrete Truck - Less than 6½ yards water level	\$42.06	\$43.06	\$44.06
<u>Group V</u> Water Truck 3 or more axles Warehouseman Clerk Slurry Truck Driver	\$42.09	\$43.09	\$44.09
<u>Group VI</u> Driver of Transit Mix Truck - 3 yards or more Dumpcrete Truck - 6½ yards water level and over	\$42.12	\$43.12	\$44.12

Driver of Vehicle or Combination of Vehicles 4 or more axle Driver of Oil Spreader Truck Dump Truck and Articulating - 16 yards to 25 yards water level Side Dump Trucks Flow Boy Dump Trucks			
<u>Group VII</u> A Frame, Swedish Crane or similar Forklift Driver Ross Carrier Driver	\$42.37	\$43.37	\$44.37
<u>Group VIII</u> Dump Truck and Articulating - 25 yards to 49 yards water level Articulating Ejector Truck - 25 yards to 49 yards water level Truck Repairman Water Pull - Single Engine Welder	\$42.62	\$43.62	\$44.62
<u>Group IX</u> Truck Repairman Welder Low Bed Driver - 9 axles or over	\$42.82	\$43.82	\$44.82
<u>Group X</u> Working Truck Driver Truck Greaser and Tire man (\$.50 additional for Tire man) Pipeline and Utility Working Truck Driver, Including Winch Truck and Plastic Fusion, limited to Pipeline and Utility Work Dump Truck and Articulating - 50 yards or more water level Water Pull - Single Engine with attachment Articulating Water Truck	\$43.12	\$44.12	\$45.12
<u>Group XI</u> Water Truck over 12,000 gals. 2 axle Water Pull - Twin Engine Water Pull - Twin Engine with attachments Winch Truck Driver - (\$.25 additional when operating winch or similar special attachments) Boom Trucks (17 K & Below)	\$43.62	\$44.62	\$45.62
Boom Trucks (17 K & Above)	\$44.05	\$45.05	\$46.05

The Union may elect, at its option, upon at least sixty (60) days written notice to allocate the increase to (1) Hourly Wage Rate; (2) Health & Welfare; (3) Vacation; (4) Training; (5) Supplemental Dues; (6) Pension; (7) Contract Administration Fund; (8) State Certified Apprenticeship Program; (9) Joint Labor Management Contract Compliance; (10) any combination thereof.

MILITARY BASES

For all jobs bid on or after 9/1/00, the differential for work at Vandenberg AFB, Point Arguello, Point Conception, China Lake, Camp Roberts, Edwards AFB, Nebo Marine Ballistic Base (Yermo), Mountain Warfare Training Center, Bridgeport, Fort Irwin, George AFB, Naval Air Facility, El Centro, 29 Palms Marine Base will be three dollars (\$3.00) per hour in lieu of subsistence.

1802. Hazardous Material Handling: A one dollar (\$2.00) per hour premium shall be paid to all employees handling and or hauling class A or B hazardous materials.

1803. Sub Journeyman rates will be as follows:

Hours	7/1/2024 + \$1.40	7/1/2025 + \$2.00	7/1/2026 TBD	7/1/2027 TBD	7/1/2028 TBD
0000-2000	\$25.80	\$27.80			
2001-4000	\$27.80	\$29.80			
4001-6000	\$29.80	\$31.80			

Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates.

1804. Fringe benefits for sub journeymen will be the same as in the Master Labor Agreement, except that vacation/ holidays/ sick and supplemental dues will be paid as follows:

	7/1/24	7/1/25	7/1/26	7/1/27
0000-2000 hours	\$2.45	\$3.80	TBD	TBD
2001-4000 hours	\$2.70	\$4.05		
4001-6000 hours	<u>\$2.95</u>	<u>\$4.30</u>		
Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates.	<u>Full Rate</u>	<u>Full Rate</u>	<u>Full Rate</u>	<u>Full Rate</u>

ATTACHMENT 1
CONTRIBUTONS PAYABLE TO TRUST FUNDS

	Current Contributions	Effective 7/1/2025	Effective **7/1/2026	Effective ***7/1/2027
<i>Construction Teamsters Security</i> Fund for Southern California	\$20.37	\$20.37	TBD	TBD
Western Conference of Teamsters Pension Trust Fund	\$9.00	\$9.00	TBD	TBD
Vacation-Holiday- Sick / Supplemental Dues Plan Trust Fund	\$3.60	\$4.95.	TBD	TBD
Teamster Training and Upgrading Fund	\$1.42	\$1.42	TBD	TBD
Advancement Industry Fund	\$.08	\$.08		
Contract Administration Fund	\$.07	\$.08		
Apprentice Program Fund	\$.60	\$.60	TBD	TBD
Contract Compliance Fund	\$.45	\$.45	TBD	TBD

* Includes \$.05 diverted from Security Fund

****\$3.20 To Be Allocated By the Union ***\$3.00 To Be Allocated By the Union**

DAS APPRENTICE PREVAILING WAGE RATE WORKSHEET**JOURNEYMAN INFORMATION**

Group X: Working Truck Driver

Issue Date:

mm/dd/yyyy

July 1, 2025

Expiration Date:

June 30, 2026

Group X: Working Truck Driver: SC 23-261-2-2024-1 Revised 6/24/2025

Craft/Classification: Teamster Construction Working Truck Driver

County(ies): Los Angeles, Orange, San Bernardino, Riverside, Imperial, Inyo, Kern, Mono, San Luis Obispo, Ventura,
Santa Barbara

	Basic Hourly Rate	Health & Welfare	Pension	Vacation & Holiday	Training & Upgrading	Other	Total Hourly Rate		
	\$43.12	\$20.37	\$9.00	\$4.95	\$2.02	\$0.60	\$80.06		
2025 MLA Allocations	\$2.00	\$0.00	\$0.00	\$1.35	\$0.00	\$0.00		Total Allocations=	\$3.35
2026 MLA Allocations	TBD								\$3.20
2027 MLA Allocations	TBD								\$3.00

APPRENTICESHIP INFORMATION

Period of Training	Duration of Training	% of J'man Wage	Basic Hourly Rate	Health & Welfare	Pension	Vacation & Holiday	Training & Upgrading	Other	Total Hourly Rate
1st	6 mo/600 hrs	60%	\$25.87	\$15.31	\$5.00	\$3.25	\$2.02	\$0.60	\$52.05
2nd	6 mo/600 hrs	65%	\$28.03	\$15.31	\$5.00	\$3.25	\$2.02	\$0.60	\$54.21
3rd	6 mo/600 hrs	70%	\$30.18	\$15.31	\$5.00	\$3.25	\$2.02	\$0.60	\$56.36
4th	6 mo/600 hrs	75%	\$32.34	\$15.31	\$5.00	\$3.25	\$2.02	\$0.60	\$58.52
5th	6 mo/600 hrs	85%	\$36.65	\$15.31	\$5.00	\$3.25	\$2.02	\$0.60	\$62.83
6th	6 mo/600 hrs	95%	\$40.96	\$15.31	\$5.00	\$3.25	\$2.02	\$0.60	\$67.14

Footnotes:

(a) Vacation & Holiday includes amount for supplemental dues

(b) Based on Group X rate

Notes:

"Other" denotes contributions for:

1. Industry Advancement Fund \$.08 per hour
2. Contract Administration Fund \$.07 per hour
3. Contract Compliance Fund \$.45 per hour

July 1, 2025 - June 30, 2026 Master Labor Agreement Monetary Allocations

\$2.00 to Wages in all classifications

\$1.35 to Vacation & Holiday