

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>01/01/24</u>	<u>12/02/24</u>	<u>01/01/25</u>
General Foreman	Rate to be negotiated	\$52.91	\$54.79
Foreman	\$46.56	\$46.56	\$48.21
Assistant Foreman	\$44.45	\$44.45	\$46.02
Journeyman	\$42.33	\$42.33	\$43.83

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

			<u>01/01/24</u>	<u>01/01/25</u>
Level 1,	0 - 1000 hours	70%	\$29.64	\$30.68
Level 1,	1001 - 2000 hours	75%	\$31.75	\$32.87
Level 2,	2001 - 3000 hours	80%	\$33.87	\$35.06
Level 2,	3001 - 4000 hours	85%	\$35.98	\$37.26
Level 3A,	4001 - 5000 hours	90%	\$38.10	\$39.45
Level 3B,	5001 - 6000 hours	95%	\$40.22	\$41.64

#### **FRINGE BENEFITS:**

		<u>01/01/23</u>	<u>01/01/24</u>
Health & Welfare	per hour worked, contribution	\$8.57	\$8.57
Pensions	per hour worked, contribution	\$16.15	\$16.47
Apprenticeship	per hour worked, contribution	\$1.50	\$1.50
National Annuity	per hour worked, contribution	\$1.84	\$1.84
MOST	per hour worked, contribution	\$0.34	\$0.34
Vacation*	per hour worked, contribution	\$3.84	\$3.84

*\* If the participant waives the right to contribute to the Fund, it shall be reflected on the dispatch at the beginning of the project and those funds shall remain on the check.*

Deductions, upon written authorization of employee:

**05/01/25**

**Field Dues                      6.5% 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>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Journeyman	\$37.01	\$38.48	<b>\$39.57</b>
Foreman	<i>Shall receive a minimum of \$2.50 over the Journeyman rate.</i>		

### **APPRENTICE RATES:**

Six Month Period	Percent %	Hrs	<b><u>06/01/25</u></b> <b><u>Basic</u></b> <b><u>Wages</u></b>	<b><u>Health &amp;</u></b> <b><u>Welfare</u></b>	<b><u>NW</u></b> <b><u>Pension</u></b>	<b><u>IU &amp; PPA</u></b> <b><u>Pension</u></b>	<b><u>APP</u></b> <b><u>Training</u></b>
A-1	50%	* 0 - 750 hours	<b>\$19.79</b>	<b>\$8.78</b>	\$0.00	\$0.00	<b>\$0.72</b>
A-2	55%	751 - 2250 hours	<b>\$21.76</b>	<b>\$8.78</b>	<b>\$8.57</b>	\$2.43	<b>\$0.72</b>
A-2	60%	2251 - 3000 hours	<b>\$23.74</b>	<b>\$8.78</b>	<b>\$8.57</b>	\$2.43	<b>\$0.72</b>
A-2	70%	3001 - 3750 hours	<b>\$27.70</b>	<b>\$8.78</b>	<b>\$8.57</b>	\$2.43	<b>\$0.72</b>
A-2	80%	3751 - 4500 hours	<b>\$31.66</b>	<b>\$8.78</b>	<b>\$8.57</b>	\$2.43	<b>\$0.72</b>
A-2	90%	4501 - 5250 hours	<b>\$35.61</b>	<b>\$8.78</b>	<b>\$8.57</b>	\$2.43	<b>\$0.72</b>
A-2	95%	5251 - 6000 hours	<b>\$37.59</b>	<b>\$8.78</b>	<b>\$8.57</b>	\$2.43	<b>\$0.72</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>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
<b>Health &amp; Welfare</b>	\$8.33 <i>per hour worked, contribution</i>	\$8.68	<b>\$8.78</b>
<b>Northwest Pension</b>	\$8.02 <i>per hour worked, contribution</i>	\$8.27	<b>\$8.57</b>
International Pension	\$2.43 <i>per hour worked, contribution</i>	\$2.43	\$2.43
<b>Intl App &amp; Training</b>	\$0.68 <i>per hour worked, contribution</i>	\$0.71	<b>\$0.72</b>

*Deductions, upon written authorization of employee:*

Dues & M/R Check off	<i>Amount specified by Local Union</i>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
	<b>Journeyman - Foreman</b>	\$2.81	\$2.89	<b>\$2.94</b>
	<b>A2 - Above</b>	\$2.33	\$2.41	<b>\$2.46</b>
	<b>A1</b>	\$1.44	\$1.49	<b>\$1.52</b>
C.U. / Vacation	Journeyman - Foreman			\$1.50
	A1	\$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>06/01/24</u>	<u>06/01/25</u>
Journeyman Classification	\$45.86	\$48.21
FOREMAN - <i>Receives a 7% an hour above Journeyman scale</i>		
GENERAL FOREMAN - <i>Receives 14% an hour above Journeyman scale</i>		

<b>MILLWRIGHTS AND MACHINE ERECTORS</b>	<u>06/01/24</u>	<u>06/01/25</u>
Journeyman Classification	\$59.83	\$64.62
FOREMAN - <i>Receives an 10% per hour above Journeyman scale</i>		
GENERAL FOREMAN - <i>Receives 15% per hour above Journeyman scale</i>		

02/20/2023

Certified Welder \$3.00/hr.

<b>PILEDRIERS</b>	<u>06/01/24</u>	<u>06/01/25</u>
Journeyman Classification	\$47.41	\$49.76
FOREMAN - <i>Receives a 7% an hour above Journeyman scale</i>		
GENERAL FOREMAN - <i>Receives 14% an hour above Journeyman scale</i>		

<b>DIVERS</b>	<u>06/01/23</u>	<u>06/01/24</u>
Divers Including Stand-By Diver	\$51.05	\$52.73
Diver Diving	\$102.10	\$105.46
Dive Master	\$62.76	\$64.78
Dive Supervisor	\$103.60	\$106.96
Diver Tender	\$50.05	\$51.73
Assistant Tender	\$46.84	\$48.41
Manifold Operator	\$50.05	\$51.73
Manifold Operator Mixed Gas	\$54.05	\$55.73
Bell/Vehicle or Submersible Operator Not Under Pressure, etc*	\$51.05	\$52.73
ROV Operator	\$50.05	\$51.73
ROV Tender/Technician	\$46.84	\$48.41

### 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>06/01/24</u>	<u>06/01/25</u>	<b>Millwrights:</b>	<u>06/01/24</u>	<u>06/01/25</u>
Health & Welfare	\$8.25	\$9.00	Health & Welfare	\$8.75	\$9.25
Pension*	\$5.91	\$5.91	Pension*	\$6.16	\$6.41
Apprenticeship	\$0.80	\$0.77	Apprenticeship	\$1.07	\$0.77
401(k)	\$1.60	\$1.60	Annuity (H&W \$0.98 & 401k)	\$3.07	\$4.00

### 06/01/25

*Deductions, upon written authorization of employee:*

#### **Dues Check off:**

##### Carpenter

The rate for union dues deduction is \$1.77 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenter foreman and general foreman would be charged using the journeyman wage rate.

##### Millwright/Piledriver

The rate for union dues deduction is 4% of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Piledriver foreman and general foreman would be charged using the journeyman wage rate.

#### **Carpenter Vacation Deduction**

**\$0.56** for each hour worked (after taxes)

#### **Piledriver/Divers Vacation Deduction**

**\$0.50** for each hour worked (after taxes)

#### **Millwright Vacation Deduction**

**\$5.00** for each hour paid (after taxes)

## CEMENT MASONS APPENDIX A

### Revised Wage Rates and Fringes

<b><u>WAGE RATES:</u></b>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Group I	\$38.05	\$39.55	<b>\$40.89</b>
Group II	\$38.67	\$40.17	<b>\$41.51</b>
Group III	\$39.18	\$40.68	<b>\$42.02</b>

#### Effective 03/04/25

FOREMAN:	7% above journeyman Cement Mason
GENERAL FOREMAN:	12% above journeyman Cement Mason

#### Cement Mason Apprentice:

	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
60% (0 - 1600 hours)	\$23.73	<b>\$24.53</b>
70% (1601 - 3200 hours)	\$27.68	<b>\$28.62</b>
80% (3201 - 4800 hours)	\$31.64	<b>\$32.71</b>
90% (4801 - 6400 hours)	\$35.60	<b>\$36.80</b>

#### **FRINGE BENEFITS:**

	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Health & Welfare	\$7.63 <i>per hour worked, contribution</i>	\$7.73	<b>\$7.83</b>
Pension	\$8.54 <i>per hour worked, contribution</i>	\$8.54	\$8.54
Training	\$0.65 <i>per hour worked, contribution</i>	\$0.70	\$0.70
Int. Training	\$0.07	\$0.07	\$0.07
401k		<b>\$0.00</b>	<b>\$1.50</b>

	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
<i>Deductions, upon written authorization of employee:</i>		
Credit Union <i>per hour worked, deduction from net wages</i>	\$1.00	\$1.00
OPFCA <i>per hour worked, deduction</i>	\$0.04	\$0.04
Dues Check off <i>per hour worked, deduction from net wages</i>	\$2.94	<b>\$3.08</b>

90% = \$2.65 per hr	90% = \$2.77 per hr
80% = \$2.35 per hr	80% = \$2.40 per hr
70% = \$2.06 per hr	70% = \$2.16 per hr
60% = \$1.76 per hr	60% = \$1.85 per hr

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

## CEMENT MASONS APPENDIX A

### Revised Wage Rates and Fringes

<b><u>WAGE RATES:</u></b>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Group I	\$38.05	\$39.55	<b>\$40.89</b>
Group II	\$38.67	\$40.17	<b>\$41.51</b>
Group III	\$39.18	\$40.68	<b>\$42.02</b>

#### Effective 03/04/25

FOREMAN:	7% above journeyman Cement Mason
GENERAL FOREMAN:	12% above journeyman Cement Mason

#### Cement Mason Apprentice:

	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
60% (0 - 1600 hours)	\$23.73	<b>\$24.53</b>
70% (1601 - 3200 hours)	\$27.68	<b>\$28.62</b>
80% (3201 - 4800 hours)	\$31.64	<b>\$32.71</b>
90% (4801 - 6400 hours)	\$35.60	<b>\$36.80</b>

#### **FRINGE BENEFITS:**

	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Health & Welfare	\$7.63 <i>per hour worked, contribution</i>	\$7.73	<b>\$7.83</b>
Pension	\$8.54 <i>per hour worked, contribution</i>	\$8.54	\$8.54
Training	\$0.65 <i>per hour worked, contribution</i>	\$0.70	\$0.70
Int. Training	\$0.07	\$0.07	\$0.07
401k		<b>\$0.00</b>	<b>\$1.50</b>

	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
<i>Deductions, upon written authorization of employee:</i>		
Credit Union <i>per hour worked, deduction from net wages</i>	\$1.00	\$1.00
OPFCA <i>per hour worked, deduction</i>	\$0.04	\$0.04
Dues Check off <i>per hour worked, deduction from net wages</i>	\$2.94	<b>\$3.08</b>

90% = \$2.65 per hr	90% = \$2.77 per hr
80% = \$2.35 per hr	80% = \$2.46 per hr
70% = \$2.06 per hr	70% = \$2.16 per hr
60% = \$1.76 per hr	60% = \$1.85 per hr

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

## ELECTRICIANS APPENDIX A

### Revised Wage Rates and Fringes

<b><u>WAGE RATES:</u></b>		<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Journeyman Wireman		\$58.00	<b>\$60.00</b>
Journeyman Wireman Cable Splicer	5% above Journeyman**	\$60.90	<b>\$63.00</b>
Journeyman Wireman Welder	25% above Journeyman*	\$72.50	<b>\$75.00</b>
Foreman ( <i>Supervising 5 or less Journeymen</i> )	10% above Journeyman	\$63.80	<b>\$66.00</b>
<b>Foreman</b> ( <i>Supervising 5 or less Journeymen, when 20 or more Journeymen are on a project</i> )	<b>15% above Journeyman</b>		<b>\$69.00</b>
Foreman ( <i>Supervising 6 or more Journeymen All jobs</i> )	20% above Journeyman	\$69.60	<b>\$72.00</b>
General Foreman	30% above Journeyman	\$75.40	<b>\$78.00</b>

\* Journeyman Wireman when Welding - 25% 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 06/01/2025*

<i>(Indentured after April 12, 2013)</i>			<b><u>Wages</u></b>	<b><u>Health &amp; Welfare</u></b>	<b><u>L.U. 112 Retirement</u></b>	<b><u>NEBF @ 3%</u></b>	<b><u>Appr. Training</u></b>
0 - 1600	1st Period	40%	<b>\$24.00</b>	\$9.43	\$ -	<b>\$0.72</b>	\$1.10
1601-2500	2nd Period	45%	<b>\$27.00</b>	<b>\$10.92</b>	<b>\$5.85</b>	<b>\$0.81</b>	\$1.10
2501-3500	3rd Period	50%	<b>\$30.00</b>	<b>\$11.01</b>	<b>\$6.50</b>	<b>\$0.90</b>	\$1.10
3501-5000	4th Period	65%	<b>\$39.00</b>	<b>\$11.27</b>	<b>\$8.45</b>	<b>\$1.17</b>	\$1.10
5001-6500	5th Period	80%	<b>\$48.00</b>	<b>\$11.53</b>	<b>\$10.40</b>	<b>\$1.44</b>	\$1.10
6501-8000	6th Period	85%	<b>\$51.00</b>	<b>\$11.62</b>	<b>\$11.05</b>	<b>\$1.53</b>	\$1.10

### **FRINGE BENEFITS:**

	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
<b>Health &amp; Welfare</b>	\$10.93 per hour worked, contribution	\$11.08	<b>\$11.88</b>
Pension-National ( <i>NEBF gross wages</i> )	3%	3%	3%
<b>Pension Plans</b>	\$11.00 per hour worked, contribution	\$12.00	<b>\$13.00</b>
Apprentice Training	\$0.80 per hour worked, contribution	\$1.10	\$1.10

Deductions, upon written authorization of employee:

<i>Vacation</i>	<i>10% gross wages, optional, taxable deduction</i>
<i>Working Dues Assessment</i>	<i>4% of gross wages, deduction, not to include travel pay (Applicable to all wiremen &amp; apprentices 1600 hours and above)</i>

**06/01/21**

National Electrical 401(k) Plan	5%, 7% or 10% pre-tax (at option of employee, with written authorization)
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## INSULATORS & ALLIED WORKERS APPENDIX A

### Revised Wage and Fringe Rates

#### ALLIED WORKERS

<u>WAGE RATES:</u>	<u>08/01/23</u>	<u>08/01/24</u>	<u>01/01/25</u>
Journeyman	\$42.26	\$45.51	<b>\$44.51</b>
Foreman	\$46.49	\$50.06	<b>\$48.96</b>
General Foreman	Rate to be negotiated	Rate to be negotiated	Rate to be negotiated

#### APPRENTICE:

*(Receive the following percentage of the Journeyman's rate plus fringe benefits as indicated below:*

<u>Period</u>	<u>08/01/23</u> <u>Wage</u>	<u>08/01/24</u> <u>Wage</u>	<u>01/01/25</u> <u>Wage</u>
1 <sup>st</sup> year	\$25.36	\$27.31	<b>\$26.71</b>
2 <sup>nd</sup> year	\$29.58	\$31.86	<b>\$31.16</b>
3 <sup>rd</sup> year	\$33.81	\$36.41	<b>\$35.61</b>
4 <sup>th</sup> year	\$38.03	\$40.96	<b>\$40.06</b>

#### FRINGE BENEFITS:

		<u>01/01/24</u>	<u>01/01/25</u>
<b>Pension</b> <i>(see table below)</i>	per hour worked, contribution	\$11.63	<b>\$12.63</b>
Health & Welfare	per hour worked, contribution	\$9.24	\$9.24
Apprentice Fund	per hour worked, contribution	\$1.00	\$1.00
Safety Training		\$0.02	\$0.02

Deductions, upon written authorization of employee:

Credit Union (Vacation)     \$2.25 per hour worked, optional deduction

08/01/19

Dues Checkoff     Service Fee is 7.5% of "Taxable" wages, all employees

**\*Classification Levels:** *(Pension consists of both Defined Benefit & IAP contribution level)*

*Effective 01/01/2025*

Class	Apprentice 1 <sup>st</sup> Yr	Apprentice 2 <sup>nd</sup> Yr	Apprentice 3 <sup>rd</sup> Yr	Apprentice 4 <sup>th</sup> Yr	II 1-5 YRS	III 6-15 YRS	IV 16-19 YRS	V 20+ YRS
<b>Wage</b>	<b>\$26.71</b>	<b>\$31.16</b>	<b>\$35.61</b>	<b>\$40.06</b>	<b>\$44.51</b>	<b>\$44.51</b>	<b>\$44.51</b>	<b>\$44.51</b>
Defined Benefit	\$5.63	\$5.63	\$5.63	\$5.63	\$5.63	\$5.63	\$5.63	\$5.63
<b>IAP</b>	<b>\$7.00</b>	<b>\$7.00</b>	<b>\$7.00</b>	<b>\$7.00</b>	<b>\$7.00</b>	\$7.00	\$7.00	<b>\$7.00</b>

## IRONWORKERS APPENDIX A

### Revised Wage Rates and Fringes

#### IRON WORKERS

<u>WAGE RATES:</u>	<u>07/03/24</u>	<u>07/01/24</u>	<u>07/07/25</u>
<b>JOURNEYMAN</b>	\$38.91	\$41.91	<b>\$43.40</b>
<b>FOREMEN</b> - \$4.50 per hour over Journeyman rate	\$41.91	\$46.41	<b>\$47.90</b>
<b>GENERAL FOREMAN</b> - \$6.00 per hour over Journeyman rate	\$42.91	\$47.91	<b>\$49.40</b>

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

#### 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 -	65% <i>(no Pension or Annuity)</i>	5 <sup>th</sup> 6 months -	85%
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 -	90%
4 <sup>th</sup> 6 months -	80%	8 <sup>th</sup> 6 months -	95%

#### FRINGE BENEFITS:

	<u>07/03/24</u>	<u>07/01/24</u>	<u>07/07/25</u>
Annuity	\$7.75 per hour worked, contribution	\$7.75	\$7.75
Pension	\$11.00 per hour worked, contribution	\$11.00	\$11.00
Health & Welfare	\$10.15 per hour worked, contribution	\$10.15	<b>\$10.40</b>
Apprentice Fund	\$0.87 per hour worked, contribution	\$0.87	<b>\$1.12</b>
Paid Time Off	\$2.50	\$2.50	\$2.50

*(Fund is taxable)*

*Deductions, upon written authorization of employee:*

	<u>07/01/20</u>
Market Recovery Account	\$1.00 per hour worked, deduction

	<u>01/01/24</u>	<u>07/07/25</u>
<b>Dues Checkoff</b>	\$1.35 per hour worked, deduction (\$1.17 for Apprentices)	<b>\$1.36</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

**WAGE RATES:**

	<u>06/01/24</u>	<u>06/01/25</u>
Group I	\$35.10	<b>\$37.13</b>
Group II	\$35.42	<b>\$37.46</b>
Group III	\$35.74	<b>\$37.80</b>
Group IV	\$36.06	<b>\$38.14</b>
Group V	Sand Hogs ( <i>Under Compressed Air Conditions</i> )	

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

	<u>HRS.</u>	<u>OT</u>		<u>06/01/23</u>	<u>06/01/24</u>	<u>06/01/25</u>	
<u>LBS.</u>	<u>WORK</u>	<u>DIV</u>					
1-14	6	7-1/2		\$284.48	\$295.84	<b>\$312.48</b>	Rates to be recalculated as needed
14-18	6	7-1/2		\$289.41	\$300.77	<b>\$317.41</b>	
18-25	4	7-1/2		\$289.69	\$301.05	<b>\$317.69</b>	
18-22	6	10		\$311.55	\$322.91	<b>\$339.55</b>	
22-26	4	7-1/2		\$294.01	\$305.37	<b>\$322.01</b>	
26-32	4	7-1/2		\$296.63	\$307.99	<b>\$324.63</b>	
32-38	3	7-1/2		\$299.59	\$310.95	<b>\$327.59</b>	
38-44	2	7-1/2		\$301.00	\$312.36	<b>\$329.00</b>	
Outside Lock and Gauge Tender				\$277.12	\$288.48	<b>\$305.12</b>	

GROUP VI:	Construction Specialist	\$35.94	<b>\$38.01</b>
GROUP VII:	Hod Carriers ( <i>Per Mason Contractors Assn. 06/01/15</i> )	\$37.10	<b>\$38.05</b>
GROUP VIII:	Powdermen ( <i>Previously misidentified as Group V</i> )	\$37.65	<b>\$39.81</b>
GROUP IX	Grade Checker	\$38.03	<b>\$40.21</b>

FOREMAN	7% above highest journeyman rate supervised
GENERAL FOREMAN	12% above highest journeyman rate supervised

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

<u>Step</u>	<u>Hours</u>	<u>%</u>	<u>Wage</u>	<u>Step</u>	<u>Hours</u>	<u>%</u>	<u>Wage</u>
I	0 to 1000 hours	60%	<b>\$22.28</b>	IV	3001 to 4000 hours	85%	<b>\$31.56</b>
II	1001 to 2000 hours	70%	<b>\$25.99</b>	V	4001 to 5000 hours	90%	<b>\$33.42</b>
III	2001 to 3000 hours	80%	<b>\$29.70</b>	VI	5001 to 6000 hours	95%	<b>\$35.27</b>

**FRINGE BENEFITS:**

	<u>06/01/23</u>	<u>06/01/24</u>	<u>06/01/25</u>
<b>Health &amp; Welfare</b>	\$7.89 per hour worked, contribution	\$8.20	<b>\$8.50</b>
<b>Pension</b>	\$6.85 per hour worked, contribution	\$7.10	<b>\$7.35</b>
<b>Pension (Hod Carriers)</b>	\$6.85 per hour worked, contribution	\$7.10	<b>\$7.35</b>
<b>Training</b>	\$0.96 per hour worked, contribution	\$1.00	<b>\$1.05</b>
<b>Training (Hod Carriers)</b>	\$0.86 per hour worked, contribution	\$0.90	<b>\$1.05</b>

	<u>06/01/24</u>	<u>06/01/25</u>
<i>Deductions from net wages, upon written authorization of employee:</i>		
Credit Union	\$1.00 per hour, deduction from net wages	\$1.00
<b>Union Dues</b>	\$1.98 per hour worked, deduction	<b>\$2.08</b>
Laborers' Political League	\$0.03 per hour worked, optional deduction	\$0.03

## 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 dry 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>
Gunitite <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 Nozzelman, 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

<b><u>WAGE RATES:</u></b>	<b><u>06/01/22</u></b>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>
Group I	\$33.01	\$34.69	<b>\$35.91</b>
Group II	\$33.35	\$35.04	<b>\$36.28</b>
Group III	\$34.01	\$35.73	<b>\$36.99</b>
Group IV	\$34.34	\$36.07	<b>\$37.34</b>
Group V	\$34.64	\$36.38	<b>\$37.64</b>
Group VI	\$34.93	\$36.68	<b>\$37.96</b>
Group VII	\$36.05	\$37.82	<b>\$39.11</b>
Group VIII	\$38.02*	\$39.86	<b>\$41.22</b>
Group IX	\$38.88*	\$40.76	<b>\$42.15</b>
Group X	\$39.64*	\$41.56	<b>\$42.98</b>
Foreman	<i>Shall be paid (7%) over the scale of the highest scale supervised</i>		
General Foreman	<i>Shall be paid (5%) over the Foreman's scale</i>		

<b>Note:</b> All Crane Booms, including Tower Cranes:	<b><u>06/01/21</u></b>	<b><u>06/01/22</u></b>
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:

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

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

### **FRINGE BENEFITS:**

	<b><u>06/01/22</u></b>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>
<b>Health &amp; Welfare</b>	\$8.65 <i>per hour worked, contribution</i>	\$8.90	<b>\$9.15</b>
<b>Pension (SIP included)</b>	\$11.55 <i>per hour worked, contribution</i>	\$12.05	<b>\$12.55</b>
Apprenticeship & Training	\$0.70 <i>per hour worked, contribution</i>	\$0.70	\$0.70
National Training Fund	\$0.05	\$0.05	\$0.05

Deductions, upon written authorization of employee:

	<b><u>06/01/21</u></b>	<b><u>06/01/22</u></b>	<b><u>01/01/23</u></b>
<b>Dues Checkoff</b>	(2%) <i>gross wages</i>	(2%) <i>gross wages</i>	(1.75%) <i>gross wages</i>
Union Programs	\$0.22	\$0.22	\$0.22
<i>(per hour worked, deduction)</i>			
Political Programs <i>(voluntary)</i>	\$0.05	\$0.05	\$0.05

**OPERATING ENGINEERS****CLASSIFICATIONS**

<b><u>GROUP I</u></b> 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 Blade Steam Cleaner Welding Machine	<b><u>GROUP II</u></b> 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) Crane Oiler-Driver (CDL required) 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
<b><u>GROUP III</u></b> 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)	<b><u>GROUP IV</u></b> 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><b><u>GROUP III</u></b> <i>(continued)</i></p> <ul style="list-style-type: none"> <li>Canal Lining Machine (concrete)</li> <li>Chipper (without crane)</li> <li>Cleaning and Doping Machine (pipeline)</li> <li>Deck Engineer</li> <li>Elevating Belt-type Loader (Euclid, Barber Green, and similar)</li> <li>Elevating Grader-type Loader (Dumor, Adams, or similar)</li> <li>Generator Plant Engineers (diesel, electric)</li> <li>Guniting Combination Mixer and Compressor</li> <li>Locomotive Engineer</li> <li>Mixermobile</li> <li>Posthole Auger or Punch</li> <li>Pump (grout or jet)</li> <li>Soil Stabilizer (P and H or similar)</li> <li>Spreader Machine</li> <li>Surface Heater &amp; Planer Machine</li> <li>Tractor (to D-6 or equivalent) and Traxcavator</li> <li>Traverse Finish Machine</li> <li>Turnhead Operator</li> </ul>	<p><b><u>GROUP IV</u></b> <i>(continued)</i></p> <ul style="list-style-type: none"> <li>Signalman (Whirleys, Highline, Hammerheads, or similar)</li> <li>Skidders (R/T with or without attachments)</li> <li>Trenching Machines (under 7 ft. depth capacity)</li> <li>Vacuum Drill (reverse circulation drill under 8" bit)</li> </ul>
<p><b><u>GROUP V</u></b></p> <ul style="list-style-type: none"> <li>Automatic Subgrader (Ditches &amp; Trimmers) (Autograde, ABC, R.A. Hansen, and similar on grade wire)</li> <li>Backhoe (under 1 yd)</li> <li>Batch Plant (over 4 units)</li> <li>Batch and Wet Mix Operator (multiple units, 2 and including 4)</li> <li>Boat Operator</li> <li>Cableway Controller (dispatcher)</li> <li>Concrete Pump Boom Truck (Less than 42M)</li> <li>Conveyor Aggregate Placement Equipment</li> <li>Crane (25 tons and under)</li> <li>Derricks and Stifflegs (under 65 tons)</li> <li>Drill Doctor</li> <li>Multiple Dozer Units with Single blade</li> <li>Paving Machine (asphalt and concrete)</li> <li>Piledriving Engineers</li> <li>Rollerman (finishing pavement)</li> <li>Trenching Machines (7 ft. depth and over)</li> </ul>	<p><b><u>GROUP VI</u></b></p> <ul style="list-style-type: none"> <li>Asphalt Plant Operator</li> <li>Backhoes (1yd. To 3 yds.)</li> <li>Blade (finish and bluetop) Automatic, CMI, ABC &amp; similar when used as automatic</li> <li>GROUP VI</li> <li>Boom Cats (side)</li> <li>Cableway Operators</li> <li>Clamshell Operator (under 3 yds.)</li> <li>Concrete Slip Form Paver</li> <li>Concrete Pump Boom Truck (42M to less than 63M)</li> <li>Cranes (over 25 tons <b>to 44 tons</b>)</li> <li>Crusher, Grizzle and Screening Plant Operator</li> <li>Draglines (under 3 yds.)</li> <li>Elevating Belt (Holland type)</li> <li>HD Mechanic/HD Welder</li> <li>Heavy Equipment Robotics Operator</li> <li>Loader Operator (front-end and overhead, 4 yds, including 8 yds.)</li> <li>Mucking Machine</li> <li>Quad-track or similar equipment</li> <li>Rubber-tired Scrapers</li> <li>Shovels (under 3 yds.)</li> <li>Tractors (D-6 and equivalent and over)</li> <li>Vactor Guzzler, Super Sucker</li> <li>Concrete Cleaning/Decontamination Machine</li> <li>Master Environmental Maintenance Technician</li> <li>Ultra High Pressure Waterjet Cutting Tool System (30,000 psi)</li> <li>Vacuum Blasting Machine Operator</li> </ul>



<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 <b>55 tons</b> ) 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 ( <b>H.D. Mechanic with H.D. Welding Certs</b> ) 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>	<b><u>Group VIII</u></b> Cranes ( <b>56</b> to 99 tons) and overhead, rail & <b>Quick Tower. All attachments incl.</b> Climbing, Rail and Tower Cranes over 45 tons
<b><u>GROUP IX</u></b> Cranes (100 to 299 tons) <b>All attachments</b>	<b><u>GROUP X</u></b> Cranes (300 tons and over) <b>All Tower Cranes</b>

## PAINTERS/TAPERS APPENDIX A

### Revised Wage Rates and Fringes

<b><u>Painters Rates:</u></b>	<b><u>02/1/23</u></b>	<b><u>07/01/23</u></b>	<b><u>07/01/24</u></b>
Journeyman (Group 1)	\$34.76	\$36.36	\$38.11
Foreman (6.5% above Journeyman)	\$37.02	\$38.72	\$40.59
General Foreman (13% above Journeyman)	\$39.28	\$41.09	\$43.06

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

<b><u>Drywall Finisher:</u></b>	<b><u>07/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>07/01/24</u></b>
Journeyman	\$33.45	\$35.61	\$35.45
Foreman (13% above Journeyman)	\$37.80	\$40.24	\$40.06

### **APPRENTICE RATES**

<b>Painters (Group 1):</b>		<b><u>07/01/23</u></b>	<b><u>07/01/24</u></b>
Period	%JM	<u>Wages</u>	<u>Wages</u>
1 <sup>st</sup>	60%	\$21.82	\$22.87
2 <sup>nd</sup>	65%	\$23.63	\$24.77
3 <sup>rd</sup>	70%	\$25.45	\$26.68
4 <sup>th</sup>	75%	\$27.27	\$28.58
5 <sup>th</sup>	80%	\$29.09	\$30.49
6 <sup>th</sup>	90%	\$32.72	\$34.30

<b>Finishers:</b>		<b><u>07/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>07/01/24</u></b>
Period	% JM	<u>Wages</u>	<u>Wages</u>	<u>Wages</u>
1 <sup>st</sup>	60%	\$20.07	\$21.37	\$21.27
2 <sup>nd</sup>	65%	\$21.74	\$23.15	\$23.04
3 <sup>rd</sup>	70%	\$23.42	\$24.93	\$24.82
4 <sup>th</sup>	75%	\$25.09	\$26.71	\$26.59
5 <sup>th</sup>	85%	\$28.43	\$30.27	\$30.13
6 <sup>th</sup>	90%	\$30.11	\$32.05	\$31.91

### **FRINGE PAYMENTS**

<b>Painters:</b>	<b><u>07/01/23</u></b>	<b><u>07/01/24</u></b>	<b>Finishers:</b>	<b><u>07/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>07/01/24</u></b>
Health & Welfare	\$7.69	\$7.85	Health and Welfare	\$7.69	\$7.69	\$7.85
IUPAT Pension	\$6.20	\$6.20	IUPAT Pension	\$8.31	\$8.31	\$8.31
WW Pension	\$1.35	\$1.50	WW Pension	\$1.00	\$1.24	\$1.24
Apprenticeship	\$0.52	\$0.52	Apprenticeship	\$0.43	\$0.43	\$0.43
Int'l Appr.	\$0.10	\$0.10	Int'l Appr.	\$0.10	\$0.10	\$0.10
App Bldg Fund	\$0.10	\$0.20	App Bldg Fund	\$0.10	\$0.20	\$0.20

Deductions, upon written authorization of employee:

#### **01/01/2022**

Painters - D.C. 5 Admin Fee Check off: 3.71% of gross wages, deduction, not to include travel pay (computed on actual hours worked)  
 Finishers - D.C. 5 Admin Fee Check off: 3.69% of gross wages, deduction, not to include travel pay (computed on actual hours worked)

#### **01/01/2025**

Painters/Finishers - IUPAT Admin Dues **\$0.25 (per hour worked deduction)**

## PIPEFITTERS APPENDIX A

### Wage Rates and Fringes

<b><u>WAGE RATES:</u></b>	<b><u>06/01/23*</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Journeyman <i>*Effective with 06/01/2021 change, sick leave is no longer a contribution; it is now part of the wage.</i>	\$57.00	\$62.95	<b>\$65.20</b>
Foreman <i>(+10%/hour above Journeyman rate, incl. Savings Fund)</i>	\$62.70	\$69.25	<b>\$71.72</b>
Foreman – on Jobs with More than 8 Pipefitters <i>(+15%/hour above Journeyman rate, incl. Savings Fund)</i>	\$65.55	\$72.39	<b>\$74.98</b>
General Foreman – on Jobs with More than 8 Pipefitters <i>(+25%/hour above Journeyman rate, incl. Savings Fund)</i>	\$71.25	\$78.69	<b>\$81.50</b>
<b><i>Vacation/Holiday Deduction</i></b>		\$9.75	<b>\$10.00</b>

### **APPRENTICE RATES** *(effective 06/01/2025) (Incoming Apprentice After 05/31/2013)*

Six Month	Percent	Wage	Savings	Health &	National	State	Local		
<u>Period</u>	<u>%</u>	<u>Rate</u>	<u>Fund**</u>	<u>Welfare</u>	<u>Pension</u>	<u>Pension</u>	<u>Pension</u>	<u>JATC</u>	<u>ITF</u>
1st	45%	<b>\$29.34</b>	<b>\$4.50</b>	\$11.25	\$1.90	\$3.11	<b>\$4.50</b>	<b>\$2.41</b>	\$0.10
2nd	50%	<b>\$32.60</b>	<b>\$5.00</b>	\$11.25	\$2.12	\$3.46	<b>\$5.00</b>	<b>\$2.41</b>	\$0.10
3rd	55%	<b>\$35.86</b>	<b>\$5.50</b>	\$11.25	\$2.33	\$3.81	<b>\$5.50</b>	<b>\$2.41</b>	\$0.10
4th	60%	<b>\$39.12</b>	<b>\$6.00</b>	\$11.25	\$2.54	\$4.15	<b>\$6.00</b>	<b>\$2.41</b>	\$0.10
5th	65%	<b>\$42.38</b>	<b>\$6.50</b>	\$11.25	\$2.75	\$4.50	<b>\$6.50</b>	<b>\$2.41</b>	\$0.10
6th	70%	<b>\$45.64</b>	<b>\$7.00</b>	\$11.25	\$2.96	\$4.84	<b>\$7.00</b>	<b>\$2.41</b>	\$0.10
7th	75%	<b>\$48.90</b>	<b>\$7.50</b>	\$11.25	\$3.17	\$5.19	<b>\$7.50</b>	<b>\$2.41</b>	\$0.10
8th	80%	<b>\$52.16</b>	<b>\$8.00</b>	\$11.25	\$3.38	\$5.54	<b>\$8.00</b>	<b>\$2.41</b>	\$0.10
9th	85%	<b>\$55.42</b>	<b>\$8.50</b>	\$11.25	\$3.60	\$5.88	<b>\$8.50</b>	<b>\$2.41</b>	\$0.10
10th	85%	<b>\$55.42</b>	<b>\$8.50</b>	\$11.25	\$3.60	\$5.88	<b>\$8.50</b>	<b>\$2.41</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:**

	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Health & Welfare	\$13.00 per hour worked, contribution	\$11.25	\$11.25
National Pension	\$4.23 per hour worked, contribution	\$4.23	\$4.23
State Pension	\$6.92 per hour worked, contribution	\$6.92	\$6.92
<b>Supplemental Pension</b>	\$9.00 per hour worked, contribution	\$9.00	<b>\$10.00</b>
<b>ITF/JATC</b>	\$2.36 per hour worked, contribution	\$2.36	<b>\$2.51</b>

Deductions, upon written authorization of employee:

Working Dues                      3% of gross wages, deduction

### **06/01/25**

**Vacation/Holiday Plan                      \$10.00 per hour, deduction**

### **06/05/17**

IAP – Local 598                      2.25% of gross wages, deduction

### **06/01/13**

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

## ROOFERS APPENDIX A

### Revised Wage Rates and Fringes

#### **ROOFERS**

<b><u>WAGE RATES:</u></b>	<u>07/01/22</u>	<u>07/07/23</u>	<u>07/01/24</u>
Journeyman	\$31.22	\$33.22	<b>\$34.72</b>
Foreman	\$34.34	\$36.54	<b>\$38.19</b>
<i>(Foreman 10% above journeyman)</i>			

#### **APPRENTICE RATES:**

*(Registered apprentices after 07/01/2023; registered apprentices shall receive all fringe benefits)*

1 <sup>st</sup>	000 - 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>07/01/21</u>	<u>07/01/22</u>	<u>07/01/23</u>
Health & Welfare	\$9.40 per hour worked, contribution	\$9.40	\$9.40
National Pension	\$3.30 per hour worked, contribution	\$3.55	\$3.55
JATC	\$0.30 per hour worked, contribution	\$0.30	\$0.30
Joint Education Trust	\$0.06 per hour worked, contribution	\$0.06	\$0.06

#### 07/01/20

*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>	<b><u>09/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
Journeyman	\$45.76	\$47.76	<b>\$50.00</b>
Foreman (+10%)	\$50.34	\$52.54	<b>\$55.00</b>
General Foreman (+20%)	\$54.91	\$57.31	<b>\$60.00</b>

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

### **APPRENTICE RATES:**

<b><u>06/01/25</u></b>											
<b><u>Classification</u></b>	<b><u>Wage%</u></b>	<b><u>Wages</u></b>	<b><u>Vac*</u></b>	<b><u>Dues*</u></b>	<b><u>Scholar Ship*</u></b>	<b><u>Nat'l. Pension</u></b>	<b><u>Nat'l Trg</u></b>	<b><u>NW. Pension</u></b>	<b><u>NW Supp</u></b>	<b><u>H&amp;W</u></b>	<b><u>APPR</u></b>
1 <sup>st</sup> Year - 1 <sup>st</sup> Half	55%	<b>\$27.50</b>	-0-	<b>\$1.06</b>	\$0.01	\$0.84	\$0.17	-0-	-0-	<b>\$13.43</b>	\$2.10
1 <sup>st</sup> Year - 2 <sup>nd</sup> Half	55%	<b>\$28.75</b>	-0-	<b>\$1.11</b>	\$0.01	\$0.84	\$0.17	<b>\$1.95</b>	\$0.25	<b>\$13.43</b>	\$2.10
2 <sup>nd</sup> Year	60%	<b>\$30.00</b>	\$0.50	<b>\$1.21</b>	\$0.01	\$0.91	\$0.17	<b>\$4.32</b>	\$0.28	<b>\$14.43</b>	\$2.10
3 <sup>rd</sup> Year	70%	<b>\$35.00</b>	\$0.50	<b>\$1.35</b>	\$0.01	\$1.06	\$0.17	<b>\$5.76</b>	\$0.35	<b>\$14.43</b>	\$2.10
4 <sup>th</sup> Year	75%	<b>\$37.50</b>	\$0.50	<b>\$1.43</b>	\$0.01	\$1.22	\$0.17	<b>\$6.89</b>	\$0.47	<b>\$14.43</b>	\$2.10
5 <sup>th</sup> Year	85%	<b>\$42.50</b>	\$0.50	<b>\$1.58</b>	\$0.01	\$1.37	\$0.17	<b>\$8.48</b>	\$0.54	<b>\$14.43</b>	\$2.10

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

*\*Deductions for Apprentices*

### **FRINGE BENEFITS:**

	<b><u>06/01/23</u></b>		<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
National Pension	\$1.52	<i>per hour worked, contribution</i>	\$1.52	\$1.52
National Training Fund	\$0.17	<i>per hour worked, contribution</i>	\$0.17	\$0.17
<b>Northwest Pension</b>	\$9.42	<i>per hour worked, contribution</i>	\$10.29	<b>\$10.40</b>
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>Health &amp; Welfare*</b>	\$13.53	<i>per hour worked, contribution</i>	\$13.78	<b>\$14.43</b>
Local Training Fund	\$01.26	<i>per hour worked, contribution</i>	\$1.26	\$1.26

*Deductions, upon written authorization of employee:*

	<b><u>06/01/23</u></b>		<b><u>06/01/24</u></b>	<b><u>06/01/25</u></b>
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>	\$1.66	<i>per hour worked, deduction for Journeymen</i>	\$1.70	<b>\$1.75</b>
	\$1.72	<i>per hour worked, deduction for Foreman</i>	\$1.77	<b>\$1.82</b>
	\$1.79	<i>per hour worked, deduction for Gen Foreman</i>	\$1.85	<b>\$1.90</b>
		<i>(For Apprentices dues rates see chart)</i>		
Scholarship	\$0.01	<i>per hour worked, deduction for Journeyman, Foreman, General Foreman</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.

## SPRINKLER FITTERS APPENDIX A

### Revised Wage Rates and Fringes

<b><u>SPRINKLER FITTERS:</u></b>	<u>04/01/23</u>	<u>04/01/2024</u>	<u>04/01/2025</u>
Journeyman	\$39.42	\$41.33	<b>\$44.30</b>
Foreman	\$3.25 per hour above the Journeyman's rate		
General Foreman	\$5.50 per hour above the Journeyman's rate (per 20+ men on job)		

### **APPRENTICE RATES:**

<u>01/01/25</u>		<u>01/01/25</u>	
<u>Classifications 1 and 2</u>		<u>Classifications 3 through 10</u>	
\$9.03	Health & Welfare	\$12.40	Health & Welfare
\$0.00	Pension	\$7.40	Pension
\$0.54	Education Fund	\$0.54	Education Fund

### **FRINGE PAYMENTS:**

	<u>01/01/23</u>	<u>01/01/24</u>	<u>01/01/25</u>
Health and Welfare	\$11.45	\$11.91	\$12.40
National Pension	\$7.20	\$7.30	\$7.40
Supplemental Pension	\$8.24	\$8.24	\$8.24
Training Fund	\$0.52	\$0.54	\$0.54

### **Deductions (upon written authorization of employee):**

Dues Checkoff	Classes 1 thru 4	2.5% of gross wages, deduction
	Classes 5 thru 10	5% of gross wages, deduction
PAC Fund	Voluntary payroll deduction – \$0.15 per hour deduction	
Extended Benefit Fund (E.B.F.)	\$0.25 per hour for all hrs. worked	

	<u>01/01/20</u>
UA Organizing Fund ( <i>per hour for all hrs worked</i> )	\$0.10

### **04/01/25 – Apprentices**

Apprentice Classification	1	2	3	4	5	6	7	8	9	10
<b>Wage</b>	<b>\$22.59</b>	<b>\$25.22</b>	<b>\$27.32</b>	<b>\$29.42</b>	<b>\$31.00</b>	<b>\$33.63</b>	<b>\$35.73</b>	<b>\$37.83</b>	<b>\$39.93</b>	<b>\$42.03</b>
SIS	\$0.00	\$0.00	\$1.15	\$1.15	\$1.40	\$1.40	\$1.40	\$1.40	\$1.40	\$1.40

## TEAMSTERS APPENDIX A

### Revised Wage Rates and Fringes

#### **TEAMSTERS**

<b><u>WAGE RATES:</u></b>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>	<b><u>01/01/2025</u></b>
Group I	\$32.48	\$33.83	\$35.13
Group II	\$35.12	\$36.47	\$37.77
Group III	\$35.23	\$36.58	\$37.88
Group IV	\$35.56	\$36.91	\$38.21
Group V	\$35.67	\$37.02	\$38.32
Group VI	\$35.87	\$37.22	\$38.52
Group VII	\$36.21	\$37.56	\$38.86
Group VIII	\$36.53	\$37.88	\$39.18
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:**

	<b><u>01/01/22</u></b>	<b><u>06/01/22</u></b>	<b><u>06/01/23</u></b>	<b><u>06/01/24</u></b>
Health & Security	\$10.30 per hour worked, contribution	\$10.76	\$10.76	\$10.76
Pension	\$7.67 per hour worked, contribution	\$8.05	\$8.42	\$8.80
PEER (80)*	\$1.27 per hour worked, contribution	\$1.33	\$1.39	\$1.45
Training	\$0.65 per hour worked, contribution	\$0.70	\$0.75	\$0.80

#### **03/01/2025**

Deductions, upon written authorization of employee:

<b>Dues Checkoff</b>	<b>\$96.00</b> (2.5 times straight time hourly rate, equals rounded monthly dues)
NWFC	\$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**

<b><u>GROUP I</u></b> Escort Driver or Pilot Car Helper or Swamper Pickup hauling employees or material	<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
<b><u>GROUP III</u></b> Bus Driver or employee haul Flat Bed Truck, dual rear axle Power Boat hauling employees or material	<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
<b><u>GROUP V</u></b> Auto Crane: 2000-lb. Capacity Dumptr: 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	<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 Water Tank Truck, 4001-8000 gallons
<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.) Warehouseperson, to include shipping and receiving Water Tank Truck, 8001-14000 gallon	<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.