

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: 11/03/2025**

**APPENDIX “A”**

**HANFORD DAILY TRAVEL PAY**

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

<b><u>Area</u></b>	<b><u>Daily Pay</u></b>
<b>300</b>	<b>\$37.00</b>
<b>400</b>	<b>\$37.00</b>
<b>200 East</b>	<b>\$44.00</b>
<b>200 West</b>	<b>\$45.50</b>
<b>100 (All)</b>	<b>\$47.00</b>

**BOILERMAKERS  
APPENDIX A**

**Revised Wage Rates & Fringes**

**BOILERMAKERS**

<b><u>WAGE RATES:</u></b>	<u>12/02/24</u>	<u>01/01/25</u>	<u>01/01/26</u>
General Foreman	Rate to be negotiated	\$54.79	<b>\$56.66</b>
Foreman	\$46.56	\$48.21	<b>\$49.86</b>
Assistant Foreman	\$44.45	\$46.02	<b>\$47.60</b>
Journeyman	\$42.33	\$43.83	<b>\$45.33</b>

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

			<u>01/01/25</u>	<u>01/01/26</u>
Level 1,	0 - 1000 hours	70%	\$30.68	<b>\$31.73</b>
Level 1,	1001 - 2000 hours	75%	\$32.87	<b>\$34.00</b>
Level 2,	2001 - 3000 hours	80%	\$35.06	<b>\$36.26</b>
Level 2,	3001 - 4000 hours	85%	\$37.26	<b>\$38.53</b>
Level 3A,	4001 - 5000 hours	90%	\$39.45	<b>\$40.80</b>
Level 3B,	5001 - 6000 hours	95%	\$41.64	<b>\$43.06</b>

**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
National Annuity	per hour worked, contribution	\$1.84	\$1.84
Apprenticeship	per hour worked, contribution	\$1.50	\$1.50
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 taxable wages, including Vacation pay, deduction

09/17/19

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

## BRICKLAYERS APPENDIX A

### Revised Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
Journeyman	\$38.48	\$39.57	<b>\$41.79</b>
Foreman	<i>Shall receive a minimum of \$2.50 over the Journeyman rate</i>		

### APPRENTICE RATES:

Six Month Period	Percent %	Hrs	<u>06/01/26</u>				
			<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>\$20.90</b>	<b>\$9.03</b>	\$0.00	\$0.00	<b>\$0.75</b>
A-2	55%	751 - 2250 hours	<b>\$22.98</b>	<b>\$9.03</b>	<b>\$8.82</b>	\$2.43	<b>\$0.75</b>
A-2	60%	2251 - 3000 hours	<b>\$25.07</b>	<b>\$9.03</b>	<b>\$8.82</b>	\$2.43	<b>\$0.75</b>
A-2	70%	3001 - 3750 hours	<b>\$29.25</b>	<b>\$9.03</b>	<b>\$8.82</b>	\$2.43	<b>\$0.75</b>
A-2	80%	3751 - 4500 hours	<b>\$33.43</b>	<b>\$9.03</b>	<b>\$8.82</b>	\$2.43	<b>\$0.75</b>
A-2	90%	4501 - 5250 hours	<b>\$37.61</b>	<b>\$9.03</b>	<b>\$8.82</b>	\$2.43	<b>\$0.75</b>
A-2	95%	5251 - 6000 hours	<b>\$39.70</b>	<b>\$9.03</b>	<b>\$8.82</b>	\$2.43	<b>\$0.75</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).*

<u>FRINGE BENEFITS:</u>	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Health &amp; Welfare</b>	\$8.68 <i>per hour worked, contribution</i>	\$8.78	<b>\$9.03</b>
<b>Northwest Pension</b>	\$8.27 <i>per hour worked, contribution</i>	\$8.57	<b>\$8.82</b>
International Pension	\$2.43 <i>per hour worked, contribution</i>	\$2.43	\$2.43
<b>Intl App &amp; Training</b>	\$0.71 <i>per hour worked, contribution</i>	\$0.72	<b>\$0.75</b>

*Deductions, upon written authorization of employee:*

<u>Dues &amp; M/R Check off</u>	<i>Amount specified by Local Union</i>	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
	<b>Journeyman - Foreman</b>	\$2.89	\$2.94	<b>\$3.06</b>
	<b>A2 - Above</b>	\$2.41	\$2.46	<b>\$2.55</b>
	<b>A1</b>	\$1.49	\$1.52	<b>\$1.59</b>
C.U. / Vacation	Journeyman - Foreman		\$1.50	\$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>06/01/25</u>	<u>06/01/26</u>
Journeyman Classification	\$48.21	<b>\$50.94</b>
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>06/01/25</u>	 <u>06/01/26</u>
Journeyman Classification	\$61.62	<b>\$62.92</b>
FOREMAN - <i>Receives an 10% per hour above Journeyman scale</i>		
GENERAL FOREMAN - <i>Receives 15% per hour above Journeyman scale</i>		
<u>02/20/2023</u> Certified Welder \$3.00/hr.		
 <b>PILEDRIVERS</b>	 <u>06/01/25</u>	 <u>06/01/26</u>
Journeyman Classification	\$49.76	<b>\$52.49</b>
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>06/01/25</u>	 <u>06/01/26</u>
Divers Including Stand-By Diver	\$55.24	<b>\$58.16</b>
Diver Diving	\$107.72	<b>\$116.32</b>
<b>Lead Diver/Dive Master</b>	<b>\$65.03</b>	<b>\$71.29</b>
Dive Supervisor	\$109.22	<b>\$117.82</b>
Diver Tender	\$51.48	<b>\$57.16</b>
Assistant Tender	\$48.00	<b>\$53.49</b>
Manifold Operator	\$51.48	<b>\$57.16</b>
Manifold Operator Mixed Gas	\$55.48	<b>\$61.16</b>
Bell/Vehicle or Submersible Operator Not Under Pressure, etc*	\$52.48	<b>\$58.16</b>
ROV Operator	\$51.48	<b>\$57.16</b>
ROV Tender/Technician	\$48.00	<b>\$53.49</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*

	<u>06/01/25</u>	<u>06/01/26</u>	<b>Millwrights:</b>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Carpenters/Piledrivers/Divers:</b>			<b>Health &amp; Welfare</b>	\$9.25	<b>\$10.25</b>
<b>Health &amp; Welfare</b>	\$9.00	<b>\$9.25</b>	<b>Pension*</b>	\$6.41	\$6.41
<b>Pension**</b>	\$5.91	<b>\$6.16</b>	Apprenticeship	\$0.77	\$0.77
Apprenticeship	\$0.77	\$0.77	<b>Annuity (H&amp;W \$0.98 &amp; 401k)</b>	\$4.00	<b>\$5.00</b>
401(k)	\$1.60	\$1.60			

**06/01/26** \*WAPTO (WAPSL) = 2.5% of total taxable shall be paid for every hour worked and is not subject to overtime calculations. In the event an employee is paying above scale, the WAPTO shall be 2.5% of the actual wage being paid to the employee. **Millwrights/Machine Erectors: DOES NOT APPLY**

**06/01/26** (Deductions, upon written authorization of employee)

#### Dues Check off:

<b><u>Carpenter</u></b>	The rate for union dues deduction is <b>\$1.91</b> of the taxable hourly wage, times all hours worked. Carpenter foreman and general foreman would be charged using the journeyman wage rate.
<b><u>Divers</u></b>	The rate for union dues deduction is <b>\$2.34</b> of the taxable hourly wage, times all hours worked.
<b><u>Millwright</u></b>	The rate for union dues deduction is <b>\$2.46</b> of the taxable hourly wage, times all hours worked.
<b><u>Piledriver</u></b>	The rate for union dues deduction is <b>\$1.98</b> of the taxable hourly wage, times all hours worked. Piledriver foreman and general foreman would be charged using the journeyman carpenter wage rate.
Carpenter Vacation Deduction	\$0.56 for each hour worked (after taxes)
<b>Piledriver/Divers</b> Vacation Deduction	<b>\$0.56</b> for each hour worked (after taxes)
Millwright Vacation Deduction	\$5.00 for each hour paid (after taxes)

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.

Divers

The rate for union dues deduction is \$2.20 of the taxable hourly wage rate converted to a cents per hour, times all hours worked.

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

<u>WAGE RATES:</u>	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Group I</b>	\$39.55	\$40.89	<b>\$42.45</b>
<b>Group II</b>	\$40.17	\$41.51	<b>\$43.07</b>
<b>Group III</b>	\$40.68	\$42.02	<b>\$43.58</b>

Effective 03/04/25

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

<b>Cement Mason Apprentice:</b>	<u>06/01/25</u>	<u>06/01/26</u>
60% (0 - 900 hours)	\$24.53	<b>\$25.47</b>
65% (901 - 1800 hours)	N/A	<b>\$27.59</b>
70% (1801 - 2700 hours)	\$28.62	<b>\$29.71</b>
80% (2701 - 3600 hours)	\$32.71	<b>\$33.96</b>
90% (3601 - 4500 hours)	\$36.80	<b>\$38.21</b>
95% (4501 - 5400 hours)	N/A	<b>\$40.33</b>
95% (5401 - 6400 hours)	N/A	<b>\$40.33</b>

### FRINGE BENEFITS:

	<u>06/01/25</u>	<u>06/01/26</u>
<b>Health &amp; Welfare</b> <i>per hour worked, contribution</i>	\$7.83	<b>\$8.13</b>
Pension <i>per hour worked, contribution</i>	\$8.54	\$8.54
Training <i>per hour worked, contribution</i>	\$0.70	\$0.70
<b>Int. Training</b>	\$0.07	<b>\$0.08</b>
<b>401k</b>	\$1.50	<b>\$2.00</b>

	<u>06/01/25</u>	<u>06/01/26</u>
<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
<b>Dues Check off</b> <i>per hour worked, deduction from net wages</i>	\$3.08	<b>\$3.33</b>
95% = \$3.16 per hr	95% = \$3.16 per hr	
90% = \$3.00 per hr	80% = \$2.66 per hr	
70% = \$2.33 per hr	65% = \$2.16 per hr	
60% = \$2.00 per hr		

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

01/01/2026

Paid Time Off (*Washington Paid Sick Leave*) 2.5% of normal hourly wage rate for each hour worked

## **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>06/01/25</u>	<u>06/01/26</u>
Journeyman Wireman		\$60.00	\$63.00
Journeyman Wireman Cable Splicer	5% above Journeyman**	\$63.00	\$66.15
Journeyman Wireman Welder	25% above Journeyman*	\$75.00	\$78.75
Foreman ( <i>Supervising 5 or less Journeymen</i> )	10% above Journeyman	\$66.00	\$69.30
Foreman ( <i>Supervising 5 or less Journeymen, when 20 or more Journeyman are on a project</i> )	15% above Journeyman	\$69.00	\$72.45
Foreman ( <i>Supervising 6 or more Journeymen all jobs</i> )	20% above Journeyman	\$72.00	\$75.60
General Foreman	30% above Journeyman	\$78.00	\$81.90

\* 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 06/01/2026*

<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%	\$25.20	\$9.68	\$ -	\$0.76	\$0.90
1601-2500	2nd Period	45%	\$28.35	\$11.28	\$5.99	\$0.85	\$0.90
2501-3500	3rd Period	50%	\$31.50	\$11.38	\$6.65	\$0.95	\$0.90
3501-5000	4th Period	65%	\$40.95	\$11.68	\$8.65	\$1.23	\$0.90
5001-6500	5th Period	80%	\$50.40	\$11.98	\$10.64	\$1.51	\$0.90
6501-8000	6th Period	85%	\$53.55	\$12.08	\$11.31	\$1.61	\$0.90

### FRINGE BENEFITS:

	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Health &amp; Welfare</b>	\$11.08 per hour worked, contribution	\$11.88	\$12.38
Pension-National ( <i>NEBF gross wages</i> )	3%	3%	3%
<b>LU 112 Retirement</b>	\$12.00 per hour worked, contribution	\$13.00	\$13.30
<b>Apprentice Training</b>	\$1.10 per hour worked, contribution	\$1.10	\$0.90

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>08/01/24</u>	<u>01/01/25</u>	<u>08/01/25</u>
Journeyman	\$45.51	\$44.51	\$47.51
Foreman	\$50.06	\$48.96	\$52.26
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:*

***NOTE: Applies to ALL members indentured prior to January 1, 2026***

<u>Period</u>	<u>01/01/25</u>	<u>08/01/25</u>	<u>01/01/26</u>
	<u>Wage</u>	<u>Wage</u>	<u>Wage</u>
1 <sup>st</sup> year	\$26.71	\$28.51	<b>\$29.51</b>
2 <sup>nd</sup> year	\$31.16	\$33.26	<b>\$34.26</b>
3 <sup>rd</sup> year	\$35.61	\$38.01	<b>\$39.01</b>
4 <sup>th</sup> year	\$40.96	\$42.76	<b>\$43.76</b>

***NOTE: Applies to members indentured AFTER January 1, 2026***

<u>Period</u>	<u>01/01/26</u>
	<u>Wage</u>
1 <sup>st</sup> year	<b>\$29.51</b>
2 <sup>nd</sup> year	<b>\$31.88</b>
3 <sup>rd</sup> year	<b>\$34.26</b>
4 <sup>th</sup> year	<b>\$39.01</b>
5 <sup>th</sup> year	<b>\$43.76</b>

#### FRINGE BENEFITS:

		<u>01/01/25</u>	<u>01/01/26</u>
<b>Pension</b> (see table below)	per hour worked, contribution	\$12.63	<b>\$12.82</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

Dues Checkoff                     08/01/19  
Service Fee is 7.5% of "Taxable" wages, all employees

## IRONWORKERS APPENDIX A

### Revised Wage Rates and Fringes

#### IRON WORKERS

<u>WAGE RATES:</u>	<u>07/07/25</u>	<u>01/05/26</u>	<u>07/06/26</u>
<b>JOURNEYMAN</b>	\$43.40	\$44.89	<b>\$46.39</b>
<b>FOREMEN</b> - \$4.50 per hour over Journeyman rate	\$47.90	\$49.39	<b>\$50.89</b>
<b>GENERAL FOREMAN</b> - \$6.00 per hour over Journeyman rate	\$49.40	\$50.89	<b>\$52.39</b>

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

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

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

<u>Period</u>	<u>Wage</u>	<u>ANN</u>	<u>H&amp;W</u>	<u>HRA</u>	<u>PEN</u>	<u>PTO</u>	<u>APP</u>
1st - 65%	<b>\$30.15</b>	\$0.00	<b>\$9.84</b>	<b>\$0.81</b>	\$0.00	<b>\$3.25</b>	<b>\$1.37</b>
2nd - 70%	<b>\$32.47</b>	\$0.00	<b>\$9.84</b>	<b>\$0.81</b>	\$0.00	<b>\$3.25</b>	<b>\$1.37</b>
3rd - 75%	<b>\$34.79</b>	\$7.75	<b>\$9.84</b>	<b>\$0.81</b>	\$11.00	<b>\$3.25</b>	<b>\$1.37</b>
4th - 80%	<b>\$37.11</b>	\$7.75	<b>\$9.84</b>	<b>\$0.81</b>	\$11.00	<b>\$3.25</b>	<b>\$1.37</b>
5th - 85%	<b>\$39.43</b>	\$7.75	<b>\$9.84</b>	<b>\$0.81</b>	\$11.00	<b>\$3.25</b>	<b>\$1.37</b>
6th - 90%	<b>\$41.75</b>	\$7.75	<b>\$9.84</b>	<b>\$0.81</b>	\$11.00	<b>\$3.25</b>	<b>\$1.37</b>
7th - 90%	<b>\$41.75</b>	\$7.75	<b>\$9.84</b>	<b>\$0.81</b>	\$11.00	<b>\$3.25</b>	<b>\$1.37</b>
8th - 95%	<b>\$44.07</b>	\$7.75	<b>\$9.84</b>	<b>\$0.81</b>	\$11.00	<b>\$3.25</b>	<b>\$1.37</b>

#### FRINGE BENEFITS:

	<u>07/01/25</u>	<u>01/05/26</u>	<u>07/06/26</u>
Annuity	\$7.75 per hour worked, contribution	\$7.75	\$7.75
<b>Health &amp; Welfare</b>	\$10.40 per hour worked, contribution	\$10.40	<b>\$10.65</b>
Pension	\$11.00 per hour worked, contribution	\$11.00	\$11.00
<b>Paid Time Off</b> (Fund is taxable)	\$2.50	\$3.00	<b>\$3.25</b>
<b>Apprentice Fund</b>	\$1.12 per hour worked, contribution	\$1.12	<b>\$1.37</b>

*Deductions, upon written authorization of employee:*

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

	<u>01/05/26</u>	<u>07/06/26</u>
<b>Dues Checkoff</b>	\$1.37 per hour worked, deduction	<b>\$1.42</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>06/01/25</u>	<u>06/01/26</u>			
Group I			\$37.13		<b>\$38.63</b>		
Group II			\$37.46		<b>\$38.98</b>		
Group III			\$37.80		<b>\$39.33</b>		
Group IV			\$38.14		<b>\$39.69</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> )						
	<u>LBS.</u>	<u>HRS.</u>	<u>DIV</u>	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>	
	1-14	6	7-1/2	\$295.84	\$312.48	<b>\$324.88</b>	
	14-18	6	7-1/2	\$300.77	\$317.41	<b>\$329.81</b>	
	18-25	4	7-1/2	\$301.05	\$317.69	<b>\$330.09</b>	Rates to be
	18-22	6	10	\$322.91	\$339.55	<b>\$351.95</b>	
	22-26	4	7-1/2	\$305.37	\$322.01	<b>\$334.41</b>	recalculated
	26-32	4	7-1/2	\$307.99	\$324.63	<b>\$337.03</b>	
	32-38	3	7-1/2	\$310.95	\$327.59	<b>\$339.99</b>	as needed
	38-44	2	7-1/2	\$312.36	\$329.00	<b>\$341.40</b>	
	Outside Lock and Gauge Tender			\$288.48	\$305.12	<b>\$317.52</b>	
GROUP VI:	Construction Specialist			\$38.01		<b>\$39.55</b>	
GROUP VII:	Hod Carriers ( <i>Per Mason Contractors Assn. 06/01/15</i> )			\$38.05		<b>\$40.45</b>	
GROUP VIII:	Powdermen ( <i>Previously misidentified as Group V</i> )			\$39.81		<b>\$41.44</b>	
GROUP IX	Grade Checker			\$40.21		<b>\$41.86</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>\$23.18</b>	IV	3001 to 4000 hours	85%	<b>\$32.84</b>
II	1001 to 2000 hours	70%	<b>\$27.04</b>	V	4001 to 5000 hours	90%	<b>\$34.77</b>
III	2001 to 3000 hours	80%	<b>\$30.90</b>	VI	5001 to 6000 hours	95%	<b>\$36.70</b>

#### FRINGE BENEFITS:

	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Health &amp; Welfare</b>	\$8.20 per hour worked, contribution	\$8.50	<b>\$8.80</b>
<b>Pension</b>	\$7.10 per hour worked, contribution	\$7.35	<b>\$8.10</b>
<b>Pension (Hod Carriers)</b>	\$7.10 per hour worked, contribution	\$7.35	<b>\$8.10</b>
<b>Training</b>	\$1.00 per hour worked, contribution	\$1.05	<b>\$1.10</b>
<b>Training (Hod Carriers)</b>	\$0.90 per hour worked, contribution	\$1.05	<b>\$0.95</b>

12/29/2025

PTO Fund 2.5% of normal hourly wage rate for each hour worked

	<u>06/01/25</u>	<u>06/01/26</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>	\$2.08 per hour worked, deduction	<b>\$2.19</b>
Laborers' Political League	\$0.03 per hour worked, optional deduction	\$0.03

## LABORERS CLASSIFICATIONS

### Group I

<b>Flagger</b>	Traffic Control Laborer <sup>1</sup>	Mold Abatement Worker
Landscape Laborer	Window Washer/Cleaner**	Nipper
<b>Scale Person</b>	Pilot Car	<b>Riprap Person</b>
Asbestos Abatement Worker	Hazardous Waste Worker	Sandblast Tail hose <b>person</b>
Brick Pavers <sup>2</sup>	<b>Dump Person</b>	Scaffold Erector, Wood or Steel
Brush Hog Feeder	Erosion Control Laborer	Stake Jumper
Carpenter Tender	Fence Erector	Structural Mover <sup>9</sup>
	Firewatch	Tail hose <b>person</b> (water nozzle)
Clean-up Laborer	Form Cleaning Machine Feeder, Stacker	Timber Bucker & Faller (by hand)
	General Laborer	Track Laborer (RR)
Concrete Signal <b>Person</b>	Group Machine Header Tender	<b>Traffic Control Supervisor</b>
Confined Space Attendant	Guard Rail <sup>3</sup>	Truck Loader
Crusher Feeder	(Deleted) <sup>4</sup>	<b>Truck Mounted Attenuator (TMA)</b>
Demolition <sup>7</sup>	HDPE or similar liner installer	<b>Automated flagging assistance devices (AFAD)</b>
		<b>Well-Point Laborer</b>
Dry Stack Walls <sup>8</sup>	Lead Abatement Worker	
	Miner, Class "A" <sup>5</sup>	

\*\*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 Crew **person**, Dump **person** and Pumpcrete Crew **person**, 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	<b>Racking</b>
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 Fire <b>person</b> , 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>	Railroad Equipment, power driven, <u>except</u> dual mobile power spiker or puller	Water Pipe Liner
Jackhammer Operator Miner, Class "B" <sup>11</sup>	Railroad Power Spiker or Puller, dual mobile	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>	
Brush Machine <sup>14</sup>	Miner, Class "C" <sup>19</sup>	Pipe wrapper
Caisson Worker, free air		
<b>Cement Finisher Tender</b>	Monitor Operator, air track or similar	Plasterer Tenders
<b>Cement Handler</b>	mounting	
Chain Saw Operator & Faller	Mortar Mixer	Trenchless Technology Technician
<b>Concrete Crewman<sup>6</sup></b>	Nozzleman	
<b>Concrete Saw (Walking)</b>	Pavement Breaker, 90 lbs. & over	Vibrators, <u>ALL</u>
Concrete Stack <sup>15</sup>		
<b>Form Setter</b>	<b>Rodder &amp; Spreader</b>	
Gunitite <sup>16</sup>	<b>Silica, slurry, dust control and removal</b>	
Deleted <sup>17</sup>		

<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

<u>WAGE RATES:</u>	<u>06/01/25</u> (Revised Groups)	<u>06/01/26</u>
Group IV	\$38.85*	<b>\$41.01</b>
Group III	\$40.01*	<b>\$42.23</b>
Group II	\$40.35*	<b>\$42.59</b>
Group I	\$40.69*	<b>\$42.94</b>
Group IA	\$42.67*	<b>\$45.02</b>
Group IAA	\$43.66*	<b>\$46.06</b>
Group IAAA	\$44.54*	<b>\$46.99</b>

*\*Consolidated group sheet attached to this wage opener. Groups were consolidated to match Western Washington CBA classifications and groups to ease administrative payroll issues for Operators traveling to jobs in different districts.*

#### **RETRO PAY EFFECTIVE BACK TO JUNE 1, 2025, TO CURRENT HSSA IMPLEMENTATION DATE**

Foreman/ General Foreman      *Shall be paid (\$3.50) over the highest classification under their supervision*

<u>Note: All Crane Booms, including Tower Cranes:</u>	<u>06/01/22</u>	<u>06/01/25</u>
Certified Crane Operators <i>(per hour above their classification)</i>	\$0.50	\$1.50
Master Mechanic <i>(an hour over the highest classification under their supervision)</i>		\$1.00
Lift Director <i>(an hour over the highest classification under their supervision)</i>		\$2.50

Apprentices shall receive the following percentage of the **Group III** 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	95%	5001 - 6000 hours	

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

#### **FRINGE BENEFITS:**

	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Health &amp; Welfare</b>	\$9.150 <i>per hour worked, contribution</i>	\$9.50	<b>\$9.85</b>
<b>Pension (SIP included)</b>	\$12.55 <i>per hour worked, contribution</i>	\$13.05	<b>\$13.55</b>
<b>Apprenticeship &amp; Training</b>	\$0.70 <i>per hour worked, contribution</i>	\$0.80	<b>\$0.90</b>
National Training Fund	\$0.05	\$0.05	\$0.05

#### **01/05/2026**

**PTO Fund 2.5% of normal hourly wage rate for each hour worked**

Deductions, upon written authorization of employee:

	<u>01/01/23</u>	<u>06/01/26</u>
<b>Dues Checkoff</b>	<i>(1.75%) gross wages</i>	<i>(1.5%) gross wages</i>
Union Programs	\$0.22	\$0.22
<i>(per hour worked, deduction)</i>		
Political Programs <i>(voluntary)</i>	\$0.05	\$0.05

**CLASSIFICATIONS**

<b>Group IAAA</b> <b>Group 10</b>	<ul style="list-style-type: none"> <li>-Cranes: 300 tons and over or 300' of boom including jib with attachments</li> <li>-Cranes Friction: 200 tons and over -9</li> <li>-Tower Cranes: over 250' in height from base to boom.</li> </ul>
<b>Group IAA</b> <b>Group 9</b>	<ul style="list-style-type: none"> <li>-Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments</li> <li>-Cranes: Friction cranes through 199 tons</li> <li>-Leverman 8</li> <li>-Shovel, excavator, backhoes: over 90 metric tons 6</li> <li>-Tower Crane: over 175' through 250' in height, base to boom. 10</li> </ul>
<b>Group IA</b> <b>Group 8</b>	<ul style="list-style-type: none"> <li>-Cranes: 100 tons through- 199 tons, or 150' of boom including jib with attachments 9</li> <li>-Overhead, bridge type: 100 tons and over 9</li> <li>-Tower crane: up to 175' in height base to boom 10</li> <li>-Drilling Machine</li> <li>-Loader: Overhead 8 yards &amp; over 7</li> <li>-Shovel, excavator, backhoes: over 50 metric tons and up to 90 metric tons</li> <li>-Mechanics: all 7</li> </ul>
<b>Group I</b> <b>Group 7</b>	<ul style="list-style-type: none"> <li>-Asphalt plant Operators 6</li> <li>-Cableways 6</li> <li>-Concrete Pump: Truck mount with boom attachment over 42M 6</li> <li>-Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments) 7/8</li> <li>-Overhead, bridge type: 45 tons through 99 tons 7/8</li> <li>-Derricks: on building work 5</li> <li>-Hard tail end dump: articulating off-road equipment 45 yards &amp; over 6</li> <li>-Loader: Overhead 6 yards but not including 8 yards 6</li> <li>-Motor patrol graders</li> <li>-Mucking machine, mole, tunnel drill, boring, road header and/or shield 3</li> <li>-Quad 9, HD 41, DIO and over 6</li> <li>-Remote control operator on rubber tired earth moving equipment</li> <li>-Rollagon</li> <li>-Scrapers, self-propelled: 45 yards and over</li> <li>-Spreader: Topsider &amp; Screedman 6</li> <li>-Shovel, excavator, backhoe: over 30 metric tons and up to 50 metric tons</li> <li>-Slipform pavers 6</li> <li>-Transporters: all track or truck type 6</li> <li>-Welder</li> </ul>

<p><b>Group II</b> <b>Group 6</b></p>	<ul style="list-style-type: none"> <li>-<b>Batch Plant Operator:</b> concrete</li> <li>-<b>Barrier machine:</b> (Zipper)</li> <li>-<b>Bump cutter</b> 3</li> <li>-<b>Cranes:</b> 20 tons through 44 tons with attachments 5</li> <li>-<b>Overhead, bridge type Crane:</b> 20 tons through 44 tons</li> <li>-<b>Chipper</b> 3</li> <li>-<b>Concrete pump:</b> truck mount with boom attachment up to 42M</li> <li>-<b>Crusher</b></li> <li>-<b>Deck engineer/deck winches (power)</b> 3</li> <li>-<b>Grade Engineer:</b> using blue prints, cut sheets, etc. 7</li> <li>-<b>Finishing Machine:</b> Bidwell and Gamaco &amp; similar equipment</li> <li>-<b>Guardrail punch</b></li> <li>-<b>Hard tail end dump:</b> articulating off-road equipment under 45 yards</li> <li>-<b>Horizontal/directional drill operator</b></li> <li>-<b>Loaders:</b> Overhead under 6 yards</li> <li>-<b>Loaders:</b> Plant feed</li> <li>-<b>Locomotives:</b> all 3</li> <li>-<b>Material Transfer Device</b></li> <li>-<b>Piledriver:</b> (other than crane mount)</li> <li>-<b>Quick Tower:</b> no cab, under 100 feet in height base to boom 8</li> <li>-<b>Roto-mill, roto-grinder</b></li> <li>-<b>Shovel, excavator, backhoe, tractor:</b> 15 to 30 metric tons</li> <li>-<b>Subgrader trimmer</b></li> <li>-<b>Scraper:</b> self propelled under 45 yards</li> <li>-<b>Truck Crane Oiler/Driver:</b> 100 tons and over 2</li> <li>-<b>Truck mount portable conveyor</b></li> <li>-<b>Vac Truck</b> (Vactor Guzzler, Hydro Excavator)</li> <li>-<b>Yo Yo pay dozer</b></li> </ul>
<p><b>Group III</b> <b>Group 5</b> <b>Group 4</b></p>	<ul style="list-style-type: none"> <li>-<b>Cranes:</b> through 19 tons with attachments, A-frame over 10 tons</li> <li>-<b>Concrete Pump:</b> Mounted or trailer high pressure line pump, pump high pressure 4</li> <li>-<b>Conveyors</b></li> <li>-<b>Dozers:</b> D-9 &amp; under 6</li> <li>-<b>Drill Oilers:</b> auger type, truck or crane mount</li> <li>-<b>Forklift:</b> 3000 lbs and over with attachments 4</li> <li>-<b>Horizontal/directional drill locator</b></li> <li>-<b>Outside Hoists (elevators and manlifts), Air Tuggers, Strato</b></li> <li>-<b>Tower Bucket Elevators</b></li> <li>-<b>Hydralifts/boom trucks:</b> over 10 tons</li> <li>-<b>Loaders:</b> elevating type belt 3</li> <li>-<b>Plant oiler:</b> asphalt, crusher 2</li> <li>-<b>Rigger/Signal Person, Bellman(Certified)</b></li> <li>-<b>Roller:</b> plant mix or multi-lift materials 6</li> <li>-<b>Saws:</b> concrete</li> <li>-<b>Scrapers:</b> concrete &amp; carry all</li> <li>-<b>Service Engineers:</b> equipment 4</li> <li>-<b>Trenching machines</b></li> <li>-<b>Truck crane oiler/driver:</b> under 100 tons 2</li> <li>-<b>Shovel. excavator, backhoe. tractors:</b> under 15 metric tons</li> </ul>

<p><b>Group IV</b>  <b>Group 3</b>  <b>Group 2</b>  <b>Group 1</b></p>	<ul style="list-style-type: none"> <li>-Assistant Engineer</li> <li>-<b>Bobcat 3</b></li> <li>-Brooms</li> <li>-Compressor</li> <li>-Concrete Finish Machine: Laser Screed</li> <li>-Cranes, A-frame: 10 tons and under</li> <li>-Elevator and man-lift: permanent and shaft type</li> <li>-<b>Forklifts:</b> under 3000 lbs. with attachments: <b>4</b></li> <li>-<b>Gradechecker/Stakeman 5</b></li> <li>-<b>Hydralifts/boom trucks:</b> 10 tons and under <b>5</b></li> <li>-Oil distributors, blower distribution &amp; mulch seeding operator <b>1</b></li> <li>-Pavement breaker</li> <li>-<b>Posthole digger:</b> mechanical <b>3</b></li> <li>-<b>Power plant 3</b></li> <li>-<b>Pumps:</b> water <b>1</b></li> <li>-Rigger and Bellman</li> <li>-<b>Roller:</b> other than plant mix <b>1</b></li> <li>-Wheel tractors: Farm all type</li> <li>-<b>Shotcrete/gunite equipment 3</b></li> <li>-Brokk: Remote demolition equipment</li> <li>-Helper: Mechanic or Welder</li> </ul>
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WAGES	
GROUP	JUNE 1, 2024
IAAA	\$41.64
IAA	\$40.81
IA	\$39.88
I	\$38.01
II	\$37.69
III	\$37.37
IV	\$36.28

## PAINTERS/TAPERS APPENDIX A

### Revised Wage Rates and Fringes

<u>Painters Rates:</u>	<u>07/01/24</u>	<u>07/01/25</u>	<u>07/01/26</u>
Journeyman (Group 1)	\$38.11	\$40.11	<b>\$41.63</b>
Foreman (6.5% above Journeyman)	\$40.59	\$42.72	<b>\$44.34</b>
General Foreman (13% above Journeyman)	\$43.06	\$45.32	<b>\$47.04</b>

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

<u>Drywall Finisher:</u>	<u>07/01/24</u>	<u>07/01/25</u>	<u>07/01/26</u>
Journeyman	\$35.45	\$37.46	<b>\$39.47</b>
Foreman (13% above Journeyman)	\$40.06	\$42.33	<b>\$44.60</b>

### APPRENTICE RATES

<u>Painters (Group 1):</u>			<u>07/01/25</u>	<u>07/01/26</u>	<u>Finishers:</u>			<u>07/01/25</u>	<u>07/01/26</u>
Period	%JM	<u>Wages</u>		<u>Wages</u>	Period	% JM	<u>Wages</u>	<u>Wages</u>	
1 <sup>st</sup>	60%	\$24.07		<b>\$24.98</b>	1 <sup>st</sup>	60%	\$22.48	<b>\$23.68</b>	
2 <sup>nd</sup>	65%	\$26.07		<b>\$27.06</b>	2 <sup>nd</sup>	65%	\$24.35	<b>\$25.66</b>	
3 <sup>rd</sup>	70%	\$28.08		<b>\$29.14</b>	3 <sup>rd</sup>	70%	\$26.22	<b>\$27.63</b>	
4 <sup>th</sup>	75%	\$30.08		<b>\$31.22</b>	4 <sup>th</sup>	75%	\$28.10	<b>\$29.60</b>	
5 <sup>th</sup>	80%	\$32.09		<b>\$33.30</b>	5 <sup>th</sup>	85%	\$31.84	<b>\$33.55</b>	
6 <sup>th</sup>	90%	\$36.10		<b>\$37.47</b>	6 <sup>th</sup>	90%	\$33.71	<b>\$35.52</b>	

### FRINGE PAYMENTS

<u>Painters:</u>	<u>07/01/25</u>	<u>07/01/26</u>	<u>Finishers:</u>	<u>07/01/25</u>	<u>07/01/26</u>
<b>Health &amp; Welfare</b>	\$7.99	<b>\$8.07</b>	<b>Health and Welfare</b>	\$7.99	<b>\$8.07</b>
IUPAT Pension	\$6.20	\$6.20	IUPAT Pension	\$8.31	\$8.31
<b>WW Pension</b>	\$2.00	<b>\$3.00</b>	<b>WW Pension</b>	\$1.59	<b>\$2.40</b>
Apprenticeship	\$0.52	\$0.52	Apprenticeship	\$0.43	\$0.43
Int'l Appr.	\$0.10	\$0.10	Int'l Appr.	\$0.10	\$0.10
<b>App Bldg Fund</b>	\$0.20	<b>\$0.30</b>	<b>App Bldg Fund</b>	\$0.20	<b>\$0.30</b>

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)

01/01/2026\*

**Painters/Finishers - IUPAT Admin Dues \$0.35 (per hour worked deduction)**

**Painter Members may allocate additional contribution from the on-the-check increases to the WW Pension as per the Collective Bargaining Agreement**

## PIPEFITTERS APPENDIX A

### Wage Rates and Fringes

<u>WAGE RATES:</u>	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
Journeyman <i>*Effective with 06/01/2021 change, sick leave is no longer a contribution; it is now part of the wage.</i>	\$62.95	\$65.20	\$65.20
Foreman <i>(+10%/hour above Journeyman rate, incl. Savings Fund)</i>	\$69.25	\$71.72	\$71.72
Foreman – on Jobs with More than 8 Pipefitters <i>(+15%/hour above Journeyman rate, incl. Savings Fund)</i>	\$72.39	\$74.98	\$74.98
General Foreman – on Jobs with More than 8 Pipefitters <i>(+25%/hour above Journeyman rate, incl. Savings Fund)</i>	\$78.69	\$81.50	\$81.50
<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>	\$9.75	\$10.00	\$10.00

#### APPRENTICE RATES (effective 06/01/2026) (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%	\$29.34	\$4.50	<b>\$12.25</b>	\$1.90	<b>\$3.56</b>	<b>\$4.95</b>	\$2.41	\$0.10
2nd	50%	\$32.60	\$5.00	<b>\$12.25</b>	\$2.12	<b>\$3.96</b>	<b>\$5.50</b>	\$2.41	\$0.10
3rd	55%	\$35.86	\$5.50	<b>\$12.25</b>	\$2.33	<b>\$4.36</b>	<b>\$6.05</b>	\$2.41	\$0.10
4th	60%	\$39.12	\$6.00	<b>\$12.25</b>	\$2.54	<b>\$4.75</b>	<b>\$6.60</b>	\$2.41	\$0.10
5th	65%	\$42.38	\$6.50	<b>\$12.25</b>	\$2.75	<b>\$5.15</b>	<b>\$7.15</b>	\$2.41	\$0.10
6th	70%	\$45.64	\$7.00	<b>\$12.25</b>	\$2.96	<b>\$5.54</b>	<b>\$7.70</b>	\$2.41	\$0.10
7th	75%	\$48.90	\$7.50	<b>\$12.25</b>	\$3.17	<b>\$5.94</b>	<b>\$8.25</b>	\$2.41	\$0.10
8th	80%	\$52.16	\$8.00	<b>\$12.25</b>	\$3.38	<b>\$6.34</b>	<b>\$8.80</b>	\$2.41	\$0.10
9th	85%	\$55.42	\$8.50	<b>\$12.25</b>	\$3.60	<b>\$6.73</b>	<b>\$9.35</b>	\$2.41	\$0.10
10th	85%	\$55.42	\$8.50	<b>\$12.25</b>	\$3.60	<b>\$6.73</b>	<b>\$9.35</b>	\$2.41	\$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>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Health &amp; Welfare</b>	\$11.25 per hour worked, contribution	\$11.25	<b>\$12.25</b>
National Pension	\$4.23 per hour worked, contribution	\$4.23	\$4.23
<b>State Pension</b>	\$6.92 per hour worked, contribution	\$6.92	<b>\$7.92</b>
<b>Supplemental Pension</b>	\$9.00 per hour worked, contribution	\$10.00	<b>\$11.00</b>
ITF/JATC	\$2.36 per hour worked, contribution	\$2.51	\$2.51

Deductions, upon written authorization of employee:

Working Dues	3% of gross wages, deduction
<u>06/01/25</u>	
<i>Savings Fund</i>	\$10.00 per hour, deduction
<u>06/05/17</u>	
IAP – Local 598	2.25% of gross wages, deduction
<u>06/01/13</u>	
PAC (Political Action Committee)	(.7%) of gross wages, deduction

## ROOFERS APPENDIX A

### Revised Wage Rates and Fringes

#### ROOFERS

<u>WAGE RATES:</u>	<u>07/07/23</u>	<u>07/01/24</u>	<u>07/01/25</u>
Journeyman	\$33.22	\$34.22	<b>\$35.64</b>
Foreman	\$36.54	\$37.64	<b>\$39.20</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>07/01/23</u>	<u>07/01/24</u>	<u>07/01/25</u>
Health & Welfare	\$9.40 per hour worked, contribution	\$9.40	\$9.40
National Pension	\$3.55 per hour worked, contribution	\$4.05	<b>\$5.13</b>
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>	<u>06/01/24</u>	<u>06/01/25</u>	<u>06/01/26</u>
<b>Journeyman</b>	\$47.76	\$50.00	<b>\$49.04</b>
Foreman (+10%)	\$52.54	\$55.00	<b>\$53.94</b>
General Foreman (+20%)	\$57.31	\$60.00	<b>\$58.85</b>

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

<b><u>APPRENTICE RATES:</u></b>		<u>06/01/26</u>									
<u>Classification</u>	<u>Wage%</u>	<u>Wages</u>	<u>Vac*</u>	<u>Dues*</u>	<u>Scholar Ship*</u>	<u>Nat'l. Pension</u>	<u>Nat'l Trg</u>	<u>NW. Pension</u>	<u>NW Supp</u>	<u>H&amp;W</u>	<u>APPR</u>
1 <sup>st</sup> Year - 1st Half	55%	<b>\$26.97</b>	-0-	\$1.06	\$0.01	\$0.84	\$0.17	-0-	-0-	<b>\$14.39</b>	\$2.10
1 <sup>st</sup> Year - 2 <sup>nd</sup> Half	55%	<b>\$28.22</b>	-0-	\$1.11	\$0.01	\$0.84	\$0.17	\$1.95	\$0.25	<b>\$14.39</b>	\$2.10
2 <sup>nd</sup> Year	60%	<b>\$29.42</b>	\$0.50	\$1.22	\$0.01	\$0.91	\$0.17	\$4.32	\$0.28	<b>\$15.39</b>	\$2.10
3 <sup>rd</sup> Year	70%	<b>\$34.33</b>	\$0.50	\$1.36	\$0.01	\$1.06	\$0.17	\$5.76	\$0.35	<b>\$15.39</b>	\$2.10
4 <sup>th</sup> Year	75%	<b>\$36.78</b>	\$0.50	\$1.43	\$0.01	\$1.22	\$0.17	\$6.89	\$0.47	<b>\$15.39</b>	\$2.10
5 <sup>th</sup> Year	85%	<b>\$41.68</b>	\$0.50	\$1.56	\$0.01	\$1.37	\$0.17	\$8.48	\$0.54	<b>\$15.39</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:**

		<u>06/01/25</u>	<u>06/01/26</u>
National Pension	<i>per hour worked, contribution</i>	\$1.52	\$1.52
National Training Fund	<i>per hour worked, contribution</i>	\$0.17	\$0.17
Northwest Pension	<i>per hour worked, contribution</i>	\$10.40	\$10.40
NW Supp. Plan (1)*	<i>Journeyman, per hour worked, contribution</i>	\$0.68	\$0.68
	<i>Foreman; per hour worked, contribution</i>	\$0.73	\$0.73
	<i>General Foreman per hour worked, contribution</i>	\$0.80	\$0.80
<b>Health &amp; Welfare*</b>	<i>per hour worked, contribution</i>	\$14.43	<b>\$15.39</b>
Local Training Fund	<i>per hour worked, contribution</i>	\$1.26	\$1.26

*Deductions, upon written authorization of employee:*

		<u>06/01/25</u>	<u>06/01/26</u>
Vacation	<i>per hour worked, taxable deduction</i>	\$1.00	\$1.00
	<i>taxable deduction for Apprentices, (no deduction for 1st year apprentice)</i>		
NW Dues Checkoff	<i>per hour worked, deduction for Journeymen</i>	\$1.75	\$1.75
	<i>per hour worked, deduction for Foreman</i>	\$1.82	\$1.82
	<i>per hour worked, deduction for Gen Foreman</i>	\$1.90	\$1.90
	<i>(for Apprentices dues rates see chart)</i>		
Scholarship	<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.*



## TEAMSTERS APPENDIX A

### Revised Wage Rates and Fringes

**TEAMSTERS**

<u>WAGE RATES:</u>	<u>01/01/2025</u>	<u>06/01/2025</u>	<u>06/01/2026</u>
<b>Group III</b>	\$37.88	\$39.84	<b>\$41.36</b>
<b>Group V</b>	\$38.32	\$40.31	<b>\$41.85</b>
<b>Group VI</b>	\$38.52	\$40.52	<b>\$42.07</b>
<b>Group VII</b>	\$38.86	\$40.88	<b>\$42.44</b>
<b>Group VIII</b>	\$39.18	\$41.22	<b>\$42.80</b>
Foreman	<i>(7%) over highest journeyman scale supervised</i>		
General Foreman	<i>(12%) over highest journeyman scale supervised</i>		

**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%    Over 3000 hours 100%

**FRINGE BENEFITS:**

	<u>05/01/25</u>	<u>06/01/25</u>	<u>05/01/26</u>	<u>06/01/26</u>
<b>Health &amp; Security</b>	\$10.76 per hour worked, contribution	\$11.86	<b>\$12.96</b>	\$12.96
<b>Pension</b>	\$8.80 per hour worked, contribution	\$8.91	<b>\$9.22</b>	\$9.22
<b>PEER (80)*</b>	\$1.45 per hour worked, contribution	\$1.47	<b>\$1.52</b>	\$1.52
Training	\$0.80 per hour worked, contribution	\$0.85	\$0.85	\$0.85

	<u>04/01/2026</u>	<u>08/01/2026</u>
Deductions, upon written authorization of employee:		
<b>Dues Checkoff</b>	\$102.00	<b>\$106.00</b>
	<i>(2.5 times straight time hourly rate, equals rounded monthly dues)</i>	
NWPCA	\$0.10 per hour worked	\$0.10

	<u>06/01/2025</u>	<u>06/01/2026</u>
<b>Union Programs</b>	\$0.45 per hour worked additional	<b>\$0.50</b>

12/29/2025

Paid Time Off (*Washington Paid Sick Leave*) 2.5% of normal hourly wage rate for each hour worked  
 "PTO shall be provided as a separately identified cash payment on the employee's paycheck and shall not be considered part of the employee's base hourly wage for overtime or premium pay calculations"

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)

**GROUP CLASSIFICATIONS**

<p><b><u>GROUP III</u></b>          Employee Haul          Helper or Swamper          Power Boat Hauling Employees or Material          Ambulance Driver; (when in operation)          Fish Truck          Flat Bed Truck          Fork Lift; 3000 lbs. &amp; under          Leverperson; loading trucks at bunkers          Mechanic; Shop          Trailer Mounted Hydro Seeder &amp; Mulcher          Seeder &amp; Mulcher          Stationary Fuel Operator          Tractor; (small, rubber-tired, pulling trailer or similar equip)          Equipment Escort Driver          Crane; 2000 capacity          Buggy Mobile &amp; similar          Dumptor; 6 yd. &amp; under          Flat Bed Truck; with hydraulic system          Fork Lift; 3001-16,000 lbs.          Fuel Truck Driver, Steamcleaner &amp; Washer          Power Operated Sweeper          Rubber-tired Tunnel Jumbo          Scissors Truck          Slurry Truck Driver          Straddle Carrier; (Ross, Hyster &amp; similar)          Trucks, side, end, bottom &amp; articulated end dump; 3 yd. to &amp; incl. 6 yds.</p>	<p><b><u>GROUP V</u></b>          Dumptor; over 6 yds.          Self-loading Roll Off          Semi-truck &amp; Trailer          *Tractor with Steer Trailer            *(both Operators to receive same rate, &amp; not to conflict with DW's &amp; similar classification Group VI pulling trailer)          Truck-Mounted Crane (with load bearing surface, either mounted or pulled); up to 14 ton          Vacuum Truck (super sucker, guzzler, etc.)</p>
<p><b><u>GROUP VI</u></b>          Mechanic; Field          Flaherty Spreader Box Driver          Flowboys          Fork Lift; 16,000 lbs. &amp; over          Dumps, Semi-end          Equipment trailers, tilt deck etc,          Super Dump          Transfer Truck &amp; Trailer          Transit Mixers; Up to &amp; incl. 20 yds.          Trucks Hauling Concrete          Trucks, side, end, bottom dump &amp; articulated end dump; Over 12 yds. to &amp; incl. 40 yds.          Truck &amp; Pup          Tournrocker, DW's &amp; similar; with 2 or more 4 wheel-power          Tractor with trailer; gallonage or yardage scale, whichever is greater</p>	<p><b><u>GROUP VII</u></b>          Oil Distributor Driver          Stringer Truck (cable operated trailer)          Tireperson          Lowboy,          Transit Mixers &amp; Trucks Hauling Concrete; Over 20 yds.          Trucks, side, end, bottom &amp; articulated end dump; Over 40 yds. to &amp; incl. 100 yds.          Truck Mounted Crane (with load bearing surface either mounted or pulled; 16 through 25 tons          Warehouseperson; to include shipping &amp; receiving</p>
<p><b><u>GROUP VIII</u></b>          Prime Movers &amp; Stinger Truck          Trucks, side, end, bottom &amp; articulated end dump; Over 100 yds.          Helicopter Pilot Hauling Employees or materials Flat Bed</p>	