

MEMORANDUM AGREEMENT

The undersigned parties, Bricklayers and Allied Craftworkers Local 4 California (the "Union"), and the Executive Council of Mason Contractors Exchange of Southern California, Inc. (the "MCESC") hereby enter into the following Memorandum Agreement, which is a supplement to the Collective Bargaining Agreement between the same two parties, effective May 1, 2021 through April 30, 2026 (the "CBA"), and shall supersede the CBA to the extent it modifies the CBA.

1. This Memorandum Agreement shall be effective on the date of the last signature obtained, as shown below; however, the wage and benefit rates adopted herein shall not take effect until September 1, 2022. Further, notwithstanding any other provision of this Memorandum Agreement, after September 1, 2022, signatory contractors may continue to compensate their employees at the wage and benefit rates that were in effect prior to September 1, 2022, on any jobs that they bid prior to the effective date of this Memorandum Agreement. Such contractors shall provide the Union with copies of their bid proposals (showing the date the proposal was submitted and the wage and benefit rates that were used to calculate the bid) in the event of a dispute over this provision.

2. This Memorandum Agreement shall be co-terminus with the CBA and shall expire by its own terms at the same time as the CBA, i.e. at the end of April 30, 2026.

3. This Memorandum Agreement shall apply to the parties hereto, including all of the members of both the Union and the MCESC, and to all of the independent employers that are signatory to, or otherwise bound by, the CBA.

4. The purpose of this Memorandum Agreement is to equalize the wage and benefit rates among the various counties covered by the CBA. Currently, the CBA sets forth different wage and benefit rates for each of the covered counties. Under this Memorandum Agreement, they shall become uniform.

5. Effective September 1, 2022, Article XI, Section 1 of the CBA is hereby abrogated, and instead the hourly wage and benefit rates applicable to Journeypersons covered by the CBA, other than Mason Finishers, including Journeyperson Bricklayers, Stone Masons, Marble Masons, Cement Blocklayers, and Pointers-Caulkers-Cleaners, shall be in accordance with the rates set forth for those classifications in Tables 1 through 3 of Appendix A to this Memorandum Agreement. The allocation shown therein for those classifications shall be effective from September 1, 2022 through April 30, 2023. The annual increases shown therein for those classifications shall take effect on the dates set forth therein, and the Union shall have discretion to allocate those increases among wages, benefits, and other items.

6. Effective September 1, 2022, Article IX, Section 4 of the CBA is hereby abrogated, and instead the hourly wage and benefit rates applicable to Apprentices covered by the CBA, other than Apprentice Mason Finishers, but including Apprentice Bricklayers, Stone Masons, Marble Masons, Cement Blocklayers, and Pointers-Caulkers-Cleaners, shall be in accordance with the rates set forth for such Apprentices in Table 4 of Appendix A to this Memorandum Agreement. The allocation shown therein for such Apprentices shall be effective from September 1, 2022 through April 30, 2023. The annual increases shown therein for such Apprentices shall take effect

on the dates set forth thereon, and the Union shall have discretion to allocate those increases among wages, benefits, and other items.

7. Effective September 1, 2022, the third paragraph of Article X, Section 1 of the CBA is hereby abrogated, and instead the hourly wage and benefit rates applicable to Journey person and Apprentice Mason Finishers shall be in accordance with the rates set forth for Journey person and Apprentice Mason Finishers in Table 5 of Appendix A to this Memorandum Agreement. The Journey person Mason Finisher's total taxable hourly wage rate shall be equal to 90 percent of the total taxable wage rate set for the Journey person Bricklayer, and the benefit contributions for the Journey person Mason Finisher shall be equal to those of the Journey person Bricklayer (except that no CMC State Promo Fund contribution shall be owed for the Mason Finisher, and the Mason Finisher's contribution to the IMI Training Fund shall be one percent (1%) of the total package for each hour, or portion thereof, for which a covered Mason Finisher receives pay). The allocation shown for Journey person and Apprentice Mason Finishers in Appendix A to this Memorandum Agreement shall be effective from September 1, 2022 through April 30, 2023. The annual increases shown therein for Journey person and Apprentice Mason Finishers shall take effect on the dates set forth thereon, and the Union shall have discretion to allocate those increases among wages, benefits, and other items.

8. Effective September 1, 2022, the first paragraph of Article X, Section 2 of the CBA is hereby abrogated, and instead the Mason Finisher Apprentice wage scale shall be in accordance with the rates set forth for Mason Finisher Apprentices in Table 5 of Appendix A to this Memorandum Agreement.

9. Effective September 1, 2022, and notwithstanding anything to the contrary in Article XII of the CBA, including anything in any of the Sections thereof (including but not limited to Section 8 thereof), the fringe benefit and other contributions and deductions applicable to Journey persons and Apprentices covered by the CBA shall be in accordance with the rates and amounts set forth in the applicable tables of Appendix A to this Memorandum Agreement. The fringe benefit and other contribution and deduction rates and amounts set forth in the CBA, including in its Attachments, shall be superseded by those set forth in the applicable tables of Appendix A to this Memorandum Agreement, to the extent they conflict. However, the remainder of Article XII of the CBA, including all of the Sections thereof, shall remain in effect and operative to the extent that there is no such conflict. Further, the second paragraph of Article XII, Section 8, which provides that an employer that contributes on less than one-hundred (100) hours for a calendar month shall contribute ten dollars (\$10.00) per month to the Promotion Fund and five dollars (\$5.00) per month to the Apprenticeship Trust Fund for each month in which such employer is liable for a contribution report, shall continue in effect.

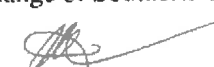
The foregoing is so agreed by and between the undersigned parties, effective as of the last date shown below.

BAC Local #4 California

By: 
Lupe Aldaco, President

Date: June 15, 2022

Executive Council of the Mason Contractors
Exchange of Southern California, Inc.

By: 
John Chrysler, Executive Director

Date: June 15, 2022

Appendix A

BRICKLAYERS & ALLIED CRAFTWORKERS

LOCAL # 4

2679 Sierra Way La Verne, Ca. 91750
 (626) 739-5600 Toll Free (800) 972-3338 Fax (626) 739-5610
www.bac4ca.org

JOURNEYMAN RATES EFFECTIVE 9/01/22 THROUGH 4/30/23
BRICKLAYER, STONE MASON, MARBLE MASON, CEMENT
BLOCKLAYER, POINTER CAULKER, CLEANER

Table 1	Los Angeles, Orange, San Bernardino, Riverside, Ventura, Santa Barbara, San Luis Obispo, Kern, Inyo, Mono and Tulare Counties
Wage Rate (Taxable)	\$45.12
Health & Welfare	\$9.25
Local Pension (DB)	\$6.50
Local Pension (DC)	\$1.00
I.U. Pension P.P.A. Funding Improvement Total IPF Contribution	\$1.10 .17 .71 \$1.98
Local Promotion Fund	.45
***CMC State Promo Fund	.40
IMI Training Fund	.66
Apprenticeship Fund	.50
**TOTAL PACKAGE	\$65.86
*Compliance Fund	\$.34
*Dues Check Off	\$2.00

*Compliance & Dues Check Off deducted from taxable wages.

**Wage rate & benefit package equals Total Package

*** CMC contributions are not payable on Stone Masonry or Marble Masonry work

FOREMAN PREMIUM SCALE	
Number of masons on project	Scale added to Journeyman Wage
2-6 masons	\$2.50
7-11 masons	\$3.00
12 or more masons	\$4.00

5/1/2023 to 4/30/2024 - \$2.10 increase on Total Package
 5/1/2024 to 4/30/2025 - \$2.20 increase on Total Package
 5/1/2025 to 4/30/2026 - \$2.20 increase on Total Package

Table 2 JOURNEYMAN OVERTIME WAGE SCALE (AT TIME AND ONE HALF)
9/1/2022 – 4/30/2023
Bricklayer, Block layer, Marble Mason, Stone Mason & Pointer, Caulker, Cleaner

Wage Rate	\$67.68
Local Dues ¹	\$1.34
IU Work Dues ¹	\$0.66
Contr. Compliance ¹	\$0.34
Health & Welfare	\$9.25
Local Pension	\$6.50
Def. Contribution Pension	\$1.00
IU Pension	\$1.10
IU Pension PPA ²	\$0.17
IU Pension FIP ²	\$0.71
Appr. Training	\$0.50
Promotion Fund	\$0.45
CMC Promotion ³	\$0.40
IMI	\$0.66
Cash Bond Dep ⁴	\$0.50
Total/Hour	\$88.42

¹Included in Wage Rate

²For satisfaction of the 2006 Pension Protection Act Funding Program

³Does not apply to Stone and Marble work

⁴If required to satisfy minimum bond deposit, not included in Total Package

Table 3 JOURNEYMAN OVERTIME WAGE SCALE (AT DOUBLETIME)
9/1/2022 – 4/30/2023
Bricklayer, Block layer, Marble Mason, Stone Mason & Pointer, Caulker, Cleaner

Wage Rate	\$90.24
Local Dues ¹	\$1.34
IU Work Dues ¹	\$0.66
Contr Compliance ¹	\$0.34
Health & Welfare	\$9.25
Local Pension	\$6.50
Def Contribution Pension	\$1.00
IU Pension	\$1.10
IU Pension PPA ²	\$0.17
IU Pension FIP ²	\$0.71
Appr. Training	\$0.50
Promotion Fund	\$0.45
CMC Promotion ³	\$0.40
IMI	\$0.66
Cash Bond Dep ⁴	\$0.50
Total/Hour	\$110.98

¹Included in Wage Rate

²For satisfaction of the 2006 Pension Protection Act Funding Program

³Does not apply to Stone and Marble work

⁴If required to satisfy minimum bond deposit, not included in Total Package

Table 4

Bricklayers and Allied Craftworkers

Local No. 4

09/01/22 - 04/30/23

APPRENTICE RATES FOR: BRICKLAYER, MARBLE MASON,

STONE MASON, CEMENT BLOCKLAYER, POINTER,

CAULKER, CLEANER

Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, Ventura,

San Luis Obispo, Kern, Inyo, Mono & Tulare Counties

% RATING	TOTAL TAXED WAGES	Employee Contributions					Employer Contributions							TOTAL HOURLY COST
		CONTRACT COMPLIANCE	LOCAL DUES	LOCAL DUES CHECK OFF	IU DUES	IU DUES CHECK OFF	LOCAL PENSION FUND-DC	LOCAL PENSION FUND-DB	STATE PROMOTION FUND	CMC FUND	LOCAL PROMOTION FUND	APPRENTICE TRAINING FUND	IMPI TRAINING FUND	
50% APPR 1	\$ 22.56	\$ 0.34	\$ 0.96	\$ 0.96	\$ 0.47	\$ 1.98	\$ 1.50					\$ 0.36	\$ 35.65	
55% APPR 2	\$ 24.82	\$ 0.34	\$ 0.96	\$ 0.96	\$ 0.47	\$ 1.98	\$ 1.50					\$ 0.38	\$ 37.93	
60% APPR 3	\$ 27.07	\$ 0.34	\$ 0.96	\$ 0.96	\$ 0.47	\$ 1.98	\$ 3.50					\$ 0.42	\$ 42.22	
65% APPR 4	\$ 29.33	\$ 0.34	\$ 0.96	\$ 0.96	\$ 0.47	\$ 1.98	\$ 5.50					\$ 0.47	\$ 46.53	
70% APPR 5	\$ 31.58	\$ 0.34	\$ 0.96	\$ 0.96	\$ 0.47	\$ 1.98	\$ 1.00	\$ 6.50				\$ 0.51	\$ 50.82	
80% APPR 6	\$ 36.10	\$ 0.34	\$ 0.96	\$ 0.96	\$ 0.47	\$ 1.98	\$ 1.00	\$ 6.50				\$ 0.55	\$ 55.38	
90% APPR 7	\$ 40.61	\$ 0.34	\$ 0.96	\$ 0.96	\$ 0.47	\$ 1.98	\$ 1.00	\$ 6.50				\$ 0.60	\$ 59.94	
100% J	\$ 45.12	\$ 0.34	\$ 1.34	\$ 1.34	\$ 0.66	\$ 1.98	\$ 1.00	\$ 6.50	\$ 0.40	\$ 0.45	\$ 0.50	\$ 0.66	\$ 65.86	

Total taxed wages includes Dues Check Off and Contract Compliance
 Wage rate & benefit package & IMI contribution equals Total Hourly Cost

Effective 5/1/23 Increase based upon Journey person Bricklayer increase of \$2.10, to be determined based upon increase to Journey person Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments
 Effective 5/1/24 Increase based upon Journey person Bricklayer increase of \$2.20, to be determined based upon increase to Journey person Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments
 Effective 5/1/25 Increase based upon Journey person Bricklayer increase of \$2.20, to be determined based upon increase to Journey person Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments

Table 5

Bricklayers and Allied Craftworkers

Local No. 4

09/01/22 to 04/30/23

LOS ANGELES COUNTY, ORANGE COUNTY, RIVERSIDE/SAN BERNARDINO COUNTIES, BAKERSFIELD AREA (Kern, Inyo, Mono & Tulare Counties)

VENTURA COUNTY, SANTA BARBARA/SAN LUIS OBISPO COUNTIES

MASON FINISHER WAGE AND FRINGE BENEFIT SCALE (Journeyman & Apprentice)

EMPLOYEE CONTRIBUTIONS

RATING	TOTAL TAXED WAGES	CONTRACT COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
Apprentice 1 (60%)	\$ 24.37	\$ 0.30	\$ 0.75	\$ 0.36
Apprentice 2 (70%)	\$ 28.43	\$ 0.30	\$ 0.75	\$ 0.36
Apprentice 3 (80%)	\$ 32.49	\$ 0.30	\$ 0.75	\$ 0.36
Apprentice 4 (90%)	\$ 36.55	\$ 0.30	\$ 0.75	\$ 0.36
Journeyman (100%)	\$ 40.61	\$ 0.30	\$ 1.24	\$ 0.61

EMPLOYER CONTRIBUTIONS

HEALTH & WELFARE FUND	I U PENSION FUND	LOCAL PENSION FUND-DB	LOCAL PENSION FUND-DC	LOCAL PROMO FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	TOTAL HOURLY COST
\$ 5.50					\$ -	\$ 0.30	\$ 30.17
\$ 5.50				\$ -	\$ -	\$ 0.34	\$ 34.27
\$ 5.50				\$ -	\$ -	\$ 0.38	\$ 38.37
\$ 5.50				\$ -	\$ -	\$ 0.42	\$ 42.47
\$ 9.25	\$ 1.98	\$ 6.50	\$ 1.00	\$ 0.45	\$ 0.50	\$ 0.61	\$ 60.90

Total taxed wages includes Dues Check Off and Compliance Fund

Wage rate & benefit package & IMI contribution equals Total Hourly Cost

Journeyman MF total taxed wage is 90% of Journeyman bricklayer rate

plus all of the fringe benefits of the Journeyman bricklayer (except CMC state promo fund)

Effective 5/1/23: Increase based upon Journeyman Bricklayer increase of \$2.10, to be determined based upon increase to Journeyman Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments

Effective 5/1/24: Increase based upon Journeyman Bricklayer increase of \$2.20, to be determined based upon increase to Journeyman Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments

Effective 5/1/25: Increase based upon Journeyman Bricklayer increase of \$2.20, to be determined based upon increase to Journeyman Bricklayer's total taxable wage, and then allocated by the Union to wages and/or employer payments