

PLAN FOR NOTIFYING EMPLOYEES
NOT TO REPORT TO WORK

The Hanford Administrative Committee, in accordance with Article XIII, Section 4., has determined that the following plan will be implemented by the EMPLOYER for the purpose of notifying employees covered by the Hanford Site Stabilization Agreement not to report to work.

The EMPLOYER will cause an announcement to be made over local radio stations broadcasting within the Tri-Cities and Yakima areas at least two hours prior to the employees' regular starting time advising that construction operations are closed and that the EMPLOYERS' employees should not report to work.

A general announcement will be considered to apply to all employees of the EMPLOYER, and to all activities of the EMPLOYER, except for those employees and/or activities which are specifically identified as not be affected by the announcement.

Further, employees will recognize and adhere to a similar announcement issued by the OWNER, the U.S. Department of Energy, and will assume that such general announcements addressing the Hanford site and/or Hanford employees will include employees of the EMPLOYERS.

The announcement will apply only to the shift immediately following the time of the announcement unless the announcement gives instructions to the contrary.

Every effort will be made by the EMPLOYER (or OWNER) to get the announcement on the following radio stations:

TRI-CITIES

KALE - FM 95
KZZK - FM 102.7
KONA - FM 105.3
KHWK - FM 106.5

KONA - AM 169
KORD - AM 870
KIOK - AM 960
KOTY - AM 1340

YAKIMA

KUTI - AM 980
KIT - AM 1280

Travel Pay
Effective: 09/01/08

APPENDIX "A"

HANFORD DAILY TRAVEL PAY

Daily Travel Pay for Construction Crafts will be paid as follows:

<u>Area</u>	<u>Daily Pay</u>
300	\$18.50
400	\$18.50
200 East	\$22.00
200 West	\$22.75
100 (All)	\$23.50

**BOILERMAKERS
APPENDIX A**

WAGE RATES

	<u>10/01/10</u>	<u>01/01/11</u>	<u>01/01/12</u>
General Foreman	Rate to be negotiated	Rate to be negotiated	Rate to be negotiated
Foreman	\$39.48	\$37.63	\$36.78
Assistant Foreman	\$38.23	\$36.38	\$35.53
Boilermaker/Blacksmith	\$36.98	\$35.13	\$34.28

FRINGE PAYMENTS

	<u>08/01/10</u>	<u>01/01/11</u>	<u>01/01/12</u>
Health and Welfare	\$8.57		
Pensions (per hour)	\$8.10	\$10.20	\$12.30
Apprenticeship (per hour)	\$0.75		
Vacation (per hour)	\$3.00		
National Annuity Trust (per hour)	\$2.00		\$1.00
MOST	\$0.29	\$0.34	

APPRENTICE RATES

Percentage of
Journeyman Wage Rates

<u>Period</u>	<u>Indentured After 09/02/96</u>
Level 1 0 - 1000 hrs.	70%
Level 1 1001 - 2000 hrs.	75%
Level 2 2001 - 3000 hrs.	80%
Level 2 3001 - 4000 hrs.	85%
Level 3a 4001 - 5000 hrs.	90%
Level 3b 5001 - 5999 hrs.	95%
Journeyman	100%

**BRICK AND ALLIED CRAFTS
APPENDIX A**

WAGE RATES

	<u>09/01/08</u>	<u>06/01/09</u>
Journeyman Bricklayer	\$26.56	\$26.81

Foreman shall receive a minimum of \$1.00 over the hourly rate.

FRINGE PAYMENTS

	<u>06/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Masonry Welfare Trust	\$6.15	\$6.50	\$6.80
International Pension Trust	\$1.50		
Northwest Pension Plan	\$3.78	\$3.93	\$4.07
Apprenticeship & Training	\$0.38		\$0.49

APPRENTICE RATES

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
1 st 700 hours	40%
2 nd 700 hours	55%
3 rd 700 hours	60%
4 th 700 hours	70%
5 th 700 hours	80%
6 th 700 hours	90%

**CARPENTERS/MILLWRIGHTS
APPENDIX A**

WAGE RATES

CARPENTERS	<u>09/01/09</u>	<u>06/01/10</u>
JOURNEYMAN CLASSIFICATION	\$27.73	\$30.00
MILLWRIGHTS AND MACHINE ERECTORS	<u>09/01/09</u>	<u>06/01/10</u>
JOURNEYMAN CLASSIFICATIONS	\$29.73	\$32.00
PILEDRIVERS	<u>09/01/09</u>	<u>06/01/10</u>
JOURNEYMAN CLASSIFICATIONS	\$28.00	\$27.00

FOREMAN - *Shall receive \$1.75 per hour above the highest paid Journeyman wage classification working under him.*
 GENERAL FOREMAN - *Will be paid \$1.00 per hour over the Foreman rate, if one is used at the option of the employer.*

FRINGE PAYMENTS

	<u>10/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Health and Security	\$4.80		\$5.00
Pension*	\$5.25	\$5.79	\$6.33
Apprenticeship and Training	\$0.51		
Pension Rehabilitation Surcharge	\$0.26	\$0.00	

06/01/07

Optional 401K Deduction in \$0.50 increments, up to **\$7.00** at option of Employee, (Deduct from Wages), applies to all Apprentices also.

APPRENTICE RATES

CARPENTERS & MILLWRIGHTS/MACHINE ERECTORS

*1 st Period	3 months - 60%	5 th Period	6 months - 80%
*2 nd Period	3 months - 65%	6 th Period	6 months - 85%
3 rd Period	6 months - 70%	7 th Period	6 months - 90%
4 th Period	6 months - 75%	8 th Period	12 months - 95%

**No pension contributions to be paid for these Apprentices*

**CEMENT MASONS
 APPENDIX A**

WAGE RATES

	<u>06/01/10</u>	<u>06/01/11</u>
GROUP I	\$24.53	\$25.08
GROUP II	\$25.15	\$25.70
GROUP III	\$25.66	\$26.21

FOREMAN - \$1.00 per hour above highest paid worker on his crew

GENERAL FOREMAN - To be paid \$1.50 per hour above the highest paid worker on his crew

FRINGE PAYMENTS

	<u>11/01/08</u>	<u>06/01/09</u>	<u>06/01/10</u>
Health and Security	\$5.00		
Pension	\$3.25	\$5.84	
Pension Rehabilitation Surcharge	\$0.17	\$0.00	
Training	\$0.38		\$0.48
Credit Union	(\$1.40)		
(Deduct from net wages)			

APPRENTICE RATES

(Program changed January 1, 2011)

	<u>06/01/11</u>
50% (0 - 900 hours)	\$12.54
60% (901 - 1800 hours)	\$15.05
70% (1801 - 2700 hours)	\$17.56
80% (2701 - 3600 hours)	\$20.06
90% (3601 - 4500 hours)	\$22.57
95% (4501 - 5400 hours)	\$23.83

CLASSIFICATIONS

GROUP I

- Rodding, tamping, floating, troweling, patching, stoning, rubbing, sack rubbing
- All exposed aggregate finishing and sealing. All architectural finishing, staining, stamping and coloring, washing and power washing of concrete, polymer, latex and composite materials
- Setting of screeds, screed forms, curb & gutter & sidewalk forms
- Preparation of all concrete for caulking of the joints and the caulking of expansion joints
- Preparation of concrete for the application of hardners, sealers and curing compounds and their application
- Grouting and dry packing of machine base
- Removal of snap ties and she bolts, and other form devises prior to patching of concrete

GROUP II

- Power Troweling Machine Operator
- Troweling of magnesite, torganal, or material with epoxy bases of oxichloride base
- All Power Grinders, Bushing Hammer, Chipping Gun, Gunite Nozzleman
- All sandblasting for architectural finishes, patch preparation, and exposing of aggregate for finish
- Concrete Sawing and Cutting for control and expansion joints and scoring for decorative patterns
- Operating of Clary-type Floats, Longitudinal Floats, Rodding Machines and Belting Machines
- Scarifiers
- Working on scaffolds

GROUP III

- Grinding, bushing or chipping of toxic materials or high density concrete
- Operating of power tools on a scaffold

ELECTRICIANS APPENDIX A

WAGE RATES

		<u>06/01/10</u>	<u>06/01/11</u>
Journeyman Wireman		\$35.25	\$35.95
Journeyman Wireman Cable Splicer	5% above Journeyman**	\$37.01	\$37.75
Journeyman Wireman Welder	10% above Journeyman*	\$38.78	\$39.55
Foreman	10% above Journeyman	\$38.78	\$39.55
Foreman (<i>Supervising 6 or more Journeymen</i>)	15% above Journeyman	\$40.54	\$41.34
General Foreman	25% above Journeyman	\$44.06	\$44.94

Vacation allowance deduct 10% at option of Employee

* *Journeyman Wireman when Welding - 10% above Journeyman Wireman rate when welding for a minimum of 2 hours.*

** *Journeyman Wireman Cable Splicer - Cable splicing and stress cones by whatever method on voltage over 2300 volts will be paid 5% above Journeyman Wireman rate for a minimum of 2 hours.*

FRINGE PAYMENTS

	<u>07/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Health and Welfare	\$6.96	\$7.23	\$7.63
Pension - National (<i>NEBF 3% of gross</i>)	\$1.05	\$1.06	\$1.08
Pension Plans	\$6.50	\$6.70	
Apprentice Training	\$0.30		
Vacation (<i>Optional - included in gross</i>)	10%		

APPRENTICE RATES

effective 06/01/11

<i>(Indentured after April 12, 2005)</i>						
0 - 1000	1st Period	45%	\$16.18	<u>Health & Welfare</u>	<u>L.U. 112 Retirement</u>	<u>NEBF @ 3%</u>
			\$6.43		\$ -	\$0.49
1000-2000	2nd Period	50%	\$17.98		\$ -	\$0.54
2000-3500	3rd Period	55%	\$19.77		\$3.69	\$0.59
3500-5000	4th Period	65%	\$23.37		\$4.36	\$0.70
5000-6500	5th Period	75%	\$26.96		\$5.03	\$0.81
6500-8000	6th Period	85%	\$30.56		\$5.70	\$0.92
<i>(Indentured after April 12, 2009)</i>						
0 - 1600	1st Period	45%	\$16.18	<u>Health & Welfare</u>	<u>L.U. 112 Retirement</u>	<u>NEBF @ 3%</u>
			\$6.43		\$ -	\$0.49
1601-2000	2nd Period	50%	\$17.98		\$3.35	\$0.54
2001-3500	3rd Period	55%	\$19.77		\$3.69	\$0.59
3501-5000	4th Period	65%	\$23.37		\$4.36	\$0.70
5001-6500	5th Period	75%	\$26.96		\$5.03	\$0.81
6501-8000	6th Period	85%	\$30.56		\$5.70	\$0.92

Appr. Training

\$0.30
\$0.30
\$0.30
\$0.30
\$0.30
\$0.30

Appr. Training

\$0.30
\$0.30
\$0.30
\$0.30
\$0.30
\$0.30

INSULATORS & ALLIED WORKERS APPENDIX A

WAGE RATES

	<u>01/01/11</u>	<u>07/01/11</u>	<u>08/01/11</u>	<u>01/01/12</u>
Journeyman	\$30.18	\$29.92	\$31.42	\$30.67
Foreman	10% above the Journeyman's base rate of pay			
General Foreman	Negotiated to be more than ten percent (10%+) above journeyman base rate			

FRINGE PAYMENTS

	<u>07/01/10</u>	<u>01/01/11</u>	<u>07/01/11</u>	<u>01/01/12</u>
Health and Welfare	\$7.58		\$7.84	
Occupational Health	\$0.12			
Pension	\$6.36	\$6.76		\$7.51
Apprenticeship	\$0.88			
Safety Training	\$0.02			
Int'l Labor Management Coop Trust	\$0.05			
Credit Union (Vacation deduct)	\$2.25	<i>(option of employee)</i>		

There is one (1) classification for the pension contribution, as follows:

	(Appr.)	Class II (Regular)
IAP (Individual Account) Rate	\$2.15	\$2.15
Defined Benefit	\$5.36	\$5.36

APPRENTICE RATES

<u>Period</u>	<u>Percentage</u>	<u>Wage Rates</u>
1 st year	60% of Journeyman wage	\$18.40
2 nd year	70% of Journeyman wage	\$21.47
3 rd year	80% of Journeyman wage	\$24.54
4 th year	90% of Journeyman wage	\$27.60

**IRONWORKERS
APPENDIX A**

WAGE RATES

<u>CLASSIFICATIONS</u>	<u>07/01/09</u>	<u>07/01/10</u>	<u>01/01/12</u>
Structural Ironworkers, Ornamental Ironworkers, Machinery Mover, Machine Erector, Riggers, Signal Men, Welders & Burners, Fence Erectors Sheeters, Reinforcing Ironworkers	\$30.79	\$31.09	\$31.35
	<u>09/01/08</u>		
FOREMEN -		<i>\$3.00 per hour over Journeyman rate</i>	
GENERAL FOREMAN -		<i>\$4.00 per hour over Journeyman rate</i>	

FRINGE PAYMENTS

	<u>07/01/09</u>	<u>07/01/10</u>	<u>01/01/12</u>
Health and Welfare	\$5.35	\$6.02	\$6.52
Pension	\$7.70	\$8.95	
Apprenticeship	\$0.60	\$0.63	
Annuity	\$3.75	\$4.00	
VACATION - <i>Deduct from Net Wages</i>	<i>\$1.50 per hour</i>		
IMPACT Fund	\$0.25		\$0.24

APPRENTICE RATES

<u>09/01/99</u>		
<u>Period</u>		<u>Percentage of Journeyman Wage Rates</u>
*1 st 6 months	65%	of Journeyman Ironworker Rates
*2 nd 6 months	70%	of Journeyman Ironworker Rates
3 rd 6 months	75%	of Journeyman Ironworker Rates
4 th 6 months	80%	of Journeyman Ironworker Rates
5 th 6 months	90%	of Journeyman Ironworker Rates
6 th 6 months	90%	of Journeyman Ironworker Rates
7 th 6 months	95%	of Journeyman Ironworker Rates
8 th 6 months	95%	of Journeyman Ironworker Rates

**No pension or annuity*

**LABORERS
APPENDIX A**

WAGE RATES

	<u>06/01/10</u>	<u>06/01/11</u>
GROUP I	\$23.01	\$23.41
GROUP II	\$23.28	\$23.68
GROUP III	\$23.55	\$23.95
GROUP IV	\$23.83	\$24.23
GROUP V	\$24.39	\$24.79

GROUP VI: Sand Hogs (Under Compressed Air Conditions)

(Computed by multiplying the increase x 8 hr. shift and add total to previous rate)

<u>LBS.</u>	<u>HRS.</u> <u>WORK</u>	<u>OT</u> <u>DIV</u>	<u>06/01/11</u> <u>Zone 1</u>	<u>Zone 2</u>	
1-14	6	7-1/2	\$201.20		
14-18	6	7-1/2	\$206.13	Add	
18-25	4	7-1/2	\$206.41		Rates to be
18-22	6	10	\$228.27	\$16.00	recalculated
22-26	4	7-1/2	\$210.73		
26-32	4	7-1/2	\$213.35	per	as needed
32-38	3	7-1/2	\$216.31		
38-44	2	7-1/2	\$217.72	shift	
Outside Lock and Gauge Tender			\$193.84		

GROUP VII: Hod Carriers **\$23.95**

GROUP X: Grade Checker **\$25.94**

FOREMAN \$1.50 above highest rate supervised
GENERAL FOREMAN \$1.50 above highest rate supervised

FRINGE PAYMENTS

	<u>06/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Health and Security	\$5.00		
Pension	\$3.30	\$3.90	\$4.50
Training	\$0.40	\$0.45	
LECET (Training Fund)	\$0.05		
Credit Union (deduct from net wages)	(\$1.00)		

NEW ENTRANT TRAINING PROGRAM

(Percent Computed on GROUP I RATES)

Trainee	I	0 to 1000 hours	60%
Trainee	II	1001 to 2000 hours	70%
Trainee	III	2001 to 3000 hours	80%
Trainee	IV	3001 to 4000 hours	90%

CLASSIFICATIONS:

GROUP I

Brush Hog Feeder	⁵ Miner, Class "A"
Carpenter Tender	Nipper
Cement Handler	Riprap Man
¹ Concrete Crewman	Sandblast Tail hose man
Concrete Signal Man	Scaffold Erector, wood or steel
Crusher Feeder	Scaleman
² Demolition	Stake Jumper
Dumpman	⁴ Structural Mover
³ Fence Erector	Tail hose man (water nozzle)
Flagman	Timber Bucker & Faller (by Hand)
Form Cleaning Machine Feeder, Stacker	Track Laborer (RR)
General Laborer	Well-Point Man
Group Machine Header Tender	Window Cleaner

¹TO INCLUDE: Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine. Signaling, handling the nozzle of squeezecrete or similar machine - 6 inches or smaller.

²TO INCLUDE: Clean-up, burning, loading, wrecking and salvage of all material.

³TO INCLUDE: Guard rails, guide and reference posts, signposts, and right-of-way markers.

⁴TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of structures

⁵TO INCLUDE: Bull Gang, Concrete Crewman, Dumpman and Pumpcrete Crewman, including distributing pipe, assembly & dismantle, and Nipper.

GROUP II

Asphalt Raker	Pipelayer, multi-section
Asphalt Roller, walking	Pot Tender
Cement Finisher Tender	Powderman Helper
Concrete Saw, walking	Power Buggy Operator
Demolition Torch	Power Tool Operator, gas, electrical, pneumatic
Dope Pot Fireman, non-mechanical	Railroad Equipment, power driven, <u>except</u> dual
Driller Helper (when required move & position machine)	mobile power spiker or puller
Form Setter, paving	Railroad Power Spiker or Puller, dual mobile
Grade Checker using Level <u>Optional</u>	Rodder & Spreader
Jackhammer Operator	² Tamper
³ Miner, Class "B"	Trencher, Shawnee
¹ Nozzleman	Tugger Operator
Nozzleman, water, air, or steam	Wagon Drills
Pavement Breaker, under 90 lbs.	Wheelbarrow, power driven
Pipelayer, corrugated metal culvert	Water Pipe Liner

¹TO INCLUDE: Squeeze and Flow-crete nozzle.

²TO INCLUDE: Operation of Barco, Essex and similar tampers.

³TO INCLUDE: Brakeman, Finisher, Vibrator, and Form Setter.

GROUP III

Air Track Drill	⁷ Miner, Class "C"
Bit Grinder	Monitor Operator, air track or Similar mounting
¹ Brush Machine	Mortar Mixer
Caisson Worker, free air	⁵ Nozzleman
Chain Saw Operator & Faller	Pavement Breaker, 90 lbs. & Over
² Concrete Stack	⁶ Pipelayer
³ Gunite	Pipewrapper
High Scaler	Vibrators, <u>ALL</u>
Hod Carrier	
⁴ Laser Beam Operator	

- ¹TO INCLUDE: *Horizontal construction joint clean-up brush machine, power propelled.*
- ²TO INCLUDE: *Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.*
- ³TO INCLUDE: *Operation of machine and nozzle.*
- ⁴TO INCLUDE: *Grade Checkers and elevation control.*
- ⁵TO INCLUDE: *Jet blasting nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle.*
- ⁶TO INCLUDE: *Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper.*
- ⁷TO INCLUDE: *Miner, Nozzleman for concrete, and Laser Beam Operator on tunnels*

GROUP IV

Drills with dual masts
¹
Miner, Class "D"
Welder, electric, manual or automatic

- ¹TO INCLUDE: *Raise and Shaft Miner, Laser Beam Operator on raises and shafts.*

GROUP V

Powderman

GROUP VI

Sand Hogs

GROUP VII

Hod Carriers

GROUP X

Grade Checker

**OPERATING ENGINEERS
APPENDIX A**

CLASSIFICATIONS

WAGE RATES

	<u>06/01/10</u>	<u>06/01/11</u>
Group I	\$24.26	\$24.76
Group II	\$24.58	\$25.08
Group III	\$25.19	\$25.69
Group IV	\$25.51	\$26.01
Group V	\$25.79	\$26.29
Group VI	\$26.06	\$26.56
Group VII	\$27.16	\$27.66
Group VIII	\$28.50	\$29.00

FOREMAN Shall be paid **\$1.50 per hour** over the scale of the highest scale supervised.

GENERAL

FOREMAN Shall be paid **\$1.50 per hour** over the Foreman's scale.

FRINGE PAYMENTS

	<u>06/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Health and Welfare	\$5.30		
Pension	\$5.25	\$5.75	\$6.25
Apprenticeship & Training	\$0.50		

APPRENTICE RATES

(Computed on GROUP V Rates)

09/03/07

BASE RATE: (Group V)

65%	0 - 1000 hours
70%	1001 - 2000 hours
75%	2001 - 3000 hours
80%	3001 - 4000 hours
85%	4001 - 5000 hours
90%	5001 - 8000 hours

OPERATING ENGINEERS

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Effective Date: 06/01/2011

<p><u>GROUP I</u> Bit Grinders Bolt Threading Machine Compressors (under 2000 CFM, gas, diesel, or electric power) Crusher Feeder (mechanical) Deck Hand Drillers Helper Fireman & Heater Tender Helper, Mechanic or Welder, H.D. Hydro-seeder, Mulcher, Nozzleman Oiler Oiler & Cable Tender, Mucking Machine Pumpman Steam Cleaner Welding Machine Rollers, all types on subgrade (farm type, Case, John Deere & similar, or Compacting Vibrator), except when pulled by Dozer with operable blade</p>	<p><u>GROUP II</u> A-Frame Truck (single drum) Assistant Refrigeration Plant (under 1000 ton) Assistant Plant Operator, Fireman or Pugmixer (asphalt) Bagley or Stationary Scraper Belt Finishing Machine Blower Operator (cement) Cement Hog Compressor (2000 CFM or over, 2 or more, gas, diesel, or electric power) Concrete Saw (multiple cut) Distributor Leverman Ditch Witch or similar Elevator Hoisting Materials Dope Pots (power agitated) Fork Lift or Lumber Stacker, Hydra-lift, and similar Gin Trucks (pipeline) Hoist, single drum Loaders (bucket elevators and conveyors) Longitudinal Float Mixer (portable - concrete) Pavement Breaker, Hydra-Hammer and similar Power Broom Railroad Ballast Regulation Operator (self-propelled) Railroad Power Tamper Operator (self-propelled) Railroad Tamper Jack Operator (self-propelled) Spray Curing Machine (concrete) Spreader Box (self-propelled) Straddle Buggy (Ross and Similar on construction job only) Tractor (Farm type R/T with attachments, except Backhoe) Tugger Operator</p>
<p><u>GROUP III</u> A-Frame Truck (2 or more drums) Assistant Refrigeration Plant & Chiller Operator (over 1000 ton) Backfillers (Cleveland and similar) Batch Plant & Wet Mix Operator, single unit (concrete) Belt-Crete Conveyors with power pack or similar Belt Loader (Kocal or similar) Bend Machine Bob Cat Boring Machine (earth) Boring Machine (rock under 8" bit) (Quarry Master, Joy, or similar) Bump Cutter (Wayne, Saginaw, or similar) Canal Lining Machine (concrete)</p>	<p><u>GROUP IV</u> Blade Operator (motor patrol and attachments) Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar) Drilling Equipment (8" bit and over) (Robbins, reverse circulation and similar) Drills (churn, core, calyx, or diamond) Equipment Serviceman, Greaser, and Oiler Grade Checker Hoe Ram Hoist (2 or more drums or Tower Hoist) Loaders (overhead and front-end, under 4 yds R/T) Paving (dual drum) Rubber Tire Railroad Track Liner Operator (self-propelled) Refrigeration Plant Engineers (under 1000 ton)</p>

<p><u>GROUP III (continued)</u> Chipper (without crane) Cleaning and Doping Machine (pipeline) Curb Extruder (Asphalt and concrete) Deck Engineer Elevating Belt-type Loader (Euclid, Barber Green, and similar) Elevating Grader-type Loader (Dumor, Adams, or similar) Generator Plant Engineers (diesel, electric) Guniting Combination Mixer and Compressor Locomotive Engineer Mixermobile Posthole Auger or Punch Pump (grout or jet) Soil Stabilizer (P and H or similar) Spreader Machine Surface Heater and Planer Machine Tractor (to D-6 or equivalent) and Traxcavator Traverse Finish Machine Turnhead Operator</p>	<p><u>GROUP IV (continued)</u> Screed Operator Signalman (Whirleys, Highline, Hammerheads or similar) Skidders (R/T with or without attachments) Trenching Machines (under 7 ft. depth capacity) Vacuum Drill (reverse circulation drill under 8" bit)</p>
<p><u>GROUP V</u> Automatic Subgrader (Ditches & Trimmers) (Autograde, ABC, R. A. Hansen, and similar on grade wire Backhoe (under 1 yd) Batch Plant (over 4 units) Batch and Wet Mix Operator (multiple units, 2 and including 4) Boat Operator Cableway Controller (dispatcher) Concrete Pump Boom Truck (Less than 42M) Conveyor Aggregate Placement Equipment Crane (25 tons and under) Derricks and Stifflegs (under 65 tons) Drill Doctor Multiple Dozer Units with single blade Paving Machine (asphalt and concrete) Piledriving Engineers Roller (finishing pavement) Trenching Machines (7 ft. depth and over)</p>	<p><u>GROUP VI</u> Asphalt Plant Operator Backhoes (1 yd. to 3 yds.) Blade (finish and bluetop) Automatic, CMI, ABC, & similar when used as automatic Boom Cats (side) Cableway Operators Clamshell Operator (under 3 yds.) Concrete Slip Form Paver Concrete Pump Boom Truck (42M to Less than 63M) Cranes (over 25 tons, including 45 tons) Crusher, Grizzle and Screening Plant Operator Draglines (under 3 yds.) Elevating Belt (Holland type) Gradeall (1 yd. to 3 yds.) H. D. Mechanic H. D. Welder Heavy Equipment Robotics Operator Loader Operator (front-end and overhead, 4 yds, including 8 yds.) Mucking Machine Quad-track or similar equipment Rubber-tired Scrapers Shovels (under 3 yds.) Tractors (D-6 and equivalent and over) Vector Guzzler, Super Sucker Concrete Cleaning/Decontamination Machine Master Environmental Maintenance Technician Ultra High Pressure Waterjet Cutting Tool System (30,000 psi)</p>

<p><u>GROUP VII</u></p> <p>Backhoes (3 yds. and over) HD Welder/HD Mechanic Concrete Pump Boom Truck (63M or greater) Cranes (ALL Cranes over 45 tons, including 100 tons) Climbing, Rail and Tower Cranes up to and including 45 tons Clamshell Operator (3 yds. and over) Derricks and Stifflegs (65 tons and over) Draglines (3 yds and over) Lead Water Well Driller Loader (360 degrees revolving Koehring Scooper or similar) Loaders (overhead and front-end, over 8 yds) Helicopter Pilot Shovels (3 yards and over) Whirleys and Hammerheads, <u>ALL</u></p>	<p><u>GROUP VI (continued)</u></p> <p>Vacuum Blasting Machine Operator</p> <hr/> <p><u>GROUP VIII</u></p> <p>Cranes (All cranes over 100 tons)</p> <p>Climbing, Rail and Tower Cranes over 45 tons</p>
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ALL CRANE BOOMS, INCLUDING TOWER CRANES:

	<u>09/04/06</u>	<u>09/03/07</u>
Measure from center of rotation to center of shaft (radius):		
130' to 200'	\$.30 hr. Additional to classification	\$0.50
Over 200'	\$.60 hr. Additional to classification	\$0.80

**PAINTERS/TAPERS
 APPENDIX A**

WAGE RATES

	<u>07/01/10</u>	<u>07/01/10</u>	<u>07/01/11</u>	<u>01/01/12</u>
Painters:	\$22.09	\$23.59	\$24.10	\$23.03
Soft Floor Coverers, Glazers, Spray Painters, Steel Painters, Steam Clean, Acid Etching, Sign Writers				

FOREMAN - Shall be paid an additional 10% above the rate of pay of JM working under his supervision.

	<u>07/01/10</u>	<u>07/01/11</u>
Drywall Finisher Taper:	\$22.60	\$22.36

FOREMAN - Shall be paid as a minimum an additional \$1.00/per hour over Journeymen rate.

FRINGE PAYMENTS

Painters:	<u>07/01/11</u>	<u>01/01/12</u>	Drywall Finisher Taper:	<u>07/01/10</u>	<u>07/01/11</u>
Health & Welfare	\$5.05		Health and Welfare	\$4.81	\$5.05
Pension	\$3.06	\$4.13	Pension	\$4.10	
Apprenticeship	\$0.27		Apprenticeship	\$0.23	

District Council No. 5 Administration Fee check-off shall be 3% of the current Painters' basic wage, which is deducted from the wages, computed on actual hours worked.

APPRENTICE RATES

Painters:	Period	% of JM's Wages	Fringes	Tapers:	Period	% of JM's Wages	Fringes
	1 st	55%	H&W (medical only)		1 st	50%	H&W only
	2 nd	60%	H&W + 50% Pension		2 nd	55%	H&W only
	3 rd	65%	H&W + 50% Pension		3 rd	65%	H&W + 50% Pension
	4 th	70%	Full Benefits		4 th	75%	H&W + 50% Pension
	5 th	80%	Full Benefits		5 th	85%	Full Benefits
	6 th	90%	Full Benefits		6 th	90%	Full Benefits

**PIPEFITTERS
APPENDIX A**

WAGE RATES

	<u>06/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Basic Hourly Wage Rate	\$34.09	\$36.00	\$37.85
Vacation	\$7.00	\$8.00	

Vacation pay shall be included in the basic rate for all computation of overtime, shift differential, working dues, or any rate of pay for all employees covered by this agreement.

- FOREMAN - 10% above basic rate inclusive of vacation.
On jobs with more than (8) pipefitters, 15% above basic rate inclusive of vacation
- GENERAL FOREMAN - 25% above basic rate inclusive of vacation.
On jobs with more than (8) pipefitters, 25% above basic rate inclusive of vacation

FRINGE PAYMENTS

	<u>06/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Health & Welfare	\$7.90	\$7.96	\$8.46
National Pension	\$3.50	\$4.03	\$4.23
State Pension	\$3.46		\$3.76
JATC*	\$1.29		\$1.59
Supplemental Pension	\$4.00		\$4.35

**Includes \$.05 to International Training Fund, effective 06/21/99*

APPRENTICE RATES

09/01/99

Apprentices shall be paid a percentage of Journeyman rate and receive fringe benefits as follows:

<u>Apprentice Time</u>	<u>Percentage</u>	<u>National Pension</u>	<u>Vacation & All other Fringes</u>
1 st 6 months	45%	45%	100%
2 nd 6 months	50%	50%	100%
3 rd 6 months	55%	55%	100%
4 th 6 months	60%	60%	100%
5 th 6 months	65%	65%	100%
6 th 6 months	70%	70%	100%
7 th 6 months	75%	75%	100%
8 th 6 months	80%	80%	100%
9 th 6 months	85%	85%	100%
10 th 6 months	85%	85%	100%

**ROOFERS, WATERPROOFERS, AND ALLIED WORKERS
APPENDIX A**

WAGE RATES

	<u>07/01/09</u>	<u>07/01/11</u>
Journeyman Roofer, Waterproofer, Kettleman	\$23.00	\$23.69
Foreman - 10% above Journeyman rate		

FRINGE PAYMENTS

	<u>07/01/09</u>	<u>07/01/10</u>	<u>07/01/11</u>
Health and Security	\$6.15	\$6.40	\$6.65
National Pension	\$3.07		
JATC	\$0.30		

APPRENTICE RATES

(Registered apprentices indentured before July 1, 2010, stay at current apprentice rate until completed)

Pre-Apprentice	60%	4 th 700 hours	85%
1 st 700 hours	70%	5 th 700 hours	90%
2 nd 700 hours	75%	6 th 700 hours	95%
3 rd 700 hours	80%		

Effective 07/01/10

(Registered apprentice wage scale shall be as follows, as stated in the Standards of Apprenticeship adopted by Inland Empire Roofers and Employers Apprenticeship Committee)

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
1 st 0 - 700 hours	60%
2 nd 700 - 1400 hours	70%
3 rd 1400 - 2100 hours	80%
4 th 2100 - 2800 hours	85%
5 th 2800 - 3500 hours	90%
6 th 3500 - 4200 hours	95%

**SHEET METAL
APPENDIX A**

WAGE RATES

	<u>06/01/09</u>	<u>07/01/10</u>	<u>06/01/11</u>
Journeyman	\$31.21	\$31.61	\$32.16
FOREMAN	Journeyman Scale plus 10%		
GENERAL FOREMAN	Journeyman Scale plus 20%		

FRINGE PAYMENTS

<u>JOURNEYMAN</u>	<u>06/01/09</u>	<u>06/01/10</u>	<u>06/01/11</u>
Health and Welfare	\$7.30	\$7.50	\$8.10
Northwest Pension	\$5.07		
National Pension	\$1.52		
*Northwest Supplemental Plan ⁽¹⁾	\$0.68		
Local Training Fund	\$0.66		
National Training Fund	\$0.17		
Vacation (Deduct)	\$1.00		
Apprentices at 2 nd year (Deduct)	\$0.50		

⁽¹⁾Contributions for each hour worked:

Foreman	\$0.73
General Foreman	\$0.80

Employee deduction may be added in \$0.50 increments up to \$7.00 with written authorization, employees over the age of 50 may deduct the same up to the maximum of \$9.00.

APPRENTICE RATE

Effective 06/01/2011

<u>Classification</u>	<u>Wage%</u>	<u>Nat'l Pen.</u>	<u>H&W</u>	<u>NW Pen.</u>	<u>NW Supp.</u>	<u>Ntl Tng</u>	<u>APPR</u>	<u>Vac.</u>	<u>Dues</u>
1 st Year - 1st Half	50%	\$0.76	\$7.54	-0-	-0-	\$0.17	\$1.16	-0-	\$0.94
1 st Year - 2 nd Half	55%	\$0.84	\$7.54	\$0.26	\$0.25	\$0.17	\$1.16	-0-	\$1.02
2 nd Year	60%	\$0.91	\$8.10	\$1.12	\$0.28	\$0.17	\$1.16	\$0.50	\$1.12
3 rd Year	70%	\$1.06	\$8.10	\$2.01	\$0.35	\$0.17	\$1.16	\$0.50	\$1.27
4 th Year	80%	\$1.22	\$8.10	\$2.90	\$0.47	\$0.17	\$1.16	\$0.50	\$1.43
5 th Year	90%	\$1.37	\$8.10	\$3.95	\$0.54	\$0.17	\$1.16	\$0.50	\$1.58

NOTE: No voluntary deductions to NW Supplemental Pension allowed until beginning of 6th 6-month period.

**SPRINKLER FITTERS
APPENDIX A**

WAGE RATES

	<u>09/01/08</u>	<u>05/04/09</u>	<u>07/01/09</u>	<u>01/01/12</u>
Journeyman	\$28.80	\$29.75	\$29.25	\$28.93
Foreman	\$2.75 per hour above the Journeyman's rate			
General Foreman	\$5.00 per hour above the Journeyman's rate (per 22+ men on job)			

FRINGE PAYMENTS

	<u>01/01/10</u>	<u>01/01/11</u>	<u>04/01/11</u>	<u>01/01/12</u>
National Pension	\$5.20			\$5.35
Health and Welfare	\$7.60	\$8.10		\$8.42
Local Training Fund	\$0.30		\$0.35	\$0.45
Supplemental Pension	\$5.00	\$4.50		

APPRENTICE RATES

Revised 01/01/2012

<u>Apprentice</u>		<u>Wage</u>	<u>National</u>	<u>H&W</u>	<u>Supp</u>
		<u>Rate</u>	<u>Pension</u>		<u>Pension</u>
Class 1	50%	\$14.47	\$0.00	\$7.45	\$0.25
Class 2	50%	\$14.47	\$0.00	\$7.45	\$0.25
Class 3	55%	\$15.91	\$5.35	\$7.85	\$0.00
Class 4	60%	\$17.36	\$5.35	\$7.85	\$0.00
Class 5	65%	\$18.80	\$5.35	\$8.42	\$4.50
Class 6	70%	\$20.25	\$5.35	\$8.42	\$4.50
Class 7	75%	\$21.70	\$5.35	\$8.42	\$4.50
Class 8	80%	\$23.14	\$5.35	\$8.42	\$4.50
Class 9	85%	\$24.59	\$5.35	\$8.42	\$4.50
Class 10	90%	\$26.04	\$5.35	\$8.42	\$4.50

**TEAMSTERS
APPENDIX A**

WAGE RATES & FRINGES

<u>GROUP</u>	<u>09/03/07</u>	<u>09/01/08</u>
I	\$20.08	\$20.83
II	\$22.35	\$22.10
III	\$22.39	\$23.14
IV	\$22.68	\$23.43
V	\$22.79	\$23.54
VI	\$22.96	\$23.71
VII	\$23.49	\$24.24
VIII	\$23.82	\$24.57

Foreman or Dispatcher - \$1.00 over highest scale supervised
General Foreman - \$1.50 over highest foreman supervised

Truck-tractor pulling 2 trailers Add \$.10 yardage scale (for second trailer)

Truck-tractor pulling 3 trailers Add \$.20 yardage scale (for second trailer)

Truck pulling Farm, Tilt, Drop, Utility and Pole Trailer, except semi-trucks or Lowboys Add \$.15 over yardage scale

FRINGE PAYMENTS

	<u>06/01/10</u>	<u>01/01/11</u>	<u>06/01/11</u>
Health and Security	\$7.08	\$7.70	
Pension	\$4.59		\$4.76
Training	\$0.25		
Program for Enhanced Early Retirement (P.E.E.R.)	\$0.76		\$0.79

APPRENTICESHIP RATES

0 - 1000 hours	70% Journeyman Rate
1001 - 2000 hours	80% Journeyman Rate
2001 - 3000 hours	90% Journeyman Rate

CLASSIFICATIONS:

GROUP I

Escort Driver or Pilot Car
Helper or Swamper
Pickup hauling employees or material

GROUP III

Bus Driver or employee haul
Flat Bed Truck, dual rear axle
Power Boat hauling employees or material

GROUP IV

Buggy Mobile and similar
Bulk Cement Tanks and Spreader
Power Operated Sweeper
Straddle Carrier (Ross, Hyster, and similar)
Water Tank Truck: 0 - 4,000 gallons

GROUP VI

A-Frame
Service Greaser
Tire person
Trucks, side, end, bottom, and articulated end dump: up to and including 12 yds.
Warehouseperson, to include shipping and receiving
Water Tank Truck, 4,001 - 8,000 gallons

GROUP VIII

Helicopter Pilot, hauling employees or materials
Lowboy, over 50 tons
Prime Movers and Stinger Truck
Transit Mixers and Trucks hauling concrete, over 20 yds.
Trucks, side, end, bottom, and articulated end dump, over 100 yds.

GROUP II

Ambulance Driver (when in operation)
Fish Truck
Flat Bed Truck, single rear axle
Fork Lift, 3,000 lbs. and under
Leverperson, loading trucks at bunkers
Seeder and Mulcher
Shop Mechanic
Stationary Fuel Operator
Team Driver
Tractor (small, rubber-tired, pulling trailer or similar equipment)
Trailer Mounted Hydro Seeder and Mulcher
Water Tank Truck, up to 1,800 gallons

GROUP V

Auto Crane: 2,000 lbs. capacity
Dumptor: 6 yds. and under
Flat Bed Truck with hydraulic system
Fork Lift: 3,001-16,000 lbs.
Fuel Truck Driver, Steam Cleaner, and Washer
Rubber-tired Tunnel Jumbo
Scissors Truck
Slurry Truck Driver
Transit Mixers and Mixers hauling concrete: 3 yds. to and including 6 yds.
Wrecker and Tow Truck

GROUP VII

Dumps, semi-end
Flaherty Spreader Box Driver
Flowboys
Fork Lift, 16,000 lbs. and over
Lowboy, 50 tons and under
Mechanic, Field
Oil Distributor Driver (road, bootperson, leverperson, helper) and Oil Tank Driver
Self-loading Roll Off and Dumpster over 6 yds.
Semi-truck and Trailer, 50 tons and under Lowboy
Stringer Truck (cable operated trailer)
*Tractor with Steer Trailer *(both Operators to receive same rate and not to conflict with DW's and similar classification Group VI pulling trailer)
Transfer Truck and Trailer
Transit Mixers and Trucks Hauling Concrete: over 6 yds. to and including 20 yds
Truck and Pup
Trucks, side, end, bottom, and articulated end dump: over 12 yds. to and incl. 100 yds.
Truck-mounted Crane (with load-bearing surface, either mounted or pulled) up to 14 tons
Turnarocker, DW's and similar, with 2 or more 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater
Vacuum Truck (super sucker, guzzler, etc.)
Water Tank Truck, 8,001 - 14,000 gallons