

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**

<b><u>WAGE RATES:</u></b>	<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	<b>\$41.96</b>
Assistant Foreman	\$39.81	\$39.76	<b>\$40.71</b>
Journeyman	\$38.56	\$38.51	<b>\$39.46</b>

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

**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	<b>\$15.52</b>
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

<b><u>WAGE RATES:</u></b>	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
Journeyman	\$32.05	\$32.96	<b>\$33.95</b>
Foreman	<i>Shall receive a minimum of \$2.50 over the Journeyman rate.</i>		

### APPRENTICE RATES

**06/01/21**

Six Month Period	Percent %	Hrs	<u>Basic Wages</u>	<u>Health &amp; Welfare</u>	<u>NW Pension</u>	<u>IU &amp; PPA Pension</u>	<u>APP Training</u>
A-1	50%	* 0 - 750 hours	<b>\$16.98</b>	<b>\$7.83</b>	\$0.00	\$0.00	<b>\$0.64</b>
A-2	55%	751 - 2250 hours	<b>\$18.67</b>	<b>\$7.83</b>	<b>\$7.42</b>	<b>\$2.29</b>	<b>\$0.64</b>
A-2	60%	2251 - 3000 hours	<b>\$20.37</b>	<b>\$7.83</b>	<b>\$7.42</b>	<b>\$2.29</b>	<b>\$0.64</b>
A-2	70%	3001 - 3750 hours	<b>\$23.77</b>	<b>\$7.83</b>	<b>\$7.42</b>	<b>\$2.29</b>	<b>\$0.64</b>
A-2	80%	3751 - 4500 hours	<b>\$27.16</b>	<b>\$7.83</b>	<b>\$7.42</b>	<b>\$2.29</b>	<b>\$0.64</b>
A-2	90%	4501 - 5250 hours	<b>\$30.56</b>	<b>\$7.83</b>	<b>\$7.42</b>	<b>\$2.29</b>	<b>\$0.64</b>
A-2	95%	5251 - 6000 hours	<b>\$32.25</b>	<b>\$7.83</b>	<b>\$7.42</b>	<b>\$2.29</b>	<b>\$0.64</b>

*\*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).*

<b><u>FRINGE BENEFITS:</u></b>	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
<b>Health &amp; Welfare</b>	\$7.63 <i>per hour worked, contribution</i>	\$7.73	<b>\$7.83</b>
<b>Northwest Pension</b>	\$6.92 <i>per hour worked, contribution</i>	\$7.17	<b>\$7.42</b>
<b>International Pension</b>	\$2.16 <i>per hour worked, contribution</i>	\$2.29	<b>\$2.43</b>
<b>Intl App &amp; Training</b>	\$0.61 <i>per hour worked, contribution</i>	\$0.62	<b>\$0.64</b>

*Deductions, upon written authorization of employee:*

		<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
Dues & M/R Check off	<i>Amount specified by Local Union</i>			
	Journeyman - Foreman	\$2.41	\$2.58	<b>\$2.63</b>
	A2 - Above	\$2.21	\$2.13	<b>\$2.18</b>
	A1	\$2.01	\$1.30	<b>\$1.33</b>
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

<b>CARPENTERS</b>	<u>06/01/20</u>	<u>06/01/21</u>
Journeyman Classification	\$37.12	<b>\$38.87</b>
<b>FOREMAN</b> - <i>Receives a 7% an hour above Journeyman scale</i>		
<b>GENERAL FOREMAN</b> - <i>Receives 14% an hour above Journeyman scale</i>		

<b>**MILLWRIGHTS AND MACHINE ERECTORS</b>	<u>06/01/20</u>	<u>06/01/20</u>
Journeyman Classification	\$47.42	\$48.42
<b>FOREMAN</b> - <i>Receives an 10% per hour above Journeyman scale</i>		
<b>GENERAL FOREMAN</b> - <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.

<b>PILEDRIVERS</b>	<u>06/01/20</u>	<u>06/01/21</u>
Journeyman Classification	\$38.37	<b>\$40.17</b>
<b>FOREMAN</b> - <i>Receives a 7% an hour above Journeyman scale</i>		
<b>GENERAL FOREMAN</b> - <i>Receives 14% an hour above Journeyman scale</i>		

<b>DIVERS</b>	<u>06/01/20</u>	<u>06/01/21</u>
Divers Including Stand-By Diver	\$43.06	<b>\$44.98</b>
Diver Diving	\$86.12	<b>\$89.96</b>
Dive Master	\$53.17	<b>\$55.48</b>
Dive Supervisor	\$87.62	<b>\$91.46</b>
Diver Tender	\$42.06	<b>\$43.98</b>
Assistant Tender	\$39.37	<b>\$41.17</b>
Manifold Operator	\$42.06	<b>\$43.98</b>
Manifold Operator Mixed Gas	\$46.06	<b>\$47.98</b>
Bell/Vehicle or Submersible Operator Not Under Pressure, etc*		<b>\$44.98</b>
ROV Operator	\$42.06	<b>\$43.98</b>
ROV Tender/Technician	\$39.37	<b>\$41.17</b>

#### APPRENTICE RATES

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

<b>Carpenters/Piledrivers/Divers:</b>	<u>06/01/20</u>	<u>06/01/21</u>	<b>**Millwrights:</b>	<u>06/01/19</u>	<u>06/01/2020</u>
<b>Health &amp; Security</b>	\$6.40	<b>\$6.65</b>	Health and Security	\$8.06	\$8.51
<b>Pension*</b>	\$8.68	<b>\$8.88</b>	Pension*	\$8.43	\$8.68
<b>Apprenticeship &amp; Training</b>	\$0.68	<b>\$0.71</b>	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**      **\$0.50 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

<b><u>WAGE RATES:</u></b>	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
Group I	\$30.21	\$31.30	<b>\$32.44</b>
Group II	\$30.83	\$31.92	<b>\$33.06</b>
Group III	\$31.34	\$32.43	<b>\$33.57</b>

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>06/01/20</u>	<u>06/01/2021</u>
60% (0 - 1600 hours)	\$18.78	<b>\$19.46</b>
70% (1601 - 2700 hours)	\$21.91	<b>\$22.71</b>
80% (2701 - 3600 hours)	\$25.04	<b>\$25.95</b>
90% (3601 - 4500 hours)	\$28.17	<b>\$29.20</b>

### **FRINGE BENEFITS:**

	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/2021</u>
Health & Welfare	\$7.53 per hour worked, contribution	\$7.53	\$7.53
<b>Pension</b>	\$6.74 per hour worked, contribution	\$7.34	<b>\$7.84</b>
Training	\$0.60 per hour worked, contribution	\$0.60	\$0.60
Int. Training	\$0.06	\$0.06	\$0.06

	<u>06/01/20</u>	<u>06/01/2021</u>
<i>Deductions, upon written authorization of employee:</i>		
Credit Union	per hour worked, deduction from net wages \$1.40	\$1.40

### **06/01/2021**

<b>Dues Check off</b>	per hour worked, deduction from net wages \$2.02	<b>\$2.09</b>
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*Note: Apprentice dues rates are calculated on the Apprentice percentage level of the journeyman dues rates:*

90% = **\$1.88 per hour**

80% = **\$1.67 per hour**

70% = **\$1.46 per hour**

60% = **\$1.25 per hour**

NW FCA	\$0.04 per hour worked, deduction
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## **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>06/01/20</u>	<u>06/01/21</u>
Journeyman Wireman		\$48.05	<b>\$50.00</b>
Journeyman Wireman Cable Splicer	5% above Journeyman**	\$50.45	<b>\$52.50</b>
Journeyman Wireman Welder	10% above Journeyman*	\$52.86	<b>\$55.00</b>
Foreman	10% above Journeyman	\$52.86	<b>\$55.00</b>
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	\$55.26	<b>\$57.50</b>
General Foreman	30% above Journeyman	\$62.47	<b>\$65.00</b>

\* 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 06/01/2021*

<i>(Indentured after April 12, 2013)</i>			<u>Wages</u>	<u>Health &amp; Welfare</u>	<u>L.U. 112 Retirement</u>	<u>NEBF @ 3%</u>	<u>Appr. Training</u>
0 - 1600	1st Period	40%	<b>\$20.00</b>	<b>\$9.13</b>	\$ -	<b>\$0.60</b>	<b>\$0.80</b>
1601-2500	2nd Period	45%	<b>\$22.50</b>	<b>\$10.19</b>	<b>\$4.50</b>	<b>\$0.68</b>	<b>\$0.80</b>
2501-3500	3rd Period	50%	<b>\$25.00</b>	<b>\$10.23</b>	<b>\$5.00</b>	<b>\$0.75</b>	<b>\$0.80</b>
3501-5000	4th Period	65%	<b>\$32.50</b>	<b>\$10.35</b>	<b>\$6.50</b>	<b>\$0.98</b>	<b>\$0.80</b>
5001-6500	5th Period	80%	<b>\$40.00</b>	<b>\$10.47</b>	<b>\$8.00</b>	<b>\$1.20</b>	<b>\$0.80</b>
6501-8000	6th Period	85%	<b>\$42.50</b>	<b>\$10.51</b>	<b>\$8.50</b>	<b>\$1.28</b>	<b>\$0.80</b>

### FRINGE BENEFITS:

	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
<b>Health &amp; Welfare</b>	\$9.93 per hour worked, contribution	\$10.43	<b>\$10.63</b>
Pension-National <i>(NEBF gross wages)</i>	3%	3%	3%
<b>Pension Plans</b>	\$8.65 per hour worked, contribution	\$9.15	<b>\$10.00</b>
<b>Apprentice Training</b>	\$1.10 per hour worked, contribution	\$1.10	<b>\$0.80</b>

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)

### 06/01/21

**National Electrical 401(k) Plan** 5%, 7% or 10% 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	<b>\$34.59</b>
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, Sheeteters, Reinforcing Iron Workers*

#### APPRENTICE (Four Year Apprenticeship):

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

1 <sup>st</sup> 6 months -	65% <i>(no Pension or Annuity)</i>	5 <sup>th</sup> 6 months -	90%
2 <sup>nd</sup> 6 months -	70% <i>(no Pension or Annuity)</i>	6 <sup>th</sup> 6 months -	90%
3 <sup>rd</sup> 6 months -	75%	7 <sup>th</sup> 6 months -	95%
4 <sup>th</sup> 6 months -	80%	8 <sup>th</sup> 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 <sup>st</sup> 6 months -	60% <i>(no Pension or Annuity)</i>	5 <sup>th</sup> 6 months -	80%
2 <sup>nd</sup> 6 months -	65% <i>(no Pension or Annuity)</i>	6 <sup>th</sup> 6 months -	85%
3 <sup>rd</sup> 6 months -	70%	7 <sup>th</sup> 6 months -	90%
4 <sup>th</sup> 6 months -	75%	8 <sup>th</sup> 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
<b>Health &amp; Welfare</b>	\$8.17 <i>per hour worked, contribution</i>	\$8.54	<b>\$9.16</b>
Pension	\$10.45 <i>per hour worked, contribution</i>	\$11.00	\$11.00
<b>Apprentice Fund</b>	\$0.70 <i>per hour worked, contribution</i>	\$0.72	<b>\$0.74</b>
IMPACT Fund		\$0.00	\$0.00
<b>Paid Time Off</b> <i>(Fund is taxable)</i>		\$1.50	<b>\$1.70</b>

*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>	<b>\$1.17</b>

*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>06/01/20</u>	<u>06/01/21</u>	
Group I	\$28.79	<b>\$29.44</b>	
Group II	\$29.06	<b>\$29.71</b>	
Group III	\$29.33	<b>\$29.98</b>	
Group IV	\$29.61	<b>\$30.26</b>	
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>06/01/19</u>
			<u>06/01/20</u>
			<u>06/01/21</u>
	1-14	6	7-1/2
	\$237.44	\$244.24	<b>\$249.44</b>
	14-18	6	7-1/2
	\$242.37	\$249.17	<b>\$254.37</b>
	18-25	4	7-1/2
	\$242.65	\$249.45	<b>\$254.65</b>
	18-22	6	10
	\$264.51	\$271.31	<b>\$276.51</b>
	22-26	4	7-1/2
	\$246.97	\$253.77	<b>\$258.97</b>
	26-32	4	7-1/2
	\$249.59	\$256.39	<b>\$261.59</b>
	32-38	3	7-1/2
	\$252.55	\$259.35	<b>\$264.55</b>
	38-44	2	7-1/2
	\$252.96	\$259.76	<b>\$264.96</b>
	Outside Lock and Gauge Tender		\$230.08
			\$236.88
			<b>\$242.08</b>
GROUP VI:	Construction Specialist	\$29.51	<b>\$30.16</b>
GROUP VII:	Hod Carriers ( <i>Per Mason Contractors Assn. 06/01/15</i> )	\$29.35	\$29.35
GROUP VIII:	Powdermen ( <i>Previously misidentified as Group V</i> )	\$30.98	<b>\$31.63</b>
GROUP IX	Grade Checker	\$31.32	<b>\$31.97</b>
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%	<b>\$17.66</b>	IV	3001 to 4000 hours	85%	<b>\$25.02</b>
II	1001 to 2000 hours	70%	<b>\$20.61</b>	V	4001 to 5000 hours	90%	<b>\$26.50</b>
III	2001 to 3000 hours	80%	<b>\$23.55</b>	VI	5001 to 6000 hours	95%	<b>\$27.97</b>

#### FRINGE BENEFITS:

	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
<b>Health &amp; Welfare</b>	\$6.50	per hour worked, contribution	\$6.70
<b>Pension</b>	\$5.60	per hour worked, contribution	\$6.00
Pension (Hod Carriers)	\$5.60	per hour worked, contribution	\$5.95
Training	\$0.90	per hour worked, contribution	\$0.95
Training (Hod Carriers)	\$0.80	per hour worked, contribution	\$0.85
LECET*	\$0.00	per hour worked, contribution	\$0.00

	<u>06/01/20</u>	<u>06/01/21</u>
<i>Deductions from net wages, upon written authorization of employee:</i>		
Credit Union	\$1.00	per hour, deduction from net wages
<b>Union Dues</b>	\$1.64	per hour worked, deduction
Laborers' Political League	\$0.03	per hour worked, optional deduction

## LABORERS CLASSIFICATIONS

### Group I

Flagman*	Traffic Control Laborer <sup>1</sup>	
Landscape Laborer	Window Washer/Cleaner**	
Scaleman	Pilot Car	
Traffic Control Supervisor	Hazardous Waste Worker	
Asbestos Abatement Worker	Dumpman	Mold Abatement Worker
Brick Pavers <sup>2</sup>	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 <sup>6</sup>	Group Machine Header Tender	Structural Mover <sup>9</sup>
Concrete Signal Man	Guard Rail <sup>3</sup>	Tailhoseman (water nozzle)
Confined Space Attendant	(Deleted) <sup>4</sup>	Timber Buckler & Faller (by hand)
Crusher Feeder	HDPE or similar liner installer	Track Laborer (RR)
Demolition <sup>7</sup>	Lead Abatement Worker	Truck Loader
Dry Stack Walls <sup>8</sup>	Miner, Class "A" <sup>5</sup>	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.

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

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

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

<sup>4</sup>

Footnote deleted

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

<sup>6</sup>TO 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.

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

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

<sup>9</sup>TO 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 <sup>12</sup>
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 <sup>10</sup>		Water Pipe Liner
Jackhammer Operator Miner, Class "B" <sup>11</sup>	Railroad Equipment, power driven, <u>except</u> dual mobile power spiker or puller	Wheelbarrow, power driven
		Remote Equipment Operator <sup>13</sup>

<sup>10</sup> Deleted

<sup>11</sup>TO INCLUDE: Brakeman, Finisher, Vibrator, Form Setter.

<sup>12</sup>TO INCLUDE: All hand operated power compaction equipment.

<sup>13</sup> i.e. Compaction and Demolition.

**Group III**

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

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

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

<sup>16</sup>TO INCLUDE: Operation of machine and nozzle.

<sup>17</sup>Deleted.

<sup>18</sup>TO INCLUDE: Elevation control.

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

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

<sup>21</sup>TO 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" <sup>23</sup>	Welder, electric, manual or automatic <sup>24</sup>
Deleted <sup>22</sup>	Remote Equipment Operator	

<sup>22</sup>Deleted

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

<sup>24</sup>TO 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 Specialist<sup>25</sup>

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

**Group VII**

Hod Carrier<sup>25</sup>

<sup>26</sup>Wages, 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>	<u>06/01/21</u>
Group I	\$28.46	\$29.11	<b>\$29.76</b>
Group II	\$28.78	\$29.43	<b>\$30.08</b>
Group III	\$29.39	\$30.04	<b>\$30.69</b>
Group IV	\$29.71	\$30.36	<b>\$31.01</b>
Group V	\$29.99	\$30.64	<b>\$31.29</b>
Group VI	\$30.26	\$30.91	<b>\$31.56</b>
Group VII	\$31.36	\$32.01	<b>\$32.66</b>
Group VIII	\$32.70	\$33.35	<b>\$34.00</b>
Group IX	\$33.20	\$33.85	<b>\$34.50</b>
Group X	\$33.70	\$34.35	<b>\$35.00</b>
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		

Note: All Crane Booms, including Tower Cranes:

	<u>07/01/19</u>	<u>06/01/21</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	\$1.00
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>01/21/21</u>		
65%	0 - 1000 hours	80%	3001 - 4000 hours	
70%	1001 - 2000 hours	90%	4001 - 5000 hours	
75%	2001 - 3000 hours	<b>95%</b>	<b>5001 - 6000 hours</b>	

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

### FRINGE BENEFITS:

	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
Health & Welfare	\$7.70 per hour worked, contribution	\$8.05	<b>\$8.40</b>
Pension	\$8.85 per hour worked, contribution	\$9.95	<b>\$10.65</b>
<b>Alternative Pension Plan (SIP)</b>	<b>per hour worked, contribution</b>		<b>\$0.40</b>
Apprenticeship & Training	\$0.70 per hour worked, contribution	\$0.70	\$0.70
National Training Fund		\$0.05	\$0.05

Deductions, upon written authorization of employee:

	<i>(2%) gross wages</i>	<i>(2%) gross wages</i>	<i>(2%) gross wages</i>
<i>Dues Checkoff</i>			
Union Programs <i>(per hour worked, deduction)</i>	\$0.22	\$0.22	\$0.22
Political Programs <i>(voluntary)</i>	\$0.05	\$0.05	\$0.05

**OPERATING ENGINEERS****CLASSIFICATIONS**

<p><b><u>GROUP I</u></b></p> <ul style="list-style-type: none"> <li>Bit Grinders</li> <li>Bolt Threading Machine</li> <li>Compressors (under 2000 CFM, gas, diesel, or electric power)</li> <li>Crush Feeder (mechanical)</li> <li>Deck Hand</li> <li>Drillers Helper</li> <li>Fireman &amp; Heater Tender</li> <li>Helper, Mechanic or Welder, H.D.</li> <li>Hydro-seeder, Mulcher, Nozzleman</li> <li>Oiler</li> <li>Oiler &amp; Cable Tender, Mucking Machine</li> <li>Pumpman</li> <li>Rollers, all types on subgrade (farm type, Case, John Deere &amp; similar, or Compacting Vibrator), except when pulled by Dozer with operable Blade</li> <li>Steam Cleaner</li> <li>Welding Machine</li> </ul>	<p><b><u>GROUP II</u></b></p> <ul style="list-style-type: none"> <li>A-Frame Truck (single drum)</li> <li>Assistant Refrigeration Plant (under 1000 ton)</li> <li>Assistant Plant Operator, Fireman or Pugmixer (asphalt)</li> <li>Bagley or Stationary Scraper</li> <li>Belt Finishing Machine</li> <li>Blower Operator (cement)</li> <li>Cement Hog</li> <li>Compressor (2000 CFM or over, 2 or more, gas, diesel, or electric power)</li> <li>Concrete Saw (multiple cut)</li> <li>Distributor Leverman</li> <li>Ditch Witch or similar</li> <li>Elevator Hoisting Materials</li> <li>Dope Pots (power agitated)</li> <li>Fork Lift or Lumber Stacker, Hydra-lift, and similar</li> <li>Gin Trucks (pipeline)</li> <li>Hoist, single drum</li> <li>Loaders (bucket elevators and conveyors)</li> <li>Longitudinal Float</li> <li>Mixer (portable-concrete)</li> <li>Pavement Breaker, Hydra-Hammer and similar</li> <li>Power Broom</li> <li>Railroad Ballast Regulation Operator (self-propelled)</li> <li>Railroad Power Tamper Operator (self-propelled)</li> <li>Railroad Tamper Jack Operator (self-propelled)</li> <li>Spray Curing Machine (concrete)</li> <li>Spreader Box (self-propelled)</li> <li>Straddle Buggy (Ross and Similar on construction job only)</li> <li>Tractor (Farm type R/T with attachments, except Backhoe)</li> <li>Tugger Operator</li> </ul>
<p><b><u>GROUP III</u></b></p> <ul style="list-style-type: none"> <li>A-Frame Truck (2 or more drums)</li> <li>Assistant Refrigeration Plant and Chiller Operator (over 1000 ton)</li> <li>Backfillers (Cleveland and similar)</li> <li>Batch Plant &amp; Wet Mix Operator, single unit (concrete)</li> <li>Belt-Crete Conveyors with power pack or similar</li> <li>Belt Loader (Kocal or similar)</li> <li>Bend Machine</li> <li>Bob Cat</li> <li>Boring Machine (earth)</li> <li>Boring Machine (rock under 8" bit) (Quarry Master, Joy, or similar)</li> <li>Bump Cutter (Wayne, Saginaw, or similar)</li> </ul>	<p><b><u>GROUP IV</u></b></p> <ul style="list-style-type: none"> <li>Blade Operator (motor patrol and attachments)</li> <li>Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar)</li> <li>Drilling Equipment (8" bit &amp; over) (Robbins, reverse circulation, and similar)</li> <li>Drills (churn, core, calyx, or diamond)</li> <li>Equipment Serviceman, Greaser, and Oiler</li> <li>Grade Checker</li> <li>Hoe Ram</li> <li>Hoist (2 or more drums or Tower Hoist)</li> <li>Loaders (overhead and front-end, under 4 yds R/T)</li> <li>Paving (dual drum) Rubber Tire</li> <li>Railroad Track Liner Operator (self-propelled)</li> <li>Refrigeration Plant Engineers (under 1000 ton)</li> <li>Screed Operator</li> </ul>

<p><b><u>GROUP III</u></b> <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)  Gunite 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 &amp; Planer Machine  Tractor (to D-6 or equivalent) and Traxcavator  Traverse Finish Machine  Turnhead Operator</p>	<p><b><u>GROUP IV</u></b> <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><b><u>GROUP V</u></b></p> <p>Automatic Subgrader (Ditches &amp; 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><b><u>GROUP VI</u></b></p> <p>Asphalt Plant Operator  Backhoes (1yd. To 3 yds.)  Blade (finish and bluetop) Automatic, CMI, ABC &amp; 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><b><u>GROUP VII</u></b> 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 &amp; Hammerheads, <u>ALL</u></p>	<p><b><u>Group VIII</u></b> <b>Cranes (86 to 99 tons)</b> Climbing, Rail and Tower Cranes over 45 tons</p>
<p><b><u>GROUP IX</u></b> Cranes (100 to 299 tons)</p>	<p><b><u>GROUP X</u></b> Cranes (300 tons and over)</p>

## PAINTERS/TAPERS APPENDIX A

### Revised Wage Rates and Fringes

<b><u>Painters Rates:</u></b>	<u>07/01/19</u>	<u>05/01/21</u>	<u>07/01/21</u>
Journeyman	\$26.65	\$27.65	<b>\$27.90</b>
Foreman	\$28.38	\$29.45	<b>\$29.71</b>

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”*

<b><u>Drywall Finisher:</u></b>	<u>06/01/19</u>	<u>07/01/20</u>	<u>06/01/21</u>
Journeyman	\$28.04	\$28.59	<b>\$29.29</b>
Foreman	\$31.69	\$32.31	<b>\$33.10</b>

Foreman - *Receives a 13% an hour above Journeyman rate*

### APPRENTICE RATES

<b>Painters:</b>		<u>05/01/21</u>	<u>07/01/21</u>	<u>07/01/18</u>	<u>03/01/19</u>
Period	%JM	<u>Wages</u>	<u>Wages</u>	<u>Fringes</u>	<u>Fringes</u>
1 <sup>st</sup>	60%	\$16.59	<b>\$16.74</b>	H&W (medical only)	H&W (only)
2 <sup>nd</sup>	65%	\$17.97	<b>\$18.14</b>	H&W + 50% Pension	Full Benefits
3 <sup>rd</sup>	70%	\$19.36	<b>\$19.53</b>	H&W + 50% Pension	Full Benefits
4 <sup>th</sup>	75%	\$20.74	<b>\$20.93</b>	Full Benefits	Full Benefits
5 <sup>th</sup>	80%	\$22.12	<b>\$22.32</b>	Full Benefits	Full Benefits
6 <sup>th</sup>	90%	\$24.89	<b>\$25.11</b>	Full Benefits	Full Benefits

<b>Finishers:</b>		<u>06/01/19</u>	<u>07/01/20</u>	<u>06/01/21</u>	<u>07/01/18</u>
Period	% JM	<u>Wages</u>	<u>Wages</u>	<u>Wages</u>	<u>Fringes</u>
1 <sup>st</sup>	60%	\$16.82	\$17.15	<b>\$17.57</b>	H&W only
2 <sup>nd</sup>	65%	\$18.23	\$18.58	<b>\$19.04</b>	H&W + 50% Pension
3 <sup>rd</sup>	70%	\$19.63	\$20.01	<b>\$20.50</b>	H&W + 50% Pension
4 <sup>th</sup>	75%	\$21.03	\$21.44	<b>\$21.97</b>	H&W + 50% Pension
5 <sup>th</sup>	85%	\$23.83	\$24.30	<b>\$24.90</b>	Full Benefits
6 <sup>th</sup>	90%	\$25.24	\$25.73	<b>\$26.36</b>	Full Benefits

### FRINGE PAYMENTS

<b>Painters:</b>	<u>07/01/20</u>	<u>05/01/21</u>	<u>07/01/21</u>	<b>Finishers:</b>	<u>07/01/19</u>	<u>07/01/20</u>	<u>06/01/21</u>
Health & Welfare	\$6.85	\$6.85	<b>\$6.95</b>	Health and Welfare	\$6.75	\$6.85	\$6.85
<b>IUPAT Pension</b>	\$5.67	\$5.67	<b>\$6.20</b>	<b>IUPAT Pension</b>	\$6.92	\$7.61	<b>\$8.31</b>
<b>WW Pension</b>	\$1.00	\$1.35	\$1.35	<b>WW Pension</b>	\$0.20	\$0.70	<b>\$1.00</b>
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)*

07/01/20

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

06/01/20

*Painters/Finishers - IUPAT Administrative Dues \$0.05 (per hour worked deduction)*

## PIPEFITTERS APPENDIX A

### Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
Journeyman	\$49.24*	\$50.93	<b>\$51.71</b>
Foreman	\$54.16	\$56.02	<b>\$56.88</b>
<i>(+10%/hour above Journeyman rate, incl. Savings Fund)</i>			
Foreman – on Jobs with More than 8 Pipefitters	\$56.63	\$58.57	<b>\$59.47</b>
<i>(+15%/hour above Journeyman rate, incl. Savings Fund)</i>			
General Foreman – on Jobs with More than 8 Pipefitters	\$61.55	\$63.66	<b>\$64.64</b>
<i>(+25%/hour above Journeyman rate, incl. Savings Fund)</i>			
<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 06/01/2021) (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%	<b>\$23.27</b>	\$3.60	<b>\$0.58</b>	<b>\$12.80</b>	\$1.90	\$2.70	<b>\$3.64</b>	<b>\$2.18</b>	\$0.10
2nd	50%	<b>\$25.86</b>	\$4.00	<b>\$0.65</b>	<b>\$12.80</b>	\$2.12	\$3.00	<b>\$4.04</b>	<b>\$2.18</b>	\$0.10
3rd	55%	<b>\$28.44</b>	\$4.40	<b>\$0.71</b>	<b>\$12.80</b>	\$2.33	\$3.30	<b>\$4.44</b>	<b>\$2.18</b>	\$0.10
4th	60%	<b>\$31.03</b>	\$4.80	<b>\$0.78</b>	<b>\$12.80</b>	\$2.54	\$3.60	<b>\$4.85</b>	<b>\$2.18</b>	\$0.10
5th	65%	<b>\$33.61</b>	\$5.20	<b>\$0.84</b>	<b>\$12.80</b>	\$2.75	\$3.90	<b>\$5.25</b>	<b>\$2.18</b>	\$0.10
6th	70%	<b>\$36.20</b>	\$5.60	<b>\$0.91</b>	<b>\$12.80</b>	\$2.96	\$4.20	<b>\$5.66</b>	<b>\$2.18</b>	\$0.10
7th	75%	<b>\$38.78</b>	\$6.00	<b>\$0.97</b>	<b>\$12.80</b>	\$3.17	\$4.50	<b>\$6.06</b>	<b>\$2.18</b>	\$0.10
8th	80%	<b>\$41.37</b>	\$6.40	<b>\$1.03</b>	<b>\$12.80</b>	\$3.38	\$4.80	<b>\$6.46</b>	<b>\$2.18</b>	\$0.10
9th	85%	<b>\$43.95</b>	\$6.80	<b>\$1.10</b>	<b>\$12.80</b>	\$3.60	\$5.10	<b>\$6.87</b>	<b>\$2.18</b>	\$0.10
10th	85%	<b>\$43.95</b>	\$6.80	<b>\$1.10</b>	<b>\$12.80</b>	\$3.60	\$5.10	<b>\$6.87</b>	<b>\$2.18</b>	\$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>06/01/19</u>	<u>06/01/20</u>	<u>06/01/21</u>
<b>Health &amp; Welfare</b>	\$12.40 per hour worked, contribution	\$12.70	<b>\$12.80</b>
National Pension	\$4.23 per hour worked, contribution	\$4.23	\$4.23
State Pension	\$6.00 per hour worked, contribution	\$6.00	\$6.00
<b>Supplemental Pension</b>	\$7.31 per hour worked, contribution	\$7.31	<b>\$8.08</b>
<b>JATC</b>	\$2.13 per hour worked, contribution	\$2.16	<b>\$2.18</b>
International Training Fund	\$0.10 per hour worked, contribution	\$0.10	\$0.10

<u>OTHER</u>	<u>06/01/20</u>	<u>06/01/21</u>
<b>Paid Sick Leave</b> <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>	\$1.27	<b>\$1.29</b>
<b><i>(TBD) 06/01/2020 - Sick Leave Proposal under review</i></b>		

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>07/01/19</u>	<u>07/01/2020</u>	<u>07/01/21</u>
Journeyman	\$28.25	\$28.85	<b>\$29.72</b>
Foreman	\$31.08	\$31.74	<b>\$32.69</b>
<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 <sup>th</sup> 700 hours	85%
1 <sup>st</sup> 700 hours	70%	5 <sup>th</sup> 700 hours	90%
2 <sup>nd</sup> 700 hours	75%	6 <sup>th</sup> 700 hours	95%
3 <sup>rd</sup> 700 hours	80%		

#### Effective 07/01/19

*(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 <sup>st</sup> 0 - 700 hours	60%	4 <sup>th</sup> 2100 - 2800 hours	85%
2 <sup>nd</sup> 700 - 1400 hours	70%	5 <sup>th</sup> 2800 - 3500 hours	90%
3 <sup>rd</sup> 1400 - 2100 hours	80%	6 <sup>th</sup> 3500 - 4200 hours	95%

#### FRINGE BENEFITS:

	<u>07/01/19</u>	<u>07/01/20</u>	<u>07/01/21</u>
Health & Welfare	\$9.40 per hour worked, contribution	\$9.40	\$9.40
National Pension	\$3.25 per hour worked, contribution	\$3.30	\$3.30
JATC	\$0.30 per hour worked, contribution	\$0.30	\$0.30
Joint Education Trust	\$0.06 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

<b><u>WAGE RATES:</u></b>	<u>06/01/20</u>	<u>08/01/20</u>	<u>06/01/21</u>
Journeyman	\$41.65	\$41.35	<b>\$42.35</b>
Foreman (+10%)	\$45.82	\$45.49	<b>\$46.59</b>
General Foreman (+20%)	\$49.98	\$49.62	<b>\$50.82</b>

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

### APPRENTICE RATE 06/01/21

<u>Classification</u>	<u>Wage%</u>	<u>Nat'l Pen.</u>	<u>H&amp;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 <sup>st</sup> Year - 1 <sup>st</sup> Half	50%	\$0.76	<b>\$11.85</b>	-0-	-0-	\$0.17	<b>\$2.10</b>	-0-	<b>\$0.86</b>	\$0.01
1 <sup>st</sup> Year - 2 <sup>nd</sup> Half	55%	\$0.84	<b>\$11.85</b>	<b>\$1.56</b>	\$0.25	\$0.17	<b>\$2.10</b>	-0-	<b>\$0.93</b>	\$0.01
2 <sup>nd</sup> Year	60%	\$0.91	<b>\$12.85</b>	<b>\$2.53</b>	\$0.28	\$0.17	<b>\$2.10</b>	\$0.50	<b>\$1.02</b>	\$0.01
3 <sup>rd</sup> Year	70%	\$1.06	<b>\$12.85</b>	<b>\$3.67</b>	\$0.35	\$0.17	<b>\$2.10</b>	\$0.50	<b>\$1.14</b>	\$0.01
4 <sup>th</sup> Year	75%	\$1.22	<b>\$12.85</b>	<b>\$4.66</b>	\$0.47	\$0.17	<b>\$2.10</b>	\$0.50	<b>\$1.20</b>	\$0.01
5 <sup>th</sup> Year	85%	\$1.37	<b>\$12.85</b>	<b>\$5.95</b>	\$0.54	\$0.17	<b>\$2.10</b>	\$0.50	<b>\$1.30</b>	\$0.01

*NOTE: No voluntary deductions to NW Supplemental Pension allowed until beginning of 6<sup>th</sup> 6 month period.*

*\*Deductions for Apprentices*

### **FRINGE BENEFITS:**

	<u>06/01/20</u>		<u>08/01/20</u>	<u>06/01/21</u>
<b>Health &amp; Welfare*</b>	\$12.20	<i>per hour worked, contribution</i>	\$12.50	<b>\$12.85</b>
<b>Northwest Pension</b>	\$6.42	<i>per hour worked, contribution</i>	\$6.42	<b>\$7.42</b>
National Pension	\$1.52	<i>per hour worked, contribution</i>	\$1.52	\$1.52
NW Supp. Plan (1)*	\$0.68	<i>Journeyman, per hour worked, contribution</i>	\$0.68	\$0.68
	\$0.73	<i>Foreman; per hour worked, contribution</i>	\$0.73	\$0.73
	\$0.80	<i>General Foreman per hour worked, contribution</i>	\$0.80	\$0.80
<b>Local Training Fund</b>	\$0.86	<i>per hour worked, contribution</i>	\$0.86	<b>\$1.26</b>
National Training Fund	\$0.17	<i>per hour worked, contribution</i>	\$0.17	\$0.17

*Deductions, upon written authorization of employee:*

	<u>06/01/20</u>		<u>08/01/20</u>	<u>06/01/21</u>
Vacation	\$1.00	<i>per hour worked, taxable deduction</i>	\$1.00	\$1.00
	\$0.50	<i>taxable deduction for Apprentices, (no deduction for 1st year apprentice)</i>		
<b>NW Dues Checkoff</b>	\$1.41	<i>per hour worked, deduction for Journeymen</i>	\$1.40	<b>\$1.45</b>
	\$1.48	<i>per hour worked, deduction for Foreman</i>	\$1.47	<b>\$1.52</b>
	\$1.54	<i>per hour worked, deduction for Gen Foreman</i>	\$1.53	<b>\$1.58</b>
Scholarship hour worked, deduction for Journeyman,	\$0.01	<i>Foreman, General Foreman</i>	\$0.01	\$0.01
		<i>(For Apprentices dues rates see chart)</i>		

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>07/01/19</u>	<u>06/01/2020</u>	<u>06/01/21</u>
Group I	\$27.21	\$28.16	<b>\$29.21</b>
Group II	\$29.85	\$30.80	<b>\$31.85</b>
Group III	\$29.96	\$30.91	<b>\$31.96</b>
Group IV	\$30.29	\$31.24	<b>\$32.29</b>
Group V	\$30.40	\$31.35	<b>\$32.40</b>
Group VI	\$30.60	\$31.55	<b>\$32.60</b>
Group VII	\$30.94	\$31.89	<b>\$32.94</b>
Group VIII	\$31.26	\$32.21	<b>\$33.26</b>
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>07/01/19</u>	<u>06/01/2020</u>	<u>01/01/21</u>	<u>06/01/21</u>
Health & Security	\$10.30 per hour worked, contribution	\$10.30	\$10.30	\$10.30
<b>Pension</b>	\$6.53 per hour worked, contribution	\$6.76	\$6.76	<b>\$7.00</b>
<b>PEER (80)*</b>	\$1.08 per hour worked, contribution	\$1.12	\$1.12	<b>\$1.15</b>
Training	\$0.52 per hour worked, contribution	\$0.65	\$0.65	\$0.65

*\*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.*

#### 08/01/2021

Deductions, upon written authorization of employee:

<b>Dues Checkoff</b>	<b>\$82.00</b> (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><b><u>GROUP I</u></b>  Escort Driver or Pilot Car  Helper or Swamper  Pickup hauling employees or material</p>	<p><b><u>GROUP II</u></b>  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><b><u>GROUP III</u></b>  Bus Driver or employee haul  Flat Bed Truck, dual rear axle  Power Boat hauling employees or material</p>	<p><b><u>GROUP IV</u></b>  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><b><u>GROUP V</u></b>  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><b><u>GROUP VI</u></b>  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><b><u>GROUP VII</u></b>  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><b><u>GROUP VIII</u></b>  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>