INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ASBESTOS WORKERS

s/ANDREW T. HASS

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS

s/HENRY GERTZ

INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTSMEN

s/JOHN T. JOYCE

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

s/PATRICK J. CAMPBELL

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

s/CHARLES H. PILLARD

INTERNATIONAL UNION OF OPERATING ENGINEERS

s/J. C. TURNER

INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL AND ORNAMENTAL IRON WORKERS

s/JOHN H. LYONS

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

s/ANGELO FOSCO

TILE, MARBLE, TERRAZZO, FINISHERS AND SHOPMEN INTERNATIONAL UNION

s/PASCAL DI JAMES

INTERNATIONAL BROTHERHOOD OF PAINTERS AND ALLIED TRADES

s/WILLIAM A. DUVAL

OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATION ASSOCIATION OF THE UNITED STATES AND CANADA

s/MELVIN H. ROOTS

UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS

s/CARLTON PENICK

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION

s/EDWARD J. CARLOUGH

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA

s/MARVIN J. BOEDE

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

s/WELDON L. MATHIS

ATTACHMENT 1

1996 SETTLEMENT

HANFORD SITE STABILIZATION AGREEMENT
WAGE AND FRINGE DATA

CRAFT	HSSA CURRENT WAGE	PASCO CURRENT WAGE	AMOUNT OF WAGE INCREASE	NEW HSSA WAGE	AMOUNT OF FRINGE INCREASE
Boilermakers**	$22.77	$24.87	$1.15	$23.92	N/A
Bricklayers	20.69	21.09	.40	21.09	.30
Carpenters	20.59	20.85	.26	20.85	N/A
Cement Masons Group (I)	19.51	20.14	.63	20.14	N/A
Electricians	23.00	24.00	1.00	24.00	.15
Insulators	23.15	23.09	0.00	23.15	.06
Iron Workers	18.94	20.85	1.15	20.09	N/A
Laborers Group (I)	17.59	18.24	.65	18.24	N/A
Millwrights	21.37	21.85	.48	21.85	N/A
Operating Engineers Group (IV)	19.62	20.32	.70	20.32	N/A
Painters	17.74	18.05	.31	18.05	N/A
Pipefitters**	25.25	26.40	1.15	26.40	N/A
Roofers	16.78	16.92	.14	16.92	1.01
Sheet Metal Workers	22.11	23.43	1.15	23.26	N/A
Sprinkler Fitters	21.40	21.40	0.00	21.40	1.03
Teamsters Group (VI)	19.01	19.93	.92	19.93	N/A

* Also includes vacation: Pipefitters HSSA 2.75 Pasco 3.00
Boilermakers HSSA 2.00 Pasco 1.30

REVISED
09/18/96

BOILERMAKERS

APPENDIX A

WAGE RATES

09/23/96

General Foreman	Rate to be negotiated
Foreman	$22.32
Assistant Foreman	21.57
Boilermaker/Blacksmith	21.07

FRINGE PAYMENTS

09/23/96

Health and Welfare	$3.15
Pensions (per hour)	2.75
Apprenticeship (per hour)	0.10
Vacation (per hour)	2.00
National Annuity Trust (per hour)	2.00

APPRENTICE RATES

PERCENTAGE OF
JOURNEYMAN WAGE RATES

Period	Indentured After 09/02/96
1st 6 months	60%
2nd 6 months	65%
3rd 6 months	70%
4th 6 months	75%
5th 6 months	80%
6th 6 months	85%
7th 6 months	90%
8th 6 months	95%

REVISED:
09/09/96

BRICK AND ALLIED CRAFTS

APPENDIX A

WAGE RATES

	09/02/96
Bricklayer, Blocklayer, Marble Mason, Brickmason Welder	$21.09
Stone Masons and Cleaners, Pointers and Caulkers	21.09
Marble Mason, Inside	20.60
Tile Setters & Terazzo Workers	20.42

Foreman shall receive a minimum of 1.00 over the hourly rate of his particular classification.

FRINGE PAYMENTS

	09/02/96
Masonry Industry Trust (Health & Welfare)	$2.90
International Pension Trust	1.00
Northwest Pension Plan	1.75
Apprenticeship & Training	.28

APPRENTICE RATES

Period	Percentage of Journeyman Wage Rates
1st 6 months	50%
2nd 6 months	60%
3rd 6 months	70%
4th 6 months	80%
5th 6 months	85%
6th 6 months	90%

REVISED:
09/09/96

CARPENTERS/MILLWRIGHTS

APPENDIX A

WAGE RATE

CARPENTERS

JOURNEYMEN CLASSIFICATION	09/02/96
Carpenter	$20.85
Sawfiler, Stationary Power Woodworking Tool Operator	21.00

MILLWRIGHTS AND MACHINE ERECTORS

JOURNEYMEN CLASSIFICATIONS	09/02/96
Millwrights & Machine Erector	$21.85

PILEDRIVERS

JOURNEYMAN CLASSIFICATIONS	09/02/96
Piledriver	$20.85
Boom Man	20.95

DIVERS

Base pay for Divers in water not to exceed fifty (50) fee shall be:

EFF. DATE	HOUR	4 HOURS	8 HOURS
09/02/96	51.08	204.32	408.64

6/1/81: Divers only:

1. The rate to be computed using the formula of 2.45 times the Piledriver hourly base wage scale.

2. All other classifications to receive the same hourly rate as negotiated as applied to the Piledriver hourly wage scale.

The wage rate for TENDERS shall be:

CLASSIFICATION	09/02/96
Tenders	$24.46
Diving Master	31.48

FOREMAN: Foreman shall receive $1.00 per hour above the highest paid Journeyman wage classification working under him.

GENERAL FOREMAN: General Foreman shall receive $2.00 per hour above the highest paid Journeyman wage classification working under him.

FRINGE PAYMENTS

	08/26/96
Health and Security	$2.70
Pension	2.00
Apprenticeship and Training	.25
Vacation (deduct from net wages)	(.50)

APPRENTICE RATES

CARPENTERS

First Period	- 3 months - 60%	Fifth Period	- 6 months - 80%
Second Period	- 3 months - 65%	Sixth Period	- 6 months - 85%
Third Period	- 6 months - 70%	Seventh Period	- 6 months - 90%
Fourth Period	- 6 months - 75%	Eighth Period	- 12 months - 95%

MILLWRIGHT & MACHINE ERECTOR

First year	-	70% of Journeyman Rate
Second year	-	75% of Journeyman Rate
Third year	-	85% of Journeyman Rate
Fourth year	-	95% of Journeyman Rate

CEMENT MASONS

APPENDIX A

CLASSIFICATIONS

GROUP I

- Rodding, Tamping, Floating, Troweling, Patching, Stoning, Rubbing, Sack Rubbing
- All exposed aggregate finishing
- Setting of screeds, screed forms, curb & gutter & sidewalk forms
- Preparation of all concrete for caulking of the joints and the caulking of expansion joints
- Preparation of concrete for the application of hardners, sealers and curing compounds and their application
- Grouting and dry packing of machine base
- Removal of snap ties and she bolts prior to patching of concrete

GROUP II

- Power Troweling Machine Operator
- Troweling of magnesite, torganal or material with epoxy bases of oxicholoride base
- All Power Grinders, Bushing Hammer, Chipping Gun
- All sandblasting for architectural finishes and exposing of aggregate for finish
- Concrete Sawing and Cutting for 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

REVISED:
09/09/96

WAGE RATES

09/02/96

GROUP I	$20.14
GROUP II	20.64
GROUP III	21.14

FOREMAN: 1.00 per hour above highest paid man on his crew.

GENERAL FOREMAN: To be paid .50 per hour above the highest paid Foreman working under him.

FRINGE PAYMENTS

06/03/96

Health and Security	$2.42
Pension	2.10
Training	.25
Credit Union (Deduct from net wages)	(1.75)

APPRENTICE RATES

Hours & %

GROUP I: Base rate $20.14

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

GROUP II: Base rate $20.64

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

GROUP III: Base rate $21.14

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

REVISED:
09/09/96

ELECTRICIANS

APPENDIX A

WAGE RATES

	09/02/96
General Foreman (20% above Journeyman)	$28.80
Foreman (10% above Journeyman)	26.40
Journeyman Wireman	24.00
Journeyman Technician	24.00
Journeyman Wireman Welder (10% above Journeyman)*	26.40
Journeyman Wireman Cable Splicer (5% above Journeyman)**	25.20
Vacation allowance deduct 10%	

* Journeyman Wireman when Welding - Certified welding will be paid for at ten (10%) percent above Journeyman Wireman rate for a certified Journeyman Wireman when welding for a minimum of two (2) hours.

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

FRINGE PAYMENTS

	09/02/96
Health and Welfare	$2.73
Pension - National (NEBF)	3%***
Pension Plans	3.70***
Apprentice Training	.30***
Vacation (Deduct from Wages)	10%***

*** There will be no contributions made for first year apprentices. The contributions commence in the first half of the second year, for those apprentices indentured after July 1, 1987.

APPRENTICE RATES

APPRENTICES INDENTURED
AFTER JULY 1, 1987

0 - 1000 hours - 1st period - 45%
1000 - 2000 hours - 2nd period - 50%
2000 - 3500 hours - 3rd period - 55%
3500 - 5000 hours - 4th period - 65%
5000 - 6500 hours - 5th period - 75%
6500 - 8000 hours - 6th period - 85%

REVISED:
09/27/96

INSULATORS

APPENDIX A

WAGE RATES

	09/04/95
Journeyman	$23.15

Foreman - 10% above the Mechanic's base rate of pay

General Foreman - 20% above the Mechanic's base rate of pay

FRINGE PAYMENTS

	09/02/96
Pension	$3.16
Occupational Health	.07
Health and Welfare	2.79
Apprenticeship	.12
Credit Union (deduct)	2.25 or 3.50 (option of employee)

APPRENTICE RATES

1st year	60% of Mechanics Base Rate
2nd year	70% of Mechanics Base Rate
3rd year	80% of Mechanics Base Rate
4th year	90% of Mechanics Base Rate

REVISED:
09/09/96

IRONWORKERS

APPENDIX A

WAGE RATES

CLASSIFICATIONS	09/02/96
Structural Ironworkers, Ornamental Ironworkers, Machinery Mover, Machine Erector, Riggers, Signal Men, Welders & Burners, Fence Erectors Sheeters, Reinforcing Ironworkers	$20.09

FOREMEN: $1.50 per hour over journeyman rate

GENERAL FOREMAN: $2.50 per hour over journeyman rate

FRINGE PAYMENTS

	10/02/95
Health and Welfare	$3.25
Pension	3.10
Apprenticeship	.35
Annuity	2.62

VACATION: Deduct from Net Wages - $1.50 per hour

APPRENTICE RATES

1st 6 months	60% of Journeyman Ironworker Rates
2nd 6 months	80% of Journeyman Ironworker Rates
2nd year	90% of Journeyman Ironworker Rates
3rd year	95% of Journeyman Ironworker Rates

REVISED
09/20/91

LABORERS

APPENDIX A

CLASSIFICATIONS

GROUP I

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

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

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

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

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

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

GROUP II

Asphalt Raker
Asphalt Roller, walking
Cement Finisher Tender
Concrete Saw, walking
Demolition Torch
Dope Pot Fireman, non-mechanical
Driller Helper (when required move & position machine)
Form Setter, paving
Grade Checker Using Level, Optional
Jackhammer Operator
Pipelayer, multi-section
Pot Tender
Powderman Helper
Power Buggy Operator
Power Tool Operator, gas, electrical, pneumatic
Railroad Equipment, power driven, except dual mobile power spiker or puller
Railroad Power Spiker or Puller, dual mobile
Rodder & Spreader

GROUP II (cont.)

[3][1]Miner, Class "B"
Nozzleman
Nozzleman, water, air or steam
Pavement Breaker, under 90 lbs.
Pipelayer, Corrugated Metal Culvert
[2]Tamper
Trencher, Shawnee
Tugger Operator
Wagon Drills
Wheelbarrow, power driven
Water Pipe Liner

[1] TO INCLUDE: Squeeze and Flow-crete nozzle.
[2] TO INCLUDE: Operation of Barco, Essex & similar tampers.
[3] TO INCLUDE: Brakeman, Finisher, Vibrator, and Form Setter.

GROUP III

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

[1] TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.

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

[3] TO INCLUDE: Operation of machine and nozzle.

[4] TO INCLUDE: Grade Checkers and elevation control.

[5] TO INCLUDE: Jet blasting nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle.

[6] TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper.

[7] TO INCLUDE: Miner, Nozzleman for concrete, and Laser Beam Operator on tunnels.

GROUP IV

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

[1] TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts

GROUP V

Powderman

GROUP VI

Sand Hogs

WAGE RATES

	09/02/96
GROUP I	$18.24
GROUP II	18.49
GROUP III	18.74
GROUP IV	18.99
GROUP V	19.24

GROUP VI SAND HOGS (Under Compressed Air Conditions)

LBS.	HRS. WORK	OT DIV.	09/02/96
1-14	6	7-1/2	$156.72
14-28	6	7-1/2	161.42
18-25	4	7-1/2	161.67
18-22	6	10	181.67
22-26	4	7-1/2	165.62
26-32	4	7-1/2	168.02
32-38	3	7-1/2	170.72
38-44	2	7-1/2	172.02
Outside Lock & and Gauge Tender			$149.12

FOREMAN: $1.00 above highest group supervised

GENERAL FOREMAN: $1.50 ($.50 above the highest Foreman)

FRINGE PAYMENTS

	06/03/96
Health and Security	$2.42
Pension	1.42
Training	.20
Credit Union (deduct from net wages)	(1.00)

NEW ENTRANT TRAINING PROGRAM
(PERCENT COMPUTED ON GROUP I RATES)

Trainee	I	0 to 750 hours - 60%
Trainee	II	751 to 1500 hours - 70%
Trainee	III	1501 to 2250 hours - 80%
Trainee	IV	2251 to 3000 hours - 90%

OPERATING ENGINEERS

APPENDIX A

CLASSIFICATIONS

GROUP I

Bit Grinders
Bolt Threading Machine
Compressors (under 2000 CFM, gas, diesel or electric power)
Crusher Feeder (mechanical)
Deck Hand
Drillers Helper
Fireman & Heater Tender
Grade Checker
Helper, Mechanic or Welder, H.D.
Hydro-seeder, Mulcher, Nozzleman
Oiler
Oiler & Cable Tender, Mucking Machine
Pumpman
Rollers, all types on subgrade (farm type, Case, John Deere & similar, or Compacting Vibrator), except when pulled by Dozer with operable blade
Steam Cleaner
Welding Machine

GROUP II

A-Frame Truck (single drum)
Assistant Refrigeration Plant (under 1000 ton)
Assistant Plant Operator, Fireman or Pugmixer (asphalt)
Bagley or Stationary Scraper
Belt Finishing Machine
Blower Operator (cement)
Cement Hog
Compressor (2000 CFM or over, 2 or more, gas, diesel or electric power)
Concrete Saw (multiple cut)
Distributor Leverman
Ditch Witch or similar
Elevator Hoisting Materials
Dope Pots (power agitated)
Fork Lift or Lumber Stacker, Hydra-lift & similar
Gin Trucks (pipeline)
Hoist, single drum
Loaders (bucket elevators and conveyors)
Longitudinal Float
Mixer (portable - concrete)
Pavement Breaker, Hydra-Hammer & similar
Power Broom
Railroad Ballast Regulation Operator (self-propelled)
Railroad Power Tamper Operator (self-propelled)

GROUP II (Cont'd)

Spreader Box (self-propelled)
Straddle Buggy (Ross & Similar on construction job only)
Tractor (Farm type R/T with attachments, except Backhoe)
Tugger Operator

GROUP III

A-Frame Truck (2 or more drums)
Assistant Refrigeration Plant & Chiller Operator (over 1000 ton)
Backfillers (Cleveland & 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, Saginau or similar)
Canal Lining Machine (concrete)
Chipper (without crane)
Cleaning & Doping Machine (pipeline)
Deck Engineer
Elevating Belt-type Loader (Euclid, Barber Green & similar)
Elevating Grader-type Loader (Dumor, Adams or similar)
Generator Plant Engineers (diesel electric)
Gunite Combination Mixer & Compressor
Locomotive Engineer
Mixermobile
Posthole Auger or Punch
Pump (grout or jet)
Soil Stabilizer (P & H or similar)
Spreader Machine
Tractor (to D-6 or equivalent) and Traxcavator
Traverse Finish Machine
Turnhead Operator

GROUP IV

Blade Operator (motor patrol & attachments)
Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman & similar)
Curb Extruder (asphalt or concrete)
Drills (churn, core, calyx or diamond)
Equipment Serviceman, Greaser & Oiler
Hoist (2 or more drums or Tower Hoist)
Loaders (overhead & front-end, under 4 yds R/T)
Refrigeration Plant Engineers (under 1000 ton)
Rubber-tire Skidders (R/T with or without attachments)
Screed Operator
Surface Heater & Planer Machine
Trenching Machines (under 7 ft. depth capacity)
Turnhead (with re-screening)

GROUP V

Drilling Equipment (8" bit & over) (Robbins, reverse circulation & similar)
Hoe Ram
Paving (dual drum)
Railroad Track Liner Operator (self-propelled)
Refrigeration Plant Engineer (1000 tons & over)
Signalman (Whirleys, Highline, Hammerheads or similar)

GROUP VI

Automatic Subgrader (Ditches & Trimmers) (Autograde, ABC, R. A. Hansen & similar on grade wire)
Backhoe (under 1 yd)
Batch Plant (over 4 units)
Batch & Wet Mix Operator (multiple units, 2 & incl. 4)
Boat Operator
Cableway Controller (dispatcher)
Crane (25 tons and under)
Derricks & Stifflegs (under 65 tons)
Drill Doctor
Multiple Dozer Units with single blade
Paving Machine (asphalt and concrete)
Piledriving Engineers
Rollerman (finishing pavement)
Trenching Machines (7 ft. depth & over)

GROUP VII

Asphalt Plant Operator
Backhoes (1 yd. to 3 yds.)
Blade (finish & bluetop) Automatic, CMI, ABC & similar when used as automatic
Boom Cats (side)
Cableway Operators
Clamshell Operator (under 3 yds.)
Concrete Slip Form Paver
Cranes (over 25 tons, including 45 tons)
Crusher, Grizzle & Screening Plant Operator
Draglines (under 3 yds.)
Elevating Belt (holland type)
Gradeall (1 yd. to 3 yds.)
H. D. Mechanic
H. D. Welder
Loader Operator (front-end & overhead, 4 yds, incl. 8 yds.)
Mucking Machine
Quad-track or similar equipment
Rubber-tired Scrapers
Shovels (under 3 yds.)
Tractors (D-6 & equivalent & over)

REVISED:
09/09/96

GROUP VIII

Backhoes (3 yds. & over)
Cranes (over 45 tons, and ALL climbing, rail & tower)
Clamshell Operator (3 yds. & over)
Derricks & Stifflegs (65 tons & over)
Draglines (3 yds & over)
Loader (360 degrees revolving Koehring Scooper or similar)
Loaders (overhead & front-end, over 8 yds)
Helicopter Pilot
Shovels (3 yds. & over)
Whirleys & Hammerheads, ALL

GROUP IX

Transi-Lift

ALL CRANE BOOMS, INCLUDING TOWER CRANES:

Measure from center of rotation to center of shaft
(radius): 130' to 200' .30 hr. Additional to classification
Over 200' .60 hr. Additional to classification

WAGE RATES

09/02/96

Group I	$19.32
Group II	19.62
Group III	20.17
Group IV	20.32
Group V	20.47
Group VI	20.72
Group VII	20.97
Group VIII	21.62
Group IX	23.37

FOREMAN: Shall be paid one dollar (1.00) per hour over the scale of the highest scale supervised.

FRINGE PAYMENTS

06/01/96

Health and Welfare	$2.50
Pension	2.50
Apprenticeship & Training	.25

REVISED:
09/07/92

APPRENTICE RATES
(COMPUTED ON GROUP VI RATES)

BASE RATE: (Group VI)

65% 1000 Hours
70% 1000 Hours
75% 1000 Hours
80% 1000 Hours
85% 1000 Hours
90% 1000 Hours

REVISED:
09/09/96

PAINTERS

APPENDIX A

WAGE RATES

	09/02/96
Journeymen Painters	$18.05
Taper Finishers	18.30
Spray Painters, Steel Painters, Steam Cleaning, Acid Etching, Sign Writers	18.55

Foreman shall be paid an additional ten percent (10%) over and above the average rate of pay of those journeymen working under his supervision.

FRINGE PAYMENTS

	01/01/96
Health and Welfare	$2.05
Pension	1.90
Apprenticeship	.19

This District Council No. 54 Administration Fee check-off shall be 3% of the current Painters' basic wage, which is deducted from the wages, computed on actual hours worked.

APPRENTICE RATES

Painting Apprentices

1st 6 months' period	50% of Journeymen's Wages
2nd 6 months' period	55% of Journeymen's Wages
3rd 6 months' period	60% of Journeymen's Wages
4th 6 months' period	70% of Journeymen's Wages
5th 6 months' period	80% of Journeymen's Wages
6th 6 months' period	90% of Journeymen's Wages
Thereafter	100% of Journeymen's Wages

Taping Apprentices

1st 3 months' period	50% of Journeymen's Wages
2nd 3 months' period	60% of Journeymen's Wages
3rd 3 months' period	75% of Journeymen's Wages
4th 3 months' period	85% of Journeymen's Wages
5th 3 months' period	90% of Journeymen's Wages
6th 3 months' period	95% of Journeymen's Wages
Thereafter	100% of Journeymen's Wages

REVISED:
09/09/96

PIPEFITTERS

APPENDIX A

WAGE RATES

Basic Hourly Rate Effective:	09/02/96
Basic Hourly Wage Rate	$23.40
Vacation	3.00

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

FOREMAN: 10% above basic rate inclusive of vacation.

GENERAL FOREMAN: 20% above basic rate inclusive of vacation.

FRINGE PAYMENTS

	10/16/95
Medical & Dental	$3.35
National Pension	1.10
State Pension	1.05
JATC*	.50

* Includes $.18 to National UA/NCA Training Trust Fund.

APPRENTICE RATES

Apprentices shall receive a basic hourly wage rate based upon a percentage of the established basic hourly wage rate for journeymen employed within the bargaining unit and vacation pay as indicated below:

APPRENTICE TIME	PERCENTAGE	VACATION
First six months	40%	$1.00/hr
Second six months	50%	1.00/hr
Third six months	55%	1.00/hr
Fourth six months	60%	1.00/hr
Fifth six months	65%	3.00/hr
Sixth six months	70%	3.00/hr
Seventh six months	80%	3.00/hr
Eighth six months	85%	3.00/hr
Ninth six months	85%	3.00/hr
Tenth six months	85%	3.00/hr

REVISED:
09/09/96

ROOFERS

APPENDIX A

WAGE RATES

CLASSIFICATION	09/02/96
Foreman	$18.61
Journeyman	16.92

Foreman: 10% over highest paid classification

FRINGE PAYMENTS

	09/02/96
Health & Security	$1.70
Pension	2.21
JATC	.15

Dues: $38.00 per month

APPRENTICE % of JOURNEYMAN RATE

Pre-apprentice	60%
First 700 hours	70%
Second 700 hours	75%
Third 700 hours	80%
Fourth 700 hours	85%
Fifth 700 hours	90%
Sixth 700 hours	95%

REVISED:
09/09/96

SHEET METAL

APPENDIX A

WAGE RATES

	09/02/96
Journeyman	$23.26

FOREMAN: Journeyman Scale Plus 10%

GENERAL FOREMAN: Journeyman scale plus 20%

FRINGE PAYMENTS

JOURNEYMAN	06/01/96
Health and Welfare	$2.42
Northwest Pension	1.72
National Pension	.90
Northwest Supplemental Plan	.81(1)
Local Training Fund	.26
National Training Fund	.10
Vacation (Deduct)	1.02

APPRENTICE	06/01/96
Health and Welfare	$2.42
Northwest Pension	1.72(2)
National Pension	.90(3)
Northwest Supplemental Plan	(3)
Local Training Fund	.26
National Training Fund	.10
Apprentice Vacation (Deduct)	.52(4)

(1) Contributions for each hour worked: Foreman - $.88, General Foreman - $.95.

(2) No contributions to the local Pension Plan will be made by the Contractor for Sheet Metal Apprentices until such apprentice begins the first half of the fourth year (70%), at which time the Contractor will pay the above applicable rate of contribution.

(3) There will be no contributions for first year apprentices. The contributions commence in the first half of the second year (50% of Journeyman contribution) for all such apprentices.

(4) No vacation will be deducted for apprentices until the beginning of the second year (50%) unless it is requested in writing.

REVISED:
09/20/91

APPRENTICE RATE

Effective 06/01/90

1st 6 months	40%	7th 6 months	70%
2nd 6 months	45%	8th 6 months	75%
3rd 6 months	50%	9th 6 months	80%
4th 6 months	55%	10th 6 months	85%
5th 6 months	60%	then to 100% on completion	
6th 6 months	65%	of apprenticeship	

SPRINKLER FITTERS

APPENDIX A

WAGE RATES

	09/05/94
Journeyman	$21.40

Foreman: The rate of wage for Foremen shall be one dollar and twenty-five cents ($1.25) per hour above the Journeyman's rate

FRINGE PAYMENTS

JOURNEYMEN	09/09/96
Health and Welfare	$3.65
National Pension	2.63
Local Training Fund	.10

APPRENTICE RATES

All Apprentices shall be paid a progressive increasing rate of wage based upon the following schedule:

	Percentage of Journeyman Rate
Class 1	45%
Class 2	50%
Class 3	55%
Class 4	60%
Class 5	65%
Class 6	70%
Class 7	75%
Class 8	80%

TEAMSTERS

APPENDIX A

CLASSIFICATIONS

GROUP I

Escort Driver or Pilot Car
Helper or Swamper
Pickup Hauling Employees or Material

GROUP II

Ambulance Driver (when in operation)
Fish Truck
Flat Bed Truck, single rear axle
Fork Lift, 3000 lbs. & under
Leverperson Loading Trucks at Bunkers
Mechanic Shop
Seeder & Mulcher
Stationary Fuel Operator
Team Driver
Tractor (small, rubber-tired, pulling trailer or similar equipment)
Water Tank Truck, up to 1800 gallons
Mechanic, Shop

GROUP III

Bus Driver or Employee haul
Flat Bed Truck, dual rear axle
Power Boat Hauling Employees or Material
Tireperson No. 1

GROUP IV

Buggy Mobile & Similar
Bulk Cement Tanker
Oil Tank Driver
Power Operated Sweeper
Straddle Carrier (Ross, Hyster & Similar)
Transite Mixers & Trucks Hauling Concrete: 3 yd. & under
Trucks, side, end & Bottom Dump: under 6 yds.
Water Tank Truck: 1801 - 4000 gallons

GROUP V

Auto Crane: 2000 lb. capacity
Bulk Cement Spreader
Dumptor: 6 yd. & under
Flat Bed Truck with Hydraulic System
Fork Lift: 3001-16,000 lbs.
Fuel Truck Driver, Steam Cleaner & Washer
Rubber-tired Tunnel Jumbo
Scissors Truck
Slurry Truck Driver
Transite Mixers and Trucks Hauling Concrete: over 3 yd. to & incl. 6 yd.
Water Tank Truck: 4001-6000 gallons
Wrecker & Tow Truck

GROUP VI

Burner, Cutter & Welder
Oil Distributor Driver (road, bootperson, leverperson, helper)
Service Greaser
Tireperson No. 2
Trucks, side, end & bottom dump: over 6 yds. to & incl. 12 yds.

GROUP VII

A-Frame
Warehouseperson
Water Tank Truck: 6001-8000 gallons

GROUP VIII

Dumptor, over 6 yd.
Semi-truck & Trailer, 50 ton and under Lowboy
Transite Mixers & Trucks Hauling Concrete: over 6 yds. to & incl. 10 yds.
Trucks, side, end & bottom dump: over 12 yds. to & incl. 20 yds.

GROUP IX

Lowboy, over 50 ton
*Tractor with Steer Trailer
Truck-mounted Crane (with load bearing surface, either mounted or pulled)
Water Tank Truck: 8001-10,000 gallons

*Both Operators to receive same rate, and not to conflict with DW's & similar classification GR XII, pulling trailer

REVISED
09/20/91

GROUP X

Flaherty Spreader Box Driver
Flowboys
Fork Lift: 16,000 lbs. & over
Semi-end Dumps
Transite Mixers & Trucks Hauling Concrete: over 10 yds. to & incl. 15 yds.
Trucks, side, end & bottom dump: over 20 yds. to & incl. 30 yds.
Water Tank Truck: 10,001 - 12,000 gallons

GROUP XI

Mechanic, Field

GROUP XII

Tournarocker, DW's & similar, with 2 or 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater
Transite Mixers & Trucks Hauling Concrete: over 15 yds. to & incl. 20 yds.
Trucks, side, end & bottom dump: over 30 yds. to & incl. 40 yds.
Water Tank Truck: 12,001 - 14,000 gallons

GROUP XIII

Transite Mixers & Trucks Hauling Concrete: over 20 yds.
Trucks, side, end & bottom dump: over 40 yds. to & incl. 50 yds.

GROUP XIV

Trucks, side, end & bottom dump: over 50 yds. to & incl. 100 yds.

GROUP XV

Trucks, side, end & bottom dump: over 100 yds.
Helicopter Pilot Hauling Employees or Materials

Truck-Tractor pulling 2 trailers - ADD 10¢ yardage scale (for second trailer)
Truck-Tractor pulling 3 trailers - ADD 20¢ yardage scale (for third trailer)
Truck pulling Farm, Tilt, Drop, Utility and Pole Trailer, except Semi-Trucks or Low Boys - ADD 15¢ over yardage scale

REVISED:
09/09/96

WAGE RATES

GROUP	09/02/96
I	$17.34
II	19.53
III	19.57
IV	19.63
V	19.72
VI	19.93
VII	19.97
VIII	20.03
IX	20.07
X	20.18
XI	20.22
XII	20.53
XIII	20.67
XIV	20.83
XV	20.97

FOREPERSON OR DISPATCHER: $1.00 over highest classification supervised

FRINGE PAYMENTS

	06/01/96
Health and Security	$3.46
Pension	2.33
Training	.25
Program for Enhanced Early Retirement (P.E.E.R.)	.38

APPRENTICESHIP RATES

0 - 700 hours	70% Journeyman Rate
701 - 1400 hours	80% Journeyman Rate
1401 - 2100 hours	90% Journeyman Rate

APPENDIX "A"

HANFORD DAILY TRAVEL PAY

	700	3000	300	400	200-E	200-W	100
Asbestos Workers	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Boilermaker	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Brickmasons	7.00	7.00	7.00	10.00	10.00	10.00	10.00
Carpenters	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Cement Masons	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Electricians	-0-	-0-	10.00	10.00	10.00	10.00	10.00
nworkers	9.00	9.00	9.00	10.00	10.00	10.00	10.00
aborers	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Millwrights	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Operating Engineers	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Painters	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Pipefitters	3.64	7.56	9.10	10.00	10.00	10.00	10.00
Roofers	-0-	-0-	.57	10.00*	10.00*	10.00*	10.00
Sheet Metal Workers	-0-	-0-	5.81	10.00	10.00	10.00	10.00
Sprinkler Fitters	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Teamsters	9.00	9.00	9.00	10.00	10.00	10.00	10.00

* These rates apply to all jobs bid on or after October 1, 1985

RECEIVED

DOE-RL

Attachment "B"- IMPLEMENTATION OF THE HANFORD SITE STABILIZATION AGREEMENT

(a) The Site Stabilization Agreement For All Construction Work For The U.S. Department of Energy (DOE) At The Hanford Site, (hereinafter referred to as "Site Stabilization Agreement"), which is referenced in this Attachment "B" and attached hereto, consists of a Basic Agreement plus Appendix A dated September 10, 1984, signed by J. A. Jones Construction Services Company and Morrison-Knudsen Company, Inc., The Building and Construction Trades Department, AFL-CIO, and its affiliated International Unions, and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

(b) This Attachment "B" applies to employees performing work, under contracts (or subcontracts thereunder) administered by the Richland Operations Office of the U.S. Department of Energy (DOE-RL) which are subject to the Davis-Bacon Act, in the classifications set forth in the Site Stabilization Agreement for work performed at the Hanford Site.

(c) Contractors and subcontractors at all tiers who are parties to an agreement(s) for construction work with a Local Union having jurisdiction over DOE-RL construction work performed at the Hanford Site, or who are parties to a national labor agreement for such construction work, shall become signatory to the Site Stabilization Agreement and shall abide by all of its provisions, including its Appendix A. Subcontractors at all tiers who have subcontracts with a signatory contractor or subcontractor shall become signatory to the Site Stabilization Agreement and shall abide by all of its provisions, including its Appendix A.

(d) Contractors and subcontractors at all tiers who are not signatory to the Site Stabilization Agreement and who are not required under paragraph (c) above to become signatory to the Agreement, shall pay not less and no more than the wages, fringe benefits, and other employee compensation set forth in Appendix A thereto and shall adhere, except as otherwise directed by the Contracting Officer, to the following provisions of the Agreement:

(1)	Article VII	Employment, Section 2 only
(2)	Article XII	Non-Signatory Contractor Requirements
(3)	Article XIII	Hours of Work, Shifts, and Overtime
(4)	Article XIV	Holidays
(5)	Article XV	Wage Scales and Fringe Benefits, Sections 1 and 2 only
(6)	Article XVII	Payment of Wages-Checking In & Out, Section 3 only

(7) Article XX General Working Conditions
(8) Article XXI Safety and Health

(e) The Contractor agrees to make no contributions in connection with this contract to Industry Promotion Funds, or similar funds, except with the prior approval of the Contracting Officer.

(f) The obligation of the Contractor and its subcontractors to pay fringe benefits shall be discharged by making payments required by this Contract in accordance with the provisions of the amendments to the Davis-Bacon Act contained in the Act of July 2, 1964 (Public Law 88-349-78 Stat. 238-239), and the Department of Labor regulations in implementation thereof (29 CFR, Parts 1, 5).

(g) The Contracting Officer may, from time to time, direct the Contractor to pay amounts for wages, fringe benefits, and other employee compensation as the Site Stabilization Agreement, including its Appendix A, may be modified by the parties thereto from time to time.

(h) (1) In the event of failure to comply with paragraphs (c), (d), (e), (f), and (g) above, or failure to perform any of the obligations imposed upon the Contractor and its subcontractors hereunder, the Contracting Officer may withhold any payments due to the Contractor and may terminate the Contract for default.

(2) The rights and remedies of the Government provided in this Attachment "B" shall not be exclusive and are in addition to any other rights and remedies of the Government provided by law or under this Contract.

(i) The requirements of this Attachment "B" are in addition to, and shall not relieve the Contractor of any obligation imposed by other Articles of this Contract, including those entitled "Davis-Bacon Act", "Contract Work Hours and Safety Standards Act - Overtime Compensation", "Payrolls and Basic Records", "Compliance with Copeland Act Requirement", "Withholding", and "Contract Termination; Debarment".

(j) The Contractor agrees to maintain its bid or proposal records showing rates and amounts used for computing wages and other compensation, and its payroll and personnel records during the course of work subject to this Attachment "B", and to preserve such records for a period of three years thereafter, for all employees performing such work. Such records will contain the name and address

of each such employee, his correct classification, rate of pay, daily and weekly number of hours worked, and dates and hours of the day within which work was performed, deductions made, and amounts for wages and other compensation covered by paragraphs (c), (d), (e), (f), and (g) hereof. The Contractor agrees to make these records available for inspection by the Contracting Officer and will permit him to interview employees during working hours on the job.

(k) The Contractor agrees to insert the provisions of this Attachment "B", including this paragraph (k), in all subcontracts for the performance of work subject to the Davis-Bacon Act administered by DOE-RL at the DOE's Hanford Site.

EMPLOYER COMPLIANCE AGREEMENT
AND
SIGNATURE SHEET

The undersigned Employer hereby acknowledges that he is in receipt of the SITE STABILIZATION AGREEMENT FOR ALL CONSTRUCTION WORK FOR THE U. S. DEPARTMENT OF ENERGY AT THE HANFORD SITE executed on September 10, 1984, between J. A. Jones Construction Services Company and Morrison-Knudsen Company, Inc., and the Building and Construction Trades Department, AFL-CIO, and its affiliated international unions, and the International Brotherhood of Teamsters, Chaffeurs, Warehousemen and Helpers of America.

The undersigned Employer hereby agrees to be bound by and comply with all terms and conditions of the aforementioned Agreement, including its appendices, and any modifications thereto which may be agreed to by the parties to the Agreement from time to time.

BY:

_____ _____
NAME, TITLE DATE

FOR:

_____
EMPLOYER(COMPANY)

_____
ADDRESS