

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**

Revised Wage Rates & Fringes

BOILERMAKERS

<u>WAGE RATES:</u>	<u>01/01/19</u>	<u>01/01/20</u>	<u>01/01/21</u>
General Foreman	Rate to be negotiated	Rate to be negotiated	Rate to be negotiated
Foreman	\$41.06	\$41.01	\$41.96
Assistant Foreman	\$39.81	\$39.76	\$40.71
Journeyman	\$38.56	\$38.51	\$39.46

Apprentices shall receive the following percentage of the Journeyman’s rate plus fringe benefits as indicated below, (indentured after 9/2/96):

			<u>01/01/21</u>
Level 1,	0 - 1000 hours	70%	\$27.62
Level 1,	1001 - 2000 hours	75%	\$29.60
Level 2,	2001 - 3000 hours	80%	\$31.57
Level 2,	3001 - 4000 hours	85%	\$33.54
Level 3A,	4001 - 5000 hours	90%	\$35.51
Level 3B,	5001 - 6000 hours	95%	\$37.49

FRINGE BENEFITS:

	<u>01/01/19</u>	<u>01/01/20</u>	<u>01/01/21</u>
Health & Welfare	\$8.57 per hour worked, contribution	\$8.57	\$8.57
Pensions	\$14.92 per hour worked, contribution	\$15.22	\$15.52
Apprenticeship	\$1.50 per hour worked, contribution	\$1.50	\$1.50
Vacation	\$3.50 per hour worked, contribution	\$3.50	\$3.50
National Annuity	\$1.50 per hour worked, contribution	\$1.50	\$1.50
MOST	\$0.34 per hour worked, contribution	\$0.34	\$0.34

Deductions, upon written authorization of employee:

Field Dues 6% of gross wages, including Vacation pay, deduction

09/17/19

M.O.R.E. (Work Investment Fund) \$1.00 submitted as per hour paid

BRICKLAYERS APPENDIX A

Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/18</u>	<u>06/01/18</u>	<u>06/01/2020</u>
Journeyman	\$31.90	\$32.05	\$32.96
Foreman	Shall receive a minimum of \$2.50 over the Journeyman rate.		

APPRENTICE RATES

06/01/2020

Six Month Period	Percent %	Hrs	<u>Basic Wages</u>	<u>Health & Welfare</u>	<u>NW Pension</u>	<u>IU & PPA Pension</u>	<u>APP Training</u>
A-1	50%	* 0 - 750 hours	\$16.48	\$7.73	\$0.00	\$0.00	\$0.62
A-2	55%	751 - 2250 hours	\$18.13	\$7.73	\$7.17	\$2.29	\$0.62
A-2	60%	2251 - 3000 hours	\$19.78	\$7.73	\$7.17	\$2.29	\$0.62
A-2	70%	3001 - 3750 hours	\$23.07	\$7.73	\$7.17	\$2.29	\$0.62
A-2	80%	3751 - 4500 hours	\$26.37	\$7.73	\$7.17	\$2.29	\$0.62
A-2	90%	4501 - 5250 hours	\$29.66	\$7.73	\$7.17	\$2.29	\$0.62
A-2	95%	5251 - 6000 hours	\$31.31	\$7.73	\$7.17	\$2.29	\$0.62

**Probationary period of first 750 hours, no pension contributions will be made on behalf of apprentices during their first 750-hour probationary period. (Apprentices hired after April 1, 2012 will need 6000 hours to complete for JM trade).*

<u>FRINGE BENEFITS:</u>	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Welfare	\$7.53 per hour worked, contribution	\$7.63	\$7.73
Northwest Pension	\$6.92 per hour worked, contribution	\$6.92	\$7.17
International Pension	\$2.04 per hour worked, contribution	\$2.16	\$2.29
Intl App& Training	\$0.49 per hour worked, contribution	\$0.61	\$0.62

Deductions, upon written authorization of employee:

Dues & M/R Check off	<i>Amount specified by Local Union</i>	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
	Journeyman - Foreman	\$2.36	\$2.41	\$2.58
	A2 - Above	\$2.16	\$2.21	\$2.13
	A1	\$1.96	\$2.01	\$1.30
C.U. / Vacation	A-1	\$0.00	\$0.00	\$0.00
	A2 - Above	\$1.50	\$1.50	\$1.50

CARPENTERS/MILLWRIGHTS APPENDIX A

Revised Wage Rates and Fringes

CARPENTERS	<u>06/01/19</u>	<u>06/01/2020</u>
Journeyman Classification	\$35.47	\$37.12
FOREMAN - <i>Receives a 7% an hour above Journeyman scale</i>		
GENERAL FOREMAN - <i>Receives 14% an hour above Journeyman scale</i>		

**MILLWRIGHTS AND MACHINE ERECTORS	<u>06/01/19</u>	<u>06/01/2020</u>
Journeyman Classification	\$47.42	\$48.42
FOREMAN - <i>Receives an 10% per hour above Journeyman scale</i>		
GENERAL FOREMAN - <i>Receives 14% per hour above Journeyman scale</i>		

09/04/18

Certified Welder +2.5% of the applicable journeyman scale per hour while performing welds required by the plans or specifications to be certified.

PILEDRIVERS	<u>06/01/19</u>	<u>06/01/2020</u>
Journeyman Classification	\$36.66	\$38.37
FOREMAN - <i>Receives a 7% an hour above Journeyman scale</i>		
GENERAL FOREMAN - <i>Receives 14% an hour above Journeyman scale</i>		

DIVERS	<u>06/01/19</u>	<u>06/01/2020</u>
Divers Including Stand-By Diver	\$41.23	\$43.06
Diver Diving	\$82.46	\$86.12
Dive Master	\$50.98	\$53.17
Dive Supervisor	\$83.96	\$87.62
Diver Tender	\$40.23	\$42.06
Assistant Tender	\$37.66	\$39.37
Manifold Operator	\$40.23	\$42.06
Manifold Operator Mixed Gas	\$44.23	\$46.06
ROV Operator	\$40.23	\$42.06
ROV Tender/Technician	\$37.66	\$39.37

APPRENTICE RATES

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

*Carpenters/Piledrivers: *No pension or 401k contributions to be paid for Apprentices 1st periods*

*Millwrights: *No pension contributions to be paid for Apprentices 1st periods*

Carpenters/Piledrivers/Divers:	<u>06/01/19</u>	<u>06/01/2020</u>	**Millwrights:	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Security	\$6.20	\$6.40	Health and Security	\$8.06	\$8.51
Pension*	\$8.43	\$8.68	Pension*	\$8.43	\$8.68
Apprenticeship & Training	\$0.65	\$0.68	Apprenticeship & Training	\$0.87	\$0.91
401(k)	\$1.60	\$1.60	401(k)	\$1.60	\$1.60

Optional 401K deduction in \$0.50 increments, up to \$15.00 at the option of the Employee, (deduct from wages), applies to all Apprentices also

Deductions, upon written authorization of employee:

Dues Check off Union dues deduction (deduct from net wages) is 4% of the taxable Journeyman dispatch wage of the applicable classification (Vacation & Dues are deducted from net pay and submitted to the Trust with benefit contributions).

Carpenter/Piledriver Vacation Deduction **\$0.25 for each compensable hour (after taxes)**

Millwright Vacation Deduction **\$1.00 for each compensable hour (after taxes)**

CEMENT MASONS APPENDIX A

Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Group I	\$29.07	\$30.21	\$31.30
Group II	\$29.69	\$30.83	\$31.92
Group III	\$30.20	\$31.34	\$32.43

FOREMAN: *\$2.25 per hour above highest paid Cement Mason on his crew*

GENERAL FOREMAN: *\$1.50 per hour above highest paid Cement Mason Foreman on his crew*

Cement Mason Apprentice: *(Program changed June 1, 2016)*

	<u>06/01/19</u>	<u>06/01/2020</u>
60% (0 - 1600 hours)	\$18.13	\$18.78
70% (1801 - 2700 hours)	\$21.15	\$21.91
80% (2701 - 3600 hours)	\$24.17	\$25.04
90% (3601 - 4500 hours)	\$27.19	\$28.17

FRINGE BENEFITS:

	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Welfare	\$7.43 per hour worked, contribution	\$7.53	\$7.53
Pension	\$6.04 per hour worked, contribution	\$6.74	\$7.34
Training	\$0.60 per hour worked, contribution	\$0.60	\$0.60
Int. Training	\$0.06	\$0.06	\$0.06

Deductions, upon written authorization of employee:

Credit Union \$1.40 per hour worked, deduction from net wages

06/01/2020

Dues Check off **\$2.81 per hour worked, deduction from net wages**

Note: Apprentice dues rates are calculated on the Apprentice percentage level of the journeyman dues rates:

90% = \$2.53 per hour

80% = \$2.25 per hour,

70% = \$1.97 per hour

60% = \$1.69 per hour

NW FCA \$0.04 per hour worked, deduction

CEMENT MASONS APPENDIX A

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 hardeners, 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 oxychloride base
- All Power Grinders, Bushing Hammer, Chipping Gun
- Guniting 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

Revised Wage Rates and Fringes

<u>WAGE RATES:</u>		<u>06/01/19</u>	<u>06/01/2020</u>
Journeyman Wireman		\$46.05	\$48.05
Journeyman Wireman Cable Splicer	5% above Journeyman**	\$48.35	\$50.45
Journeyman Wireman Welder	10% above Journeyman*	\$50.66	\$52.86
Foreman	10% above Journeyman	\$50.66	\$52.86
Foreman (<i>Supervising 6 or more Journeymen or when 20 or more Journeymen are on a project all Foreman will be paid @ 15%</i>)	15% above Journeyman	\$52.96	\$55.26
General Foreman	30% above Journeyman	\$59.87	\$62.47

* 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.

APPRENTICE RATES

effective 06/01/2020

<i>(Indentured after April 12, 2013)</i>			<u>Wages</u>	<u>Health & Welfare</u>	<u>L.U. 112 Retirement</u>	<u>NEBF @ 3%</u>	<u>Appr. Training</u>
0 - 1600	1st Period	40%	\$19.22	\$9.03	\$ -	\$0.58	\$1.10
1601-2500	2nd Period	45%	\$21.62	\$10.05	\$4.12	\$0.65	\$1.10
2501-3500	3rd Period	50%	\$24.03	\$10.08	\$4.58	\$0.72	\$1.10
3501-5000	4th Period	65%	\$31.23	\$10.19	\$5.95	\$0.94	\$1.10
5001-6500	5th Period	80%	\$38.44	\$10.29	\$7.32	\$1.15	\$1.10
6501-8000	6th Period	85%	\$40.84	\$10.33	\$7.78	\$1.23	\$1.10

FRINGE BENEFITS:

	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Welfare	\$9.68 per hour worked, contribution	\$9.93	\$10.43
Pension-National (<i>NEBF gross wages</i>)	3%	3%	3%
Pension Plans	\$8.65 per hour worked, contribution	\$8.65	\$9.15
Apprentice Training	\$0.90 per hour worked, contribution	\$1.10	\$1.10

Deductions, upon written authorization of employee:

Vacation 10% gross wages, optional, taxable deduction

Working Dues Assessment 4% of gross wages, deduction, not to include travel pay
(applicable to all wiremen & apprentices 1600 hours and above)

06/01/18

National Electrical 401(k) Plan 5% pre-tax (at option of employee, with written authorization)

IRONWORKERS APPENDIX A

Revised Wage Rates and Fringes

IRON WORKERS

<u>WAGE RATES:</u>	<u>07/01/18</u>	<u>07/01/19</u>	<u>07/01/2020</u>
JOURNEYMAN	\$33.18	\$33.59	\$34.59
FOREMEN - <i>per hour over Journeyman rate</i>	\$3.00	\$3.00	\$3.00
GENERAL FOREMAN - <i>per hour over Journeyman rate</i>	\$4.00	\$4.00	\$4.00

Classifications: *Structural Iron Workers, Ornamental Iron Workers, Machinery Movers, Machine Erectors, Riggers, Signal Men, Welders & Burners, Fence Erectors, Sheeters, Reinforcing Iron Workers*

APPRENTICE (Four Year Apprenticeship):

(percentage of the Journeyman's rate plus fringe benefits)

1 st 6 months -	65% <i>(no Pension or Annuity)</i>	5 th 6 months -	90%
2 nd 6 months -	70% <i>(no Pension or Annuity)</i>	6 th 6 months -	90%
3 rd 6 months -	75%	7 th 6 months -	95%
4 th 6 months -	80%	8 th 6 months -	95%

APPRENTICE (Four Year Apprenticeship Effective 03/01/2018):

(All apprentices, regardless of their indenture date, & percentage of the Journeyman's rate plus fringe benefits)

1 st 6 months -	60% <i>(no Pension or Annuity)</i>	5 th 6 months -	80%
2 nd 6 months -	65% <i>(no Pension or Annuity)</i>	6 th 6 months -	85%
3 rd 6 months -	70%	7 th 6 months -	90%
4 th 6 months -	75%	8 th 6 months -	95%

FRINGE BENEFITS:

	<u>07/01/18</u>	<u>07/01/19</u>	<u>07/01/2020</u>
Annuity	\$7.00 <i>per hour worked, contribution</i>	\$7.50	\$7.50
Health & Welfare	\$8.17 <i>per hour worked, contribution</i>	\$8.54	\$9.16
Pension	\$10.45 <i>per hour worked, contribution</i>	\$11.00	\$11.00
Apprentice Fund	\$0.70 <i>per hour worked, contribution</i>	\$0.72	\$0.74
IMPACT Fund		\$0.00	\$0.00
Paid Time Off <i>(Fund is taxable)</i>		\$1.50	\$1.70

Deductions, upon written authorization of employee:

	<u>07/01/19</u>	<u>07/01/2020</u>
Vacation	\$0.00 per hour worked, deduction from net wages	\$0.00
Market Recovery Account	\$1.00 per hour worked, deduction	\$1.00

	<u>07/01/19</u>	<u>07/01/2020</u>
<i>Dues Checkoff</i>	\$1.14 <i>per hour worked, deduction (\$1.14 for Apprentices)</i>	\$1.17

*Note: Foreman and General Foreman rate based on Journeyman rate
Working Assessments increase in order to combine District Council Supplemental
Dues with the Working Assessment as ratified by the members on October 20, 2017.
Working Assessments continue to be a wage deduction.*

LABORERS APPENDIX A

Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/19</u>	<u>06/01/2020</u>	
Group I	\$27.94	\$28.79	
Group II	\$28.21	\$29.06	
Group III	\$28.48	\$29.33	
Group IV	\$28.76	\$29.61	
Group V	Sand Hogs (<i>Under Compressed Air Conditions</i>)		
	<i>(Computed by multiplying the increase x 8 hr. shift and add total to previous rate)</i>		
	HRS.	OT	
	<u>LBS.</u>	<u>WORK</u>	<u>DIV</u>
	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/19</u>
	1-14	6	7-1/2
	\$228.64	\$237.44	\$238.88
	14-18	6	7-1/2
	\$233.57	\$242.37	\$243.81
	18-25	4	7-1/2
	\$233.85	\$242.65	\$244.09
	18-22	6	10
	\$255.71	\$264.51	\$265.95
	22-26	4	7-1/2
	\$238.17	\$246.97	\$248.41
	26-32	4	7-1/2
	\$240.79	\$249.59	\$251.03
	32-38	3	7-1/2
	\$243.75	\$252.55	\$253.99
	38-44	2	7-1/2
	\$244.16	\$252.96	\$254.40
	Outside Lock and Gauge Tender	\$221.28	\$230.08
			\$231.52
GROUP VI:	Construction Specialist	\$28.66	\$29.51
GROUP VII:	Hod Carriers (<i>Per Mason Contractors Assn. 06/01/15</i>)	\$27.95	\$29.35
GROUP VIII:	Powdermen (<i>Previously misidentified as Group V</i>)	\$30.13	\$30.98
GROUP IX:	Grade Checker	\$30.47	\$31.32
FOREMAN	\$2.00 above highest rate supervised		
GENERAL FOREMAN	\$2.00 above highest rate supervised		

Rates to be
recalculated
as needed

Apprentices shall receive the following percentage of the Group I rate plus fringe benefits as indicated below:

Step	Hours	%	<u>Wage</u>	Step	Hours	%	<u>Wage</u>
I	0 to 1000 hours	60%	\$17.27	IV	3001 to 4000 hours	85%	\$24.47
II	1001 to 2000 hours	70%	\$20.15	V	4001 to 5000 hours	90%	\$25.91
III	2001 to 3000 hours	80%	\$23.03	VI	5001 to 6000 hours	95%	\$27.35

FRINGE BENEFITS:

	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Welfare	\$6.40 per hour worked, contribution	\$6.50	\$6.70
Pension	\$5.25 per hour worked, contribution	\$5.60	\$6.00
Pension (Hod Carriers)	\$5.25 per hour worked, contribution	\$5.60	\$5.95
Training	\$0.70 per hour worked, contribution	\$0.90	\$0.95
Training (Hod Carriers)	\$0.60 per hour worked, contribution	\$0.80	\$0.85
LECET*	\$0.00 per hour worked, contribution	\$0.00	\$0.00

	<u>06/01/19</u>	<u>06/01/2020</u>
<i>Deductions from net wages, upon written authorization of employee:</i>		
Credit Union	\$1.00 per hour, deduction from net wages	\$1.00
Union Dues	\$1.58 per hour worked, deduction	\$1.64
Laborers' Political League	\$0.03 per hour worked, optional deduction	\$0.03

LABORERS CLASSIFICATIONS

Group I

Flagman*	Traffic Control Laborer ¹	
Landscape Laborer	Window Washer/Cleaner**	
Scaelman	Pilot Car	
Traffic Control Supervisor	Hazardous Waste Worker	
Asbestos Abatement Worker	Dumpman	Mold Abatement Worker
Brick Pavers ²	Erosion Control Laborer	Nipper
Brush Hog Feeder	Fence Erector	Riprap Man
Carpenter Tender	Firewatch	Sandblast Tailhoseman
Cement Handler	Form Cleaning Machine Feeder, Stacker	Scaffold Erector, Wood or Steel
Clean-up Laborer	General Laborer	Stake Jumper
Concrete Crewman ⁶	Group Machine Header Tender	Structural Mover ⁹
Concrete Signal Man	Guard Rail ³	Tailhoseman (water nozzle)
Confined Space Attendant	(Deleted) ⁴	Timber Buckler & Faller (by hand)
Crusher Feeder	HDPE or similar liner installer	Track Laborer (RR)
Demolition ⁷	Lead Abatement Worker	Truck Loader
Dry Stack Walls ⁸	Miner, Class "A" ⁵	Well-Point Man

**Detail clean-up, such as, but not limited to, cleaning floors, ceilings, walls, windows, etc., prior to final acceptance by the Owner.

¹TO INCLUDE: But is not limited to, erection and maintenance of barricades, signs and relief of flag person.

²TO INCLUDE: the installation of brick or grass pavers for sidewalks, driveways, streets and parking lots.

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

⁴Footnote deleted

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

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

⁷TO INCLUDE: Clean-up, burning, loading, wrecking and salvage of all material.

⁸TO INCLUDE: Including all dray stack walls, including keystone walls and others using blocks and interlocking pegs.

⁹TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of structures

NOTE: All other work classifications not specifically listed shall be classified as General Laborer Group I.

Group II

Asphalt roller, walking	Nozzleman, water, (to include fire hose) air, or steam	Railroad Power Spiker or Puller, dual mobile
Cement Finisher Tender	Pavement Breaker, under 90 lbs.	Rigger/Signal Person
Concrete Saw, walking	Pipe layer, corrugated metal and multi-plate	Rodder & Spreader
Demolition Torch	Pot Tender	Compaction Equipment ¹²
Dope Pot Fireman, non-mechanical	Powderman Helper	Trencher, Shawnee
Driller Helper (when required to move & position machine)	Power Buggy Operator	Tugger Operator
Form Setter, paving	Power Tool Operator, gas, electric, pneumatic	Wagon Drills
Deleted ¹⁰		Water Pipe Liner
Jackhammer Operator Miner, Class "B" ¹¹	Railroad Equipment, power driven, <u>except</u> dual mobile power spiker or puller	Wheelbarrow, power driven
		Remote Equipment Operator ¹³

¹⁰ Deleted

¹¹TO INCLUDE: Brakeman, Finisher, Vibrator, Form Setter.

¹²TO INCLUDE: All hand operated power compaction equipment.

¹³ i.e. Compaction and Demolition.

Group III

Air and Hydraulic Track Drill	High Scaler	Pipelayer ²¹
Asphalt Raker	Laser Beam Operator ¹⁸	Pipewrapper
Brush Machine ¹⁴	Miner, Class "C" ¹⁹	Plasterer Tenders
Caisson Worker, free air	Monitor Operator, air track or similar	Trenchless Technology Technician
Chain Saw Operator & Faller	mounting	
Concrete Stack ¹⁵	Mortar Mixer	Vibrators, <u>ALL</u>
Gunite ¹⁶	Nozzleman ²⁰	
Deleted ¹⁷	Pavement Breaker, 90 lbs. & over	

¹⁴TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.

¹⁵TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.

¹⁶TO INCLUDE: Operation of machine and nozzle.

¹⁷Deleted.

¹⁸TO INCLUDE: Elevation control.

¹⁹TO INCLUDE: Miner, Nozzelman for concrete. Laser Beam Operator and Rigger on tunnels.

²⁰TO INCLUDE: Jet Blasting Nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle, Squeeze and Flo-crete nozzle.

²¹TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, temper. Including pressurized and non-pressurized ductile pipe, gravity pipe and HDPE (fused and non-fused).

Group IV

Drills with dual masts	Miner, Class "D" ²³	Welder, electric, manual or automatic ²⁴
Deleted ²²	Remote Equipment Operator	

²²Deleted

²³TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts.

²⁴TO INCLUDE: HDPE or similar pipe and liner.

Group V

Sand Hogs under compressed air conditions
(Computed by multiplying the increase x 8 hr. shift and add total to previous rate)

Group VI

Construction Specialist²⁵

²⁵TO INCLUDE: Work requiring special skills not addressed in the above classifications mutually agreed to between the Union and the Employer.

Group VII

Hod Carrier²⁵

²⁶Wages, Fringes and Promotional Fund as per Spokane Masonry Association Agreement.

Group VIII

Powderman

Group IX

Grade Checker

OPERATORS APPENDIX A

Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>07/01/19</u>	<u>06/01/2020</u>
Group I	\$28.46	\$29.11
Group II	\$28.78	\$29.43
Group III	\$29.39	\$30.04
Group IV	\$29.71	\$30.36
Group V	\$29.99	\$30.64
Group VI	\$30.26	\$30.91
Group VII	\$31.36	\$32.01
Group VIII	\$32.70	\$33.35
Group IX	\$33.20	\$33.85
Group X	\$33.70	\$34.35
Foreman	+ \$1.50 per hour over the scale of the highest scale supervised	
General Foreman	+ \$1.50 per hour over the scale of the Foreman's scale	

<u>Note: All Crane Booms, including Tower Cranes:</u>	<u>09/03/07</u>	<u>07/01/19</u>
Measure from center of rotation to center of shaft (radius):		
130' to 199' <i>per hour over scale</i>	\$0.50	\$0.50
200' to 299' <i>per hour over scale</i>	\$0.80	\$0.80
300' and over <i>per hour over scale</i>		\$1.00
	<u>06/01/13</u>	
Certified Crane Operators <i>(per hour above their classification)</i>	\$0.50	\$0.50

Apprentices shall receive the following percentage of the **Group V** rate plus fringe benefits as indicated below:

		<u>07/01/19</u>		
65%	0 - 1000 hours	80%	3001 - 4000 hours	
70%	1001 - 2000 hours	90%	4001 - 5000 hours	
75%	2001 - 3000 hours	95%	5001 - 8000 hours	

*At no time will an apprentice wage exceed a journeyman's wage performing the same work.

FRINGE BENEFITS:

	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Welfare	\$7.35 per hour worked, contribution	\$7.70	\$8.05
Pension	\$7.95 per hour worked, contribution	\$8.85	\$9.95
Apprenticeship & Training	\$0.65 per hour worked, contribution	\$0.70	\$0.70
National Training Fund			\$0.05

Deductions, upon written authorization of employee:

	<u>10/01/16</u>		<u>07/01/19</u>
<i>Dues Checkoff</i>	<i>(2%) gross wages</i>		
	<u>02/21/05</u>		
Union Programs	\$0.20 per hour worked, deduction		\$0.22
WA State Building Trades <i>(eliminated)</i>	\$0.01 per hour worked, deduction		\$0.00
Scholarship Fund <i>(eliminated)</i>	\$0.01 per hour worked, deduction		\$0.00
Political Programs <i>(voluntary)</i>			\$0.05

OPERATING ENGINEERS**CLASSIFICATIONS**

<p><u>GROUP I</u></p> <ul style="list-style-type: none"> Bit Grinders Bolt Threading Machine Compressors (under 2000 CFM, gas, diesel, or electric power) Crush 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 Rollers, all types on subgrade (farm type, Case, John Deere & similar, or Compacting Vibrator), except when pulled by Dozer with operable Blade Steam Cleaner Welding Machine 	<p><u>GROUP II</u></p> <ul style="list-style-type: none"> 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><u>GROUP III</u></p> <ul style="list-style-type: none"> A-Frame Truck (2 or more drums) Assistant Refrigeration Plant and 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) 	<p><u>GROUP IV</u></p> <ul style="list-style-type: none"> Blade Operator (motor patrol and attachments) Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar) Drilling Equipment (8" bit & 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) Screed Operator

<p><u>GROUP III</u> <i>(continued)</i></p> <p>Canal Lining Machine (concrete) Chipper (without crane) Cleaning and Doping Machine (pipeline) 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 & Planer Machine Tractor (to D-6 or equivalent) and Traxcavator Traverse Finish Machine Turnhead Operator</p>	<p><u>GROUP IV</u> <i>(continued)</i></p> <p>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></p> <p>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 Rollerman (finishing pavement) Trenching Machines (7 ft. depth and over)</p>	<p><u>GROUP VI</u></p> <p>Asphalt Plant Operator Backhoes (1yd. To 3 yds.) Blade (finish and bluetop) Automatic, CMI, ABC & similar when used as automatic GROUP VI 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) 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) Vactor Guzzler, Super Sucker Concrete Cleaning/Decontamination Machine Master Environmental Maintenance Technician Ultra High Pressure Waterjet Cutting Tool System (30,000 psi) Vacuum Blasting Machine Operator</p>

<p><u>GROUP VII</u></p> <ul style="list-style-type: none"> Backhoes (3 yds. and over) Concrete Pump Boom Truck (63M or greater) Cranes (ALL Cranes over 45 tons to 86 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) HD Welder/HD Mechanic Lead Water Well Driller Loader (360 degrees revolving Koehring Scooper or similar) Loaders (overhead and front-end, over 8 yds) Helicopter Pilot Shovels (3 yds. and over) Whirleys & Hammerheads, <u>ALL</u> 	<p><u>Group VIII</u></p> <p>Cranes (86 to 99 tons)</p> <p>Climbing, Rail and Tower Cranes over 45 tons</p>
<p><u>GROUP IX</u></p> <p>Cranes (100 to 299 tons)</p>	<p><u>GROUP X</u></p> <p>Cranes (300 tons and over)</p>

PAINTERS/TAPERS APPENDIX A

Revised Wage Rates and Fringes

<u>Painters Rates:</u>	<u>07/01/18</u>	<u>03/01/19</u>	<u>07/01/19</u>
Journeyman	\$26.19	\$26.29	\$26.65
Foreman	\$28.19	\$28.29	\$28.38

Glazers and Journeyman Painters include: Soft Floor Coverers, Spray Painters, Steel Painters, Steam Clean, Acid Etching, Sign Writers

Journeyman – *Rate reflects Local Collective Bargaining Agreement Group II rate*

07/01/19

Foreman - *“Receives a 6.5% an hour above Journeyman rate”*

General Foreman - *“Receives an 13% an hour above Journeyman rate”*

<u>Drywall Finisher:</u>	<u>07/01/18</u>	<u>06/01/19</u>	<u>07/01/2020</u>
Journeyman	\$26.79	\$28.04	\$28.59
Foreman	\$30.27	\$31.69	\$32.31

FOREMAN - *Receives an 13% an hour above Journeyman rate*

APPRENTICE RATES

<u>Painters:</u>	<u>07/01/18</u>	<u>07/01/18</u>		<u>03/01/19</u>	<u>07/01/19</u>
Period	%JM	<u>Wages</u>	<u>Fringes</u>	<u>Fringes</u>	<u>Wages</u>
1 st	60%	\$15.71	H&W (medical only)	H&W (only)	\$15.99
2 nd	65%	\$17.02	H&W + 50% Pension	Full Benefits	\$17.32
3 rd	70%	\$18.33	H&W + 50% Pension	Full Benefits	\$18.66
4 th	75%	\$19.64	Full Benefits	Full Benefits	\$19.99
5 th	80%	\$20.95	Full Benefits	Full Benefits	\$21.32
6 th	90%	\$23.57	Full Benefits	Full Benefits	\$23.99

<u>Finishers:</u>	<u>07/01/18</u>	<u>06/01/19</u>	<u>07/01/2020</u>	<u>Fringes</u>
Period	% JM	<u>Wages</u>	<u>Wages</u>	<u>Fringes</u>
1 st	60%	\$16.07	\$16.82	H&W only
2 nd	65%	\$17.41	\$18.23	H&W + 50% Pension
3 rd	70%	\$18.75	\$19.63	H&W + 50% Pension
4 th	75%	\$20.09	\$21.03	H&W + 50% Pension
5 th	85%	\$22.77	\$23.83	Full Benefits
6 th	90%	\$24.11	\$25.24	Full Benefits

FRINGE PAYMENTS

<u>Painters:</u>	<u>03/01/19</u>	<u>07/01/19</u>	<u>07/01/2020</u>	<u>Finishers:</u>	<u>06/01/19</u>	<u>07/01/19</u>	<u>07/01/2020</u>
Health & Welfare	\$6.45	\$6.75	\$6.85	Health and Welfare	\$6.45	\$6.75	\$6.85
IUPAT Pension	\$4.64	\$5.15	\$5.67	Pension	\$6.92	\$6.92	\$7.61
WW Pension	\$0.50	\$1.00	\$1.00	WW Pension	\$0.20	\$0.20	\$0.70
Apprenticeship	\$0.52	\$0.52	\$0.52	Apprenticeship	\$0.43	\$0.43	\$0.43
				Int'l Appr.	\$0.10	\$0.10	\$0.10

01/01/2017

Deductions, upon written authorization of employee:

Painters - D.C. 5 Administrative Fee Check off: 3.73% of gross wages, deduction, not to include travel pay (computed on actual hours worked)

07/01/2020

Finishers - D.C. 5 Administrative Fee Check off: 3.8% of gross wages, deduction, not to include travel pay (computed on actual hours worked)

IUPAT Administrative Dues \$0.05 (per hour paid deduction)

PIPEFITTERS APPENDIX A

Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Journeyman	\$49.24*	\$49.24*	\$50.93
Foreman <i>(+10%/hour above Journeyman rate, incl. Savings Fund)</i>	\$54.16	\$54.16	\$56.02
Foreman – on Jobs with More than 8 Pipefitters <i>(+15%/hour above Journeyman rate, incl. Savings Fund)</i>	\$56.63	\$56.63	\$58.57
General Foreman – on Jobs with More than 8 Pipefitters <i>(+25%/hour above Journeyman rate, incl. Savings Fund)</i>	\$61.55	\$61.55	\$63.66
 <i>Savings Fund Deduction – previously referred to as “Vacation” now called “Savings fund” is imputed income contributed to the Trust Fund on behalf of the employee</i>			\$8.00

APPRENTICE RATES (effective 06/01/2020) (Incoming Apprentice After 05/31/2013)

Six Month	Percent	Wage	Savings	Sick	Health &	National	State	Suppl		
<u>Period</u>	<u>%</u>	<u>Rate</u>	<u>Fund***</u>	<u>Leave</u>	<u>Welfare</u>	<u>Pension</u>	<u>Pension</u>	<u>Pension</u>	<u>JATC</u>	<u>ITF</u>
1st	45%	\$22.92	\$3.60	\$0.57	\$12.70	\$1.90	\$2.70	\$3.29	\$2.16	\$0.10
2nd	50%	\$25.47	\$4.00	\$0.64	\$12.70	\$2.12	\$3.00	\$3.66	\$2.16	\$0.10
3rd	55%	\$28.01	\$4.40	\$0.70	\$12.70	\$2.33	\$3.30	\$4.02	\$2.16	\$0.10
4th	60%	\$30.56	\$4.80	\$0.76	\$12.70	\$2.54	\$3.60	\$4.39	\$2.16	\$0.10
5th	65%	\$33.10	\$5.20	\$0.83	\$12.70	\$2.75	\$3.90	\$4.75	\$2.16	\$0.10
6th	70%	\$35.65	\$5.60	\$0.89	\$12.70	\$2.96	\$4.20	\$5.12	\$2.16	\$0.10
7th	75%	\$38.20	\$6.00	\$0.95	\$12.70	\$3.17	\$4.50	\$5.48	\$2.16	\$0.10
8th	80%	\$40.74	\$6.40	\$1.02	\$12.70	\$3.38	\$4.80	\$5.85	\$2.16	\$0.10
9th	85%	\$43.29	\$6.80	\$1.08	\$12.70	\$3.60	\$5.10	\$6.21	\$2.16	\$0.10
10th	85%	\$43.29	\$6.80	\$1.08	\$12.70	\$3.60	\$5.10	\$6.21	\$2.16	\$0.10

*****Apprentice Savings Fund Deduction – Apprentice Savings Fund is based on applicable period percentage of current Journeyman Savings Fund rate. This amount is included in the Basic Wage rate shown.**

FRINGE BENEFITS:

	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Welfare	\$12.40 per hour worked, contribution	\$12.40	\$12.70
National Pension	\$4.23 per hour worked, contribution	\$4.23	\$4.23
State Pension	\$5.02 per hour worked, contribution	\$6.00	\$6.00

Supplemental Pension	\$6.33 per hour worked, contribution	\$7.31	\$7.31
JATC	\$2.08 per hour worked, contribution	\$2.13	\$2.16
International Training Fund	\$0.10 per hour worked, contribution	\$0.10	\$0.10

OTHER 06/01/19 06/01/2020

Paid Sick Leave	<i>JM wage rate; per hour worked, taxable contribution (Effective 06/01/2018 rate of pay based on classification level, i.e. JM, FM, GF)</i>	\$1.23	\$1.27
------------------------	--	--------	---------------

(TBD) 06/01/2020 - Sick Leave Proposal under review

Deductions, upon written authorization of employee:

Working Dues 3% of gross wages, deduction

Savings \$8.00 per hour, deduction

effective 06/05/17

IAP – Local 598 2.25% of gross wages, deduction

effective 06/01/13

PAC (*Political Action Committee*) (.7%) of gross wages, deduction

ROOFERS APPENDIX A

Revised Wage Rates and Fringes

ROOFERS

<u>WAGE RATES:</u>	<u>07/01/18</u>	<u>07/01/19</u>	<u>07/01/2020</u>
Journeyman	\$27.43	\$28.25	\$28.85
Foreman	\$30.17	\$31.08	\$31.74
<i>(Foreman 10% above journeyman)</i>			

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 07/01/16

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

1 st 0 - 700 hours	60%	4 th 2100 - 2800 hours	85%
2 nd 700 - 1400 hours	70%	5 th 2800 - 3500 hours	90%
3 rd 1400 - 2100 hours	80%	6 th 3500 - 4200 hours	95%

FRINGE BENEFITS:

	<u>07/01/18</u>	<u>07/01/19</u>	<u>07/01/2020</u>
Health & Welfare	\$9.40 per hour worked, contribution	\$9.40	\$9.40
National Pension	\$3.05 per hour worked, contribution	\$3.25	\$3.30
JATC	\$0.30 per hour worked, contribution	\$0.30	\$0.30
Joint Education Trust	\$0.03 per hour worked, contribution	\$0.06	\$0.06

07/01/2020

Deductions, upon written authorization of employee:

Dues Checkoff **hourly checkoff to \$0.77 per hour (\$0.05) increase**

SHEET METAL APPENDIX A

Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Journeyman	\$36.90	\$39.00	\$41.65
Foreman (+10%)	\$40.59	\$42.90	\$45.82
General Foreman (+20%)	\$44.28	\$46.80	\$49.98

Apprentices shall receive the following percentage of the Journeyman's rate plus fringe benefits as indicated below:

APPRENTICE RATE 06/01/2020

<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>	<u>Scholarship*</u>
1 st Year - 1 st Half	50%	\$0.76	\$11.20	-0-	-0-	\$0.17	\$1.70	-0-	\$0.84	\$0.01
1 st Year - 2 nd Half	55%	\$0.84	\$11.20	\$1.01	\$0.25	\$0.17	\$1.70	-0-	\$0.90	\$0.01
2 nd Year	60%	\$0.91	\$12.20	\$1.93	\$0.28	\$0.17	\$1.70	\$0.50	\$0.99	\$0.01
3 rd Year	70%	\$1.06	\$12.20	\$2.97	\$0.35	\$0.17	\$1.70	\$0.50	\$1.10	\$0.01
4 th Year	75%	\$1.22	\$12.20	\$3.91	\$0.47	\$0.17	\$1.70	\$0.50	\$1.16	\$0.01
5 th Year	85%	\$1.37	\$12.20	\$5.10	\$0.54	\$0.17	\$1.70	\$0.50	\$1.27	\$0.01

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

**Deductions for Apprentices*

FRINGE BENEFITS:

	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Health & Welfare*	\$11.80 per hour worked, contribution	\$12.20	\$12.20
Northwest Pension	\$6.27 per hour worked, contribution	\$6.42	\$6.42
National Pension	\$1.52 per hour worked, contribution	\$1.52	\$1.52
NW Supp. Plan (1)*	\$0.68 - Journeyman, per hour worked, contribution	\$0.68	\$0.68
	\$0.73 - Foreman; per hour worked, contribution	\$0.73	\$0.73
	\$0.80 - General Foreman per hour worked, contribution	\$0.80	\$0.80
Local Training Fund	\$0.76 per hour worked, contribution	\$0.86	\$0.86
National Training Fund	\$0.17 per hour worked, contribution	\$0.17	\$0.17

Deductions, upon written authorization of employee:

	<u>06/01/18</u>	<u>06/01/19</u>	<u>06/01/2020</u>
Vacation	\$1.00 per hour worked, taxable deduction (\$0.50 taxable deduction for Apprentices, no deduction for 1st year apprentice)	\$1.00	\$1.00
NW Dues Checkoff	\$1.31 per hour worked, deduction for Journeymen	\$1.35	\$1.41
	\$1.37 per hour worked, deduction for Foreman	\$1.41	\$1.48
	\$1.42 per hour worked, deduction for General Foreman	\$1.47	\$1.54
Scholarship	per hour worked, deduction for Journeyman, \$0.01 Foreman, General Foreman <i>(For Apprentices dues rates see chart)</i>	\$0.01	\$0.01
Supp. Pension Trust	Optional deduction – 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.		

TEAMSTERS APPENDIX A

Revised Wage Rates and Fringes

TEAMSTERS

<u>WAGE RATES:</u>	<u>01/01/19</u>	<u>07/01/19</u>	<u>06/01/2020</u>
Group I	\$26.05	\$27.21	\$28.16
Group II	\$28.69	\$29.85	\$30.80
Group III	\$28.80	\$29.96	\$30.91
Group IV	\$29.13	\$30.29	\$31.24
Group V	\$29.24	\$30.40	\$31.35
Group VI	\$29.24	\$30.60	\$31.55
Group VII	\$29.78	\$30.94	\$31.89
Group VIII	\$30.10	\$31.26	\$32.21
Foreman	+\$2.00 per hour above highest scale supervised		
General Foreman	+\$2.50 per hour above highest Foreman supervised		

APPRENTICE RATES:

Receive the following percentage of Journeyman's rate plus 100% fringe benefits

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

FRINGE BENEFITS:

	<u>01/01/19</u>	<u>07/01/19</u>	<u>06/01/2020</u>
Health & Security	\$10.30 per hour worked, contribution	\$10.30	\$10.30
Pension	\$6.29 per hour worked, contribution	\$6.53	\$6.76
Training	\$0.40 per hour worked, contribution	\$0.52	\$0.65
PEER (80)*	\$1.04 per hour worked, contribution	\$1.08	\$1.12

**Program for Enhanced Early Retirement (09/01/12 reflects a diversion of \$0.25 from wage to pension by vote of the membership)
Effective December hours for January 2019 contributions.*

08/01/2020

Deductions, upon written authorization of employee:

Dues Checkoff	\$79.00 (2.5 times straight time hourly rate, equals rounded monthly dues)
NWFOA	\$0.10 per hour worked
Union Programs	\$0.40 per hour worked additional

06/01/07

D.R.I.V.E.(Democrat, Republican, Independent Voter Education) weekly voluntary contribution as designated by the employee (\$2.00/week, \$3.00/week, \$5.00/week, or Other)

CLASSIFICATIONS

<p><u>GROUP I</u> Escort Driver or Pilot Car Helper or Swamper Pickup hauling employees or material</p>	<p><u>GROUP II</u> Ambulance Driver (when in operation) Fish Truck Flat Bed Truck, single rear axle Fork Lift, 3000 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 1800 gallons</p>
<p><u>GROUP III</u> Bus Driver or employee haul Flat Bed Truck, dual rear axle Power Boat hauling employees or material</p>	<p><u>GROUP IV</u> Buggy Mobile and similar Bulk Cement Tanks and Spreader Power Operated Sweeper Straddle Carrier (Ross, Hyster, and similar) Water Tank Truck: 0-4000 gallons</p>
<p><u>GROUP V</u> Auto Crane: 2000-lb. Capacity Dumpton: 6 yds. And under Flat Bed Truck with hydraulic system Fork Lift: 3001-16,000 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</p>	<p><u>GROUP VI</u> 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, 4001-8000 gallons</p>
<p><u>GROUP VII</u> 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 DWs 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 including 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 w/trailer, gallonage or yardage scale, whichever is greater Vacuum Truck (super sucker, guzzler, etc.) Water Tank Truck, 8001-14000 gallon</p>	<p><u>GROUP VIII</u> 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.</p>