

BOILERMAKERS APPENDIX A

WAGE RATES

	<u>01/01/04</u>	<u>07/01/04</u>
General Foreman	Rate to be negotiated	Rate to be negotiated
Foreman	\$30.10	\$28.85
Assistant Foreman	\$29.10	\$27.85
Boilermaker/Blacksmith	\$28.10	\$26.85

FRINGE PAYMENTS

	<u>01/01/04</u>	<u>07/01/04</u>
Health and Welfare	\$5.77	\$7.02
Pensions (per hour)	\$5.50	
Apprenticeship (per hour)	\$0.50	
Vacation (per hour)	\$1.60	
National Annuity Trust (per hour)	\$2.00	
MOST	\$0.24	

APPRENTICE RATES

Percentage of
Journeyman Wage Rates

<u>Period</u>	<u>Indentured After 09/02/96</u>
Level 1 0 - 1000 hrs.	70%
Level 1 1001 - 2000 hrs.	75%
Level 2 2001 - 3000 hrs.	80%
Level 2 3001 - 4000 hrs.	85%
Level 3a 4001 - 5000 hrs.	90%
Level 3b 5001 - 5999 hrs.	95%
Journeyman	100%

BRICK AND ALLIED CRAFTS APPENDIX A

WAGE RATES

	<u>09/01/03</u>	<u>08/30/04</u>
Journeyman Bricklayer	\$23.56	\$23.71

Foreman shall receive a minimum
of \$1.00 over the hourly rate.

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>06/01/04</u>
Masonry Welfare Trust	\$4.65	\$4.90
International Pension Trust	\$1.00	
Northwest Pension Plan	\$3.28	
Apprenticeship & Training	\$0.28	

APPRENTICE RATES

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
1 st 700 hours	40%
2 nd 700 hours	55%
3 rd 700 hours	60%
4 th 700 hours	70%
5 th 700 hours	80%
6 th 700 hours	90%

**CARPENTERS/MILLWRIGHTS
APPENDIX A**

WAGE RATE

CARPENTERS

JOURNEYMAN CLASSIFICATION	<u>09/01/03</u>
Carpenter	\$23.88

MILLWRIGHTS AND MACHINE ERECTORS

JOURNEYMAN CLASSIFICATIONS	<u>09/01/03</u>
Millwrights & Machine Erector	\$24.99

PILEDRIVERS

JOURNEYMAN CLASSIFICATIONS	<u>09/01/03</u>
Piledriver	\$24.15
Boom Man	\$23.42

DIVERS

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

	<u>09/01/03</u>	<u>08/30/04</u>
Journeyman Hourly	\$58.43	\$59.17
Four Hours	\$233.72	\$236.67
Eight Hours	\$467.44	\$473.36

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:

<u>CLASSIFICATION</u>	<u>09/02/02</u>
Tenders	\$27.00
Diving Master	\$35.06

FOREMAN - Foreman shall receive \$1.75 per hour above the highest paid Journeyman wage classification working under him.

GENERAL FOREMAN - General Foreman shall receive \$1.00 per hour above the Foreman rate.

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>06/01/04</u>
Health and Security	\$3.80	\$4.50
Pension*	\$2.00	
Apprenticeship and Training	\$0.45	
Supplemental 80 & Out Pension	\$0.50	
Optional 401K Deduction in \$0.50 increments, up to \$2.00 at option of Employee, (Deduct from Wages), Applies to all Apprentices also.		

APPRENTICE RATES

CARPENTERS

*1 st Period	3 months - 60%	5 th Period	6 months - 80%
*2 nd Period	3 months - 65%	6 th Period	6 months - 85%
*3 rd Period	6 months - 70%	7 th Period	6 months - 90%
4 th Period	6 months - 75%	8 th Period	12 months - 95%

MILLWRIGHTS & MACHINE ERECTORS

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
*1 st year	70% of Journeyman wage
2 nd year	75% of Journeyman wage
3 rd year	80% of Journeyman wage
4 th year	85% of Journeyman wage

*No pension contributions to be paid for these Apprentices

**CEMENT MASONS
APPENDIX A**

WAGE RATES

	<u>09/01/03</u>	<u>08/30/04</u>
GROUP I	\$22.33	\$22.48
GROUP II	\$22.95	\$23.10
GROUP III	\$23.46	\$23.61

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

	<u>09/01/03</u>	<u>06/01/04</u>
Health and Security	\$4.45	\$4.70
Pension	\$2.30	
Training	\$0.28	
Credit Union	(\$1.40)	
(Deduct from net wages)		

APPRENTICE RATES

<u>Hours</u>	<u>& Percentage All Groups</u>
1000	60%
1000	70%
1000	80%
1000	90%

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 oxichloride 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

**ELECTRICIANS
 APPENDIX A**

WAGE RATES

		<u>09/01/03</u>	<u>08/30/04</u>
General Foreman	25% above Journeyman	\$36.63	\$37.25
Foreman	10% above Journeyman	\$32.23	\$32.78
Foreman (Supervising 6 or more Journeymen)	15% above Journeyman	\$33.69	\$34.27
Journeyman Wireman		\$29.30	\$29.80
Journeyman Wireman Welder	10% above Journeyman*	\$32.23	\$32.78
Journeyman Wireman Cable Splicer	5% above Journeyman**	\$30.76	\$31.29

Vacation allowance deduct 10% at option of Employee

- * Journeyman Wireman when Welding - Certified welding will be paid for at 10% above Journeyman Wireman rate for a certified Journeyman Wireman 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 for at the rate of 5% above Journeyman Wireman rate for a minimum of 2 hours.

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>06/01/04</u>	<u>08/30/04</u>
Health and Welfare	\$5.03	\$5.98	
Pension - National (NEBF 3%)	\$0.88		\$0.89
Pension Plans	***\$5.65		\$6.00
Apprentice Training	\$0.30		
Vacation (Deduct at Option of Employee, effective 09/01/99)	10%		

***There will be no contributions made for first year apprentices.

APPRENTICE RATES

**APPRENTICES INDENTURED
AFTER JUNE 1, 1999**

0 - 1000 hours	1 st period - 45%
1000 - 2000 hours	2 nd period - 50%
2000 - 3500 hours	3 rd period - 55%
3500 - 5000 hours	4 th period - 70%
5000 - 6500 hours	5 th period - 80%
6500 - 8000 hours	6 th period - 90%
8000+ hours with State License	95%

**APPRENTICES INDENTURED
PRIOR TO JUNE 1, 1999**

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

INSULATORS APPENDIX A

WAGE RATES

09/01/03

Journeyman	\$25.48
Foreman -	10% above the Journeyman's base rate of pay
General Foreman -	20% above the Journeyman's base rate of pay

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>07/01/04</u>
Pension	\$3.76	
Occupational Health	\$0.07	
Health and Welfare	\$5.94	\$6.18
Apprenticeship	\$0.18	
Credit Union (deduct)	\$2.25 or \$3.50 (option of employee)	

APPRENTICE RATES

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
1 st year	60% of Journeyman wage
2 nd year	70% of Journeyman wage
3 rd year	80% of Journeyman wage
4 th year	90% of Journeyman wage

**IRONWORKERS
APPENDIX A**

WAGE RATES

<u>CLASSIFICATIONS</u>	<u>09/01/03</u>	<u>08/30/04</u>
Structural Ironworkers, Ornamental Ironworkers, Machinery Mover, Machine Erector, Riggers, Signal Men, Welders & Burners, Fence Erectors Sheeters, Reinforcing Ironworkers	\$26.32	\$26.87
FOREMEN -	\$2.00 per hour over Journeyman rate	
GENERAL FOREMAN -	\$3.00 per hour over Journeyman rate	

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>07/01/04</u>	<u>08/30/04</u>
Health and Welfare	\$4.90	\$5.80	
Pension	\$3.45		
Apprenticeship	\$0.45		\$0.50
Annuity	\$3.55		
VACATION - Deduct from Net Wages	\$1.50 per hour		

APPRENTICE RATES

09/01/99

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
*1 st 6 months	65% of Journeyman Ironworker Rates
*2 nd 6 months	70% of Journeyman Ironworker Rates
3 rd 6 months	75% of Journeyman Ironworker Rates
4 th 6 months	80% of Journeyman Ironworker Rates
5 th 6 months	90% of Journeyman Ironworker Rates
6 th 6 months	90% of Journeyman Ironworker Rates
7 th 6 months	95% of Journeyman Ironworker Rates
8 th 6 months	95% of Journeyman Ironworker Rates

**No pension or annuity*

**LABORERS
APPENDIX A**

WAGE RATES

	<u>09/01/03</u>	<u>08/30/04</u>
GROUP I	\$19.46	\$19.56
GROUP II	\$19.73	\$19.83
GROUP III	\$20.00	\$20.10
GROUP IV	\$20.28	\$20.38
GROUP V	\$20.84	\$20.94

GROUP VI: Sand Hogs (Under Compressed Air Conditions)

<u>LBS.</u>	<u>HRS. WORK</u>	<u>OT DIV</u>	<u>09/03/01</u>	<u>08/30/04</u>
1-14	6	7-1/2	\$172.00	\$172.10
14-28	6	7-1/2	\$176.93	\$177.03
18-25	4	7-1/2	\$177.21	\$177.31
18-22	6	10	\$199.07	\$199.17
22-26	4	7-1/2	\$181.53	\$181.63
26-32	4	7-1/2	\$184.15	\$184.25
32-38	3	7-1/2	\$187.11	\$187.21
38-44	2	7-1/2	\$188.52	\$188.62
Outside Lock and Gauge Tender			\$163.49	\$163.59

GROUP VII: Hod Carriers \$21.20 \$21.30

FOREMAN \$1.00 above highest group supervised
GENERAL FOREMAN \$2.00 (\$1.00 above the highest Foreman)

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>06/01/04</u>	<u>08/30/04</u>
Health and Security	\$4.45	\$4.70	
Pension	\$1.70		
Training	\$0.30		\$0.35
LECET (Training Fund)	\$0.05		
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%

CLASSIFICATIONS:

GROUP I

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

¹TO 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 or smaller.

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

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

⁴TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of

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

GROUP II

Asphalt Raker	Pipelayer, multisection
Asphalt Roller, walking	Pot Tender
Cement Finisher Tender	Powderman Helper
Concrete Saw, walking	Power Buggy Operator
Demolition Torch	Power Tool Operator, gas, electrical, pneumatic
Dope Pot Fireman, non-mechanical	Railroad Equipment, power driven, <u>except</u> dual
Driller Helper (when required move & position machine)	mobile power spiker or puller
Form Setter, paving	Railroad Power Spiker or Puller, dual mobile
Grade Checker using Level <u>Optional</u>	Rodder & Spreader
Jackhammer Operator	² Tamper
³ Miner, Class "B"	Trencher, Shawnee
¹ Nozzleman	Tugger Operator
Nozzleman, water, air, or steam	Wagon Drills
Pavement Breaker, under 90 lbs.	Wheelbarrow, power driven
Pipelayer, corrugated metal culvert	Water Pipe Liner

¹TO INCLUDE: Squeeze and Flow-crete nozzle.

²TO INCLUDE: Operation of Barco, Essex and similar tampers.

³TO INCLUDE: Brakeman, Finisher, Vibrator, and Form Setter.

GROUP III

Air Track Drill	⁷ Miner, Class "C"
Bit Grinder	Monitor Operator, air track or Similar mounting
¹ Brush Machine	Mortar Mixer
Caisson Worker, free air	⁵ Nozzleman
Chain Saw Operator & Faller	Pavement Breaker, 90 lbs. & Over
² Concrete Stack	⁶ Pipelaye
³ Cunite	Pipewrapper
High Scaler	Vibrators, <u>ALL</u>
Hod Carrier	
⁴ Laser Beam Operator	

- ¹TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.
- ²TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.
- ³TO INCLUDE: Operation of machine and nozzle.
- ⁴TO INCLUDE: Grade Checkers and elevation control.
- ⁵TO INCLUDE: Jet blasting nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle.
- ⁶TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper.
- ⁷TO INCLUDE: Miner, Nozzleman for concrete, and Laser Beam Operator on tunnels

GROUP IV

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

- ¹TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts.

GROUP V

Powderman

GROUP VI

Sand Hogs

GROUP VII

Hod Carriers

**OPERATING ENGINEERS
APPENDIX A**

CLASSIFICATIONS

WAGE RATES

	<u>09/01/03</u>	<u>08/30/04</u>
Group I	\$21.49	\$21.89
Group II	\$21.81	\$22.21
Group III	\$22.42	\$22.82
Group IV	\$22.74	\$23.14
Group V	\$23.02	\$23.42
Group VI	\$23.29	\$23.69
Group VII	\$24.39	\$24.79
Group VIII	\$25.73	\$26.13

FOREMAN Shall be paid \$1.00 per hour over the scale of the highest scale supervised.

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>08/30/04</u>
Health and Welfare	\$4.45	\$4.70
Pension	\$2.50	
Apprenticeship & Training	\$0.42	

APPRENTICE RATES
(Computed on GROUP V Rates)

BASE RATE: (Group V)

65%	0 - 2000 hours
70%	2001 - 3000 hours
75%	3001 - 4000 hours
80%	4001 - 5000 hours
85%	5001 - 6000 hours
90%	6001 - 7000 hours
95%	7001 - 8000 hours
100%	8000 hours

OPERATING ENGINEERS

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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, 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

GROUP III

A-Frame Truck (2 or more drums)
Assistant Refrigeration Plant & 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)
Canal Lining Machine (concrete)

GROUP IV

Blade Operator (motor patrol and attachments)
Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar)
Drilling Equipment (8" bit and over) (Robbins, reverse circulation and similar)
Drills (churn, core, calyx, or diamond)
Equipment Serviceman, Greaser, and Oiler
Hoe Ram
Hoist (2 or more drums or Tower Hoist)
Loaders (overhead and front-end, under 4 yds R/T)
Paving (dual drum) Rubber Tire
Railroad Track Liner Operator (self-propelled)

Refrigeration Plant Engineers (under 1000 ton)
Screed Operator

<p><u>GROUP III (continued)</u></p> <p>Chipper (without crane)</p> <p>Cleaning and Doping Machine (pipeline)</p> <p>Curb Extruder (Asphalt and concrete)</p> <p>Deck Engineer</p> <p>Elevating Belt-type Loader (Euclid, Barber Green, and similar)</p> <p>Elevating Grader-type Loader (Dumor, Adams, or similar)</p> <p>Generator Plant Engineers (diesel, electric)</p> <p>Guniting Combination Mixer and Compressor</p> <p>Locomotive Engineer</p> <p>Mixermobile</p> <p>Posthole Auger or Punch</p> <p>Pump (grout or jet)</p> <p>Soil Stabilizer (P and H or similar)</p> <p>Spreader Machine</p> <p>Surface Heater and Planer Machine</p> <p>Tractor (to D-6 or equivalent) and Traxcavator</p> <p>Traverse Finish Machine</p> <p>Turnhead Operator</p>	<p><u>GROUP IV (continued)</u></p> <p>Signalman (Whirleys, Highline, Hammerheads or similar)</p> <p>Skidders (R/T with or without attachments)</p> <p>Trenching Machines (under 7 ft. depth capacity)</p> <p>Vacuum Drill (reverse circulation drill under 8" bit)</p>
<p><u>GROUP V</u></p> <p>Automatic Subgrader (Ditches & Trimmers) (Autograde, ABC, R. A. Hansen, and similar on grade wire)</p> <p>Backhoe (under 1 yd)</p> <p>Batch Plant (over 4 units)</p> <p>Batch and Wet Mix Operator (multiple units, 2 and including 4)</p> <p>Boat Operator</p> <p>Cableway Controller (dispatcher)</p> <p>Concrete Pump Boom Truck</p> <p>Conveyor Aggregate Placement Equipment</p> <p>Crane (25 tons and under)</p> <p>Derricks and Stifflegs (under 65 tons)</p> <p>Drill Doctor</p> <p>Multiple Dozer Units with single blade</p> <p>Paving Machine (asphalt and concrete)</p> <p>Piledriving Engineers</p> <p>Rollerman (finishing pavement)</p> <p>Trenching Machines (7 ft. depth and over)</p>	<p><u>GROUP VI</u></p> <p>Asphalt Plant Operator</p> <p>Backhoes (1 yd. to 3 yds.)</p> <p>Blade (finish and bluetop) Automatic, CMI, ABC, & similar when used as automatic</p> <p>Boom Cats (side)</p> <p>Cableway Operators</p> <p>Clamshell Operator (under 3 yds.)</p> <p>Concrete Slip Form Paver</p> <p>Cranes (over 25 tons, including 45 tons)</p> <p>Crusher, Grizzle and Screening Plant Operator</p> <p>Draglines (under 3 yds.)</p> <p>Elevating Belt (Holland type)</p> <p>Gradeall (1 yd. to 3 yds.)</p> <p>H. D. Mechanic</p> <p>H. D. Welder</p> <p>Heavy Equipment Robotics Operator</p> <p>Loader Operator (front-end and overhead, 4 yds, including 8 yds.)</p> <p>Mucking Machine</p> <p>Quad-track or similar equipment</p> <p>Rubber-tired Scrapers</p> <p>Shovels (under 3 yds.)</p> <p>Tractors (D-6 and equivalent and over)</p> <p>Vactor Guzzler, Super Sucker</p> <p>Concrete Cleaning/Decontamination Machine</p> <p>Master Environmental Maintenance Technician</p> <p>Ultra High Pressure Waterjet Cutting Tool System (30,000 psi)</p>

OPERATING ENGINEERS

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<p><u>GROUP VII</u></p> <p>Backhoes (3 yds. and over) HD Welder/HD Mechanic Cranes (ALL Cranes over 45 tons, including 100 tons)</p> <p>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) Lead Water Well Driller Loader (360 degrees revolving Koehring Scooper or similar) Loaders (overhead and front-end, over 8 yds) Helicopter Pilot Shovels (3 yards and over) Whirleys and Hammerheads, <u>ALL</u></p>	<p><u>GROUP VI (continued)</u></p> <p>Vacuum Blasting Machine Operator</p> <p><u>GROUP VIII</u></p> <p>Cranes (All cranes over 100 tons)</p> <p>Climbing, Rail and Tower Cranes over 45 tons</p>
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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

**PAINTERS
APPENDIX A**

WAGE RATES

	<u>09/01/03</u>	<u>08/30/04</u>
Journeyman Painters, to include:	\$20.08	\$20.76
Taper Finishers, Soft Floor Coverers, Glazers, Spray Painters, Steel Painters, Steam Clean, Acid Etching, Sign Writers		

FOREMAN - Shall be paid an additional 10% over and above the average rate of pay of those Journeyman working under his supervision.

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>07/01/04</u>
Health and Welfare	\$4.14	\$4.35
Pension	\$1.81	
Apprenticeship	\$0.27	

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

TAPING APPRENTICES

Period	% of Journeyman's Wages	Period	% of Journeyman's Wages
1 st 6 months	55%	1 st 6 months	50%
2 nd 6 months	65%	2 nd 6 months	55%
3 rd 6 months	75%	3 rd 6 months	65%
4 th 6 months	80%	4 th 6 months	75%
5 th 6 months	85%	5 th 6 months	85%
6 th 6 months	95%	6 th 6 months	90%
Thereafter	100%	Thereafter	100%

**PIPEFITTERS
APPENDIX A**

WAGE RATES

	<u>09/01/03</u>	<u>08/30/04</u>
Basic Hourly Wage Rate	\$27.38	\$28.57
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.
On jobs with more than (8) pipefitters, 15% above basic rate inclusive of vacation

GENERAL FOREMAN - 25% above basic rate inclusive of vacation.
On jobs with more than (8) pipefitters, 25% above basic rate inclusive of vacation

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>06/01/04</u>	<u>08/30/04</u>
Health & Welfare	\$6.15	\$6.65	
National Pension	\$2.55		\$2.80
State Pension	\$2.25		
JATC*	\$0.85		\$0.90
Supplemental Pension	\$2.40		\$2.65

**Includes \$.05 to International Training Fund, effective 06/21/99*

APPRENTICE RATES

09/01/99

Apprentices shall be paid a percentage of Journeyman rate and receive fringe benefits as follows:

<u>Apprentice Time</u>	<u>Percentage</u>	<u>National Pension</u>	<u>Vacation & All other Fringes</u>
1 st 6 months	45%	45%	100%
2 nd 6 months	50%	50%	100%
3 rd 6 months	55%	55%	100%
4 th 6 months	60%	60%	100%
5 th 6 months	65%	65%	100%
6 th 6 months	70%	70%	100%
7 th 6 months	75%	75%	100%
8 th 6 months	80%	80%	100%
9 th 6 months	85%	85%	100%
10 th 6 months	85%	85%	100%

ROOFERS, WATERPROOFERS, AND ALLIED WORKERS APPENDIX A

WAGE RATES

	<u>09/01/03</u>	<u>08/30/04</u>
Journeyman Roofer, Waterproofer, Kettleman	\$20.88	\$21.17
Foreman - 10% above Journeyman rate		

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>07/01/04</u>	<u>08/30/04</u>
Health and Security	\$3.15	\$3.45	
National Pension	\$2.75		
JATC	\$0.25		\$0.30

APPRENTICE RATES

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
Pre-apprentice	60%
1 st 700 hours	70%
2 nd 700 hours	75%
3 rd 700 hours	80%
4 th 700 hours	85%
5 th 700 hours	90%
6 th 700 hours	95%

**SHEET METAL
APPENDIX A**

WAGE RATES

	<u>10/01/03</u>	<u>08/30/04</u>
Journeyman	\$25.22	\$25.26
FOREMAN	Journeyman Scale plus 10%	
GENERAL FOREMAN	Journeyman Scale plus 20%	

FRINGE PAYMENTS

<u>JOURNEYMAN</u>	<u>10/01/03</u>	<u>07/01/04</u>	<u>08/30/04</u>
Health and Welfare	\$4.79	\$5.39	
Northwest Pension	\$4.17		
National Pension	\$1.02		\$1.13
*Northwest Supplemental Plan ⁽¹⁾	\$0.68		
Local Training Fund	\$0.29		\$0.32
National Training Fund	\$0.17		
Vacation (Deduct)	\$1.00		
Apprentices at 2 nd year (Deduct)	\$0.50		

⁽¹⁾Contributions for each hour worked:

Foreman	\$0.73
General Foreman	\$0.80

Employee deduction may be added in \$0.50 increments up to \$5.00 with written authorization

APPRENTICE RATE

Effective 07/01/04

<u>Classification</u>	<u>Wage%</u>	<u>Nat'l Pen.</u>	<u>H&W</u>	<u>NW Pen.</u>	<u>NW Supp.</u>	<u>Ntl Tng</u>	<u>Loc.Tng</u>	<u>Vac.</u>	<u>Due</u>
1 st 6 months	40%	\$0.41	\$4.99	-0-	-0-	\$0.17	\$0.29	-0-	\$0.20
2 nd 6 months	45%	\$0.46	\$4.99	-0-	-0-	\$0.17	\$0.29	-0-	\$0.20
3 rd 6 months	50%	\$0.51	\$5.39	-0-	\$0.28	\$0.17	\$0.29	\$0.50	\$0.32
4 th 6 months	55%	\$0.56	\$5.39	-0-	\$0.31	\$0.17	\$0.29	\$0.50	\$0.32
5 th 6 months	60%	\$0.61	\$5.39	-0-	\$0.35	\$0.17	\$0.29	\$0.50	\$0.32
6 th 6 months	65%	\$0.66	\$5.39	-0-	\$0.38	\$0.17	\$0.29	\$0.50	\$0.32
7 th 6 months	70%	\$0.71	\$5.39	\$4.17	\$0.47	\$0.17	\$0.29	\$0.50	\$0.32
8 th 6 months	75%	\$0.77	\$5.39	\$4.17	\$0.51	\$0.17	\$0.29	\$0.50	\$0.32
9 th 6 months	80%	\$0.82	\$5.39	\$4.17	\$0.54	\$0.17	\$0.29	\$0.50	\$0.32
10 th 6 months	85%	\$0.87	\$5.39	\$4.17	\$0.58	\$0.17	\$0.29	\$0.50	\$0.32

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

**SPRINKLER FITTERS
APPENDIX A**

WAGE RATES

08/30/04

Journeyman \$23.50
Foreman \$1.50 per hour above the Journeyman's rate

FRINGE PAYMENTS

	<u>08/30/04</u>	<u>01/01/05</u>
National Pension	\$2.55	\$2.60
Health and Welfare	\$6.10	
Local Training Fund	\$0.25	
Supplemental Pension	\$3.75	

APPRENTICE RATES

<u>Grade 1 Apprentice</u>		<u>National Pension</u>	<u>H&W</u>	<u>Supp Pension</u>
Class 1	45%	\$0.00	\$5.06	\$0.25
Class 2	50%	\$0.00	\$5.06	\$0.25
Class 3	55%	\$2.55	\$6.10	\$0.00
Class 4	60%	\$2.55	\$6.10	\$0.00

Grade 2 Apprentice

Class 1	65%	\$2.55	\$6.10	\$3.75
Class 2	70%	\$2.55	\$6.10	\$3.75
Class 3	75%	\$2.55	\$6.10	\$3.75
Class 4	80%	\$2.55	\$6.10	\$3.75
Class 5	85%	\$2.55	\$6.10	\$3.75
Class 5	90%	\$2.55	\$6.10	\$3.75

**TEAMSTERS
APPENDIX A**

WAGE RATES

<u>GROUP</u>	<u>09/03/01</u>	<u>06/01/04</u>
I	\$18.74	\$18.64
II	\$21.01	\$20.91
III	\$21.05	\$20.95
IV	\$21.34	\$21.24
V	\$21.45	\$21.35
VI	\$21.62	\$21.52
VII	\$22.15	\$22.05
VIII	\$22.48	\$22.38
FOREMAN OR DISPATCHER -	\$1.00 over highest scale supervised	
GENERAL FOREMAN -	\$1.00 over highest foreman supervised	
Truck-tractor pulling 2 trailers	Add \$.10 yardage scale (for second trailer)	
Truck-tractor pulling 3 trailers	Add \$.20 yardage scale (for second trailer)	
Truck pulling Farm, Tilt, Drop, Utility and Pole Trailer, except semi-trucks or Lowboys	Add \$.15 over yardage scale	

FRINGE PAYMENTS

	<u>09/01/03</u>	<u>06/01/04</u>	<u>08/30/04</u>
Health and Security	\$4.93	\$5.43	
Pension	\$3.82		\$3.73
Training	\$0.25		
Program for Enhanced Early Retirement (P.E.E.R.)	\$0.52		\$0.61

APPRENTICESHIP RATES

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

CLASSIFICATIONS:

GROUP I

Escort Driver or Pilot Car
Helper or Swamper
Pickup hauling employees or material

GROUP III

Bus Driver or employee haul
Flat Bed Truck, dual rear axle
Power Boat hauling employees or material

GROUP IV

Buggy Mobile and similar
Bulk Cement Tanks and Spreader
Power Operated Sweeper
Straddle Carrier (Ross, Hyster, and similar)
Water Tank Truck: 0 - 4,000 gallons

GROUP VI

A-Frame
Service Greaser
Tire person
Trucks, side, end, bottom, and articulated end dump:
up to and including 12 yds.
Warehouseperson, to include shipping and receiving
Water Tank Truck, 4,001 - 8,000 gallons

GROUP VIII

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.

GROUP II

Ambulance Driver (when in operation)
Fish Truck
Flat Bed Truck, single rear axle
Fork Lift, 3,000 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 1,800 gallons

GROUP V

Auto Crane: 2,000 lbs. capacity
Dumpton: 6 yds. and under
Flat Bed Truck with hydraulic system
Fork Lift: 3,001-16,000 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

GROUP VII

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 DW's 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 incl. 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 with trailer, gallonage or
yardage scale, whichever is greater
Vacuum Truck (super sucker, guzzler, etc.)
Water Tank Truck, 8,001 - 14,000 gallons