INL SITE STABILIZATION AGREEMENT

(SSA)

APPENDIX A

WAGE RATES

EFFECTIVE DATE

JUNE 1, 2019

THROUGH

MAY 31, 2020

DOCUMENT REVISION LOG

Doc. Title: INL SSA APPENDIX A

Rev. Date	Description of Change	Rev. No.
JUN. 1, 2019	APPENDIX A UPDATES	0 – 2019-2020

APPENDIX A
WORKING CONDITIONS FOR ALL CRAFTS

1. Where private cars must be parked in a designated parking area or are prohibited from entering the work area of a project, a man haul shall be discussed, and where deemed necessary, provided.

2. Special clothing or equipment, when deemed necessary, shall be furnished by the Contractor to an employee, including but not limited to the following: approved safety hats, rubber pants or equal, rubber boots, raincoats, life jackets, rubber gloves and foul weather hard hat liners. The employee may be charged for special clothing or equipment issued to him that is not returned to the Contractor. The employee shall not be charged for normal wear and tear nor for loss which occurs on the job and is beyond his control. ***The Employer shall make available cool, potable drinking water all times. (Footnote 6, Executive Board 11/07/1984)***

3. Employees shall not be required, nor permitted, to furnish their own vehicle for job purposes.

4. When an employee receives orders from more than one designated foreman, he shall follow the last order received. He shall not be discriminated against in any way for doing so.

5. When an employee is assigned to work at more than one classification during one-half of a shift, he shall be paid at the wage rate for the highest classification worked during the one-half shift. No employee shall be required to work at a lower rate of pay than the one at which he was dispatched unless the employee has been notified, and the employee shall have the choice to accept the lower rate or be terminated with a reduction in force.

6. An employee suffering an industrial injury who is advised not to resume work by his foreman or first-aid attendant, or by a physician to whom he has been referred, shall be paid on his usual basis for the entire shift on which the injury occurred.

7. The Contractor will replace employees' tools and clothing if damaged or lost by fire, flood, or forced entry while on the Contractor's project or premises, or while being conveyed in the Contractor's vehicle. Where necessary, the Employer shall provide a safe and secure place on the job for the storage of tools and clothing, both during and after working hours.

8. Fringe benefit, trust funds, bonds, qualifications and penalties provisions within the local area collective bargaining agreements shall apply.

(Footnote 5, Executive Board 11/07/1984,
(Footnote 50, Executive Board 09/15/2011)

9. Wages shall be payable on the job during working hours on day designated. All wages due shall be paid in lawful currency or by negotiable check payable on demand at par. ***In the event of a termination other than a quit, the employee will be paid at the time of termination.*** Each employee shall be given a separate check stub or prepared slip, showing the information required by law. Any additional time spent in waiting for paychecks shall be paid at the applicable rate. ***This provision shall not apply if a good faith effort was made by the Employer to make a timely payment of wages. If the employee receives his/her payroll check and the amount due is incorrect but the amount that is incorrect is less than 5% of the full amount due, the employer shall pay the corrected amount on the next regularly scheduled pay day. The employee shall be notified of the wage adjustment on the next paycheck stub identifying the corrected amount. In the event of a layoff, the employee shall be paid off in full.***

10. Employees dispatched with special skills or qualifications, as provided for within the agreement, shall regularly utilize those skills or qualifications.

11. Craft work which has customarily and historically been performed at the jobsite or in the shop of the employer by employees covered by the local area collective bargaining agreement, shall continue to be performed at the jobsite or in the shop of the employer by such employees.

12. Any employee who is sent to work by the employer to an area outside the territory of this agreement shall receive a basic day's pay for eight (8) hours for each day spent in traveling, plus his actual transportation, lodging and meals. All traveling done on Saturdays, Sundays, or holidays shall be paid at the basic rate.

13. On all energized circuits or equipment carrying 440 volts or over, as a safety measure, two (2) or more journeymen must work together.

14. On overtime, if employees are directed to work beyond the tenth (10th) hour, at the end of the tenth (10th) hour the employee shall be paid one-half hour to eat a meal, and the same provision shall apply each four (4) hours thereafter. No employee shall be required to work in excess of four (4) hours without a break.

15. As it pertains to shift changes for individual employees, there shall be no more than two shift changes in a seven-calendar-day period.

(Footnote 15, Executive Board 11/20/1995, Footnote 45 Executive Board 1/26/2010, <u>Footnote #50, Executive Board 9/15/2011)</u>

16. Payday will fall on a normal workday.

16.1 Pay checks shall be distributed as enumerated below:

1. ***Paycheck will be at the jobsite on the designated payday, or***
2. ***Mailed to the employee, postmarked the date of the designated payday, or***
3. ***Direct deposit if available, and requested by the employee on a continuing basis, or***
4. ***Upon the employee's request, paycheck held by the employer until the next normal workday or***
5. ***Upon the employee's request given to a co-worker for delivery to the employee.***

16.2 In the event that the designated pay day occurs during an EMPLOYEE'S scheduled non-working days, (i.e., Alternating 4 Ten-Hour Shift Operation), the EMPLOYEE may pick up his pay at the EMPLOYER'S (southeast Idaho) business office during normal offices hours on the designated pay day or consecutive scheduled non-working days until the EMPLOYEE'S next scheduled working day, at which time the pay will be payable at the jobsite during working hours.

(Footnote 33, Executive Board 1/3/1991,2/13/1991,6/23/1993)

17. ***Training and medical examinations related to construction work are covered by the INL Site Stabilization Agreement, including per diem.***

(Footnote 54, Executive Board 03/09/2017)

18. EMPLOYERS shall pay the current Appendix A: Classifications, Wages & Benefits, and all mandatory payroll taxes and Per Diem Pay. If Employer and Union mutually agree, the Employer can combine base rate and per-diem pay. The new Base Rate shall be equal to or greater than the base rate plus per-diem pay. Using this method of payment, the Union waives its right to grieve for per-diem pay. The Site Labor Coordinator shall be notified upon using and when terminating this method of payment.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
ASBESTOS WORKERS / HEAT & FROST INSULATORS (Effective 6/01/19 – 05/31/20)						
Journeyman	$ **36.07**	$ -0-	**$ 7.63** (a,b,c)	**$ 6.87**	$ **0.40** (d)	
General Foreman	Wage rates are negotiated between the Contractor and the Foreman - usually $1.50 to $2.00 over the mechanics wage rate - 5% minimum.					

(a) Defined Pension Fund: **$ 5.51**

(b) Individual Pension Fund:

Class II	$ **2.00**
Class III	$ **3.00** *
Class IV	$ **4.00** *
Class V	$ **4.45** *

* If an Employee is listed in Class III through V, then the difference in the Individual is deducted from the Employee's base rate.

(c) Occupational Health: $ 0.12

==========

DEDUCTIONS

(d) Total contribution to the Apprenticeship Fund is eighty cents, ($.80) for each hour worked for workers covered under this agreement. The Apprenticeship Fund is funded by a co-contribution of forty cents ($.40) Employer contribution and forty cents ($.40) Employee contribution which is deducted from the employee's taxable gross wages.

(e) Dues Checkoff (per hour): $ 6%
(f) Political Action Checkoff: $ 0.01

==========

REQUIRED TOOL LIST:

Basic Tools: Tape measure; knife; bull nips; scissors
Secondary Tools - Insulation Workers employed in the trade longer than three (3) months:
Pointing trowel; tin snips, aviation snips - left, right and straight; keyhole or compass saw; rubber bands or springs; chalk box with chalk; mallet or beater; paste brush; tool kit or bag pouch; dividers; punch or awl; screwdrivers; paltry lacing needle (hook); mitre chart; flat trowel; hand saw; large rubber gloves.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
BOILERMAKERS (Effective 06/01/19 – 05/31/20)						
Journeyman	**$ 38.22**	$ 4.00 (**c**)	$ 15.03 (**a**)	$ 8.57	**$ 1.84** (**b**)	
Ass't Foreman	**$ 39.72**	$ 4.00 (**c**)	$ 15.03 (**a**)	$ 8.57	**$ 1.84** (**b**)	
Foreman	**$ 41.22**	$ 4.00 (**c**)	$ 15.03 (**a**)	$ 8.57	**$ 1.84** (**b**)	
General Foreman	Rate to be negotiated					

(**a**) (**a**) Pension Fund: $ **14.03** straight time; $ **21.05** time and one-half; $ **28.06** double time.
and
National Annuity Fund: $ 1.00 straight time; $ 1.50 time and one-half; $ 2.00 double time.

(**b**) Apprenticeship Fund: **$ 1.50**
MOST Training Fund: $ 0.34

(**c**) Vacation trust payments are to be at straight time hours worked and at the applicable overtime rate for hours worked beyond straight time hours.

DEDUCTIONS:
(d) Field Dues Assessment: $ 6% (calculated on all taxable gross wages, i.e., actual wage plus vacation pay)

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
BRICKLAYERS (Effective 06/01/19 – 05/31/20)						
Journeyman	**$ 29.76 (b)**	$ -0-	$ **7.69 (a)**	$ **7.63**	$ **0.46**	
Foreman	$1.00 per hour over Journeyman rate.					

(a) N.W. Pension:	**$ 6.19**
N.W Pension (PPA)	$ **0.70**
Bricklayers Int'l Pension Fund:	**$ 0.50**
Pension Protection Act (PPA**) IPF**	**$ 0.30**
=	**$ 7.69**

(b) Over 4 continuous hours on a saw will be $.25 extra per hour

DEDUCTIONS

(c) Working Dues Assessment: $ **4%**

REQUIRED TOOL LISTS

Levels; trowels, jointers; brick hammer, brushes.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	CREDIT UNION PROVISION	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
CARPENTERS (Effective 06/01/19 – 05/31/20)						
Group I	$ **28.65** (**a**)	$ 2.40	**$ 7.76**	**$ 6.25**	$ **0.58**	(**b**)
Group II	$ **29.01** (**a**)	$ 2.40	**$ 7.76**	**$ 6.25**	$ **0.58**	(**b**)
Group III	**$ 29.22** (**a**)	$ 2.40	**$ 7.76**	**$ 6.25**	**$ 0.58**	(**b**)

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.

General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

(**a**) $1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

(b) Benefits apply to Journeymen and Apprentices

NOTE: The credit union provision for each hour worked is added to the gross pay and treated as income for tax purposes only. The total amount of the credit union provision is then deducted from the net pay for every hour worked and sent along with the benefit remittance to the Trust Bank with the non-taxed benefits**.**

DEDUCTIONS:
(Effective 06/01/12)

Dues Checkoff - **4%** of the base dispatched rate, converted to cents per hour.

(Deducted from wages – paid monthly by the fifteenth (15) day of the month following the month in which they are deducted

GROUP DEFINITIONS

GROUP	DEFINITION
1	Carpenter, Floor Layer, Shingler, Drywall Applicator and Installer of metal studs, metal framing, acoustical material, metal partitions, porcelain and enamel and metal panels, Marlite and rigid or flexible plastic laminates, weather-stripping and insulation, lather, **HAZARDOUS WASTE WORKER.**
2	Saw filer, Stationary Machine Operator, Piled riverman, Bridgeman, Wharf Builder, Automatic Pile Threader, HAZARDOUS **WASTE WORKER.**
3	Millwright and Machine Erector, Piled riverman's Boom Man, **HAZARDOUS WASTE WORKER.**
4	Diver, **HAZARDOUS WASTE WORKER.**

REQUIRED TOOL LIST:

1 Claw Hammer, 16 oz..; 1 16' tape; 1 8-point handsaw; 1 combination square; 2 nail sets; 1 chalk box, 100'; 1 plumb bob; 1 24' or 28' level; 1 framing square R100B or equal; 1 18" pry bar; 1 12" wrench adjustable; 1 7" vise grip; 1 tool box with lock; and 1 pair carpenter overalls or belt.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
CEMENT MASONS (Effective 6/01/19– 05/31/20)						
Group I	$ **23.67** (**a**)	**$ 2.50**	**$ 10.09**	$ **8.25**	$ 0.30	
Group II	**$ 24.05** (**a**)	**$ 2.50**	**$ 10.09**	$ **8.25**	$ 0.30	
Foreman	highest	Working Foreman shall receive one dollar ($1.00) per hour over the classification of Cement Mason supervised.				
General Foreman	Salary negotiated between man and contractor.					

(**a**) $1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

NOTE: The Vacation Fund provision for each hour worked is added to the gross pay and treated as income for tax purposes only. The total amount of the Vacation Fund provision is then deducted from the net pay for every hour worked and sent along with the benefit remittance to the Trust Bank with the non-taxed benefits.

DEDUCTIONS:
(Effective 01/01/05)
Dues Checkoff - (Deducted from net wages) $0.55 per hour for all hours worked

GROUP DEFINITIONS

GROUP	DEFINITION
1	Journeyman Cement Mason, (including, but not limited to, hand chipping and patching; all types grouting and pointing of all concrete construction; screed setting including screed pins; dry packing of all concrete including Embeco; plugging and filling all voids, etc., concrete construction; waterproofing of concrete with Thoroseal or similar materials), **HAZARDOUS WASTE WORKER.**
2	Cement Mason (Magnesite, terrazzo and mastic composition, two component epoxies; Clary and similar type screed operator; sandblasting of concrete for architectural finishes only; power shipping and bushhammer; all color concrete work; power trowel operator; power grinder operator; gunite and composition floor layer, **HAZARDOUS WASTE WORKER.**

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
ELECTRICAL WORKERS						
Inside Wiremen (Effective 06/01/19 – 05/31/20)						
Journeyman	$ **33.73** (a)	$ -0-	**$ 7.51 (b)+(e)+(c)**	$ **8.15 (f)**	**(d)**	(b)
Foreman	10% over the Journeyman's base rate.					
General Foreman	20% over the Journeyman's base rate.					

(a) When a Welder is required to certify, or has held ASTM certifications within the last 2 years, he will receive Welder's pay on an hourly basis at **5%** per hour over the regular base rate for a minimum of 2 hours while engaging in welding activities, when job requirements specify certification.

(b) 8th Dist. Annuity Fund: **$ 1.50**
(c) National Elec. Benefits Fund: **3%** of gross wages;
(**d**) Inside Wiremen Apprenticeship Fund: **3%** of gross monthly payroll
(e) Pension: **$5.00**
(f) Health & Welfare: **$6.90**
Personal Care Account: **$125**

DEDUCTIONS:

(g) Effective 6/1/05 self-contribution of $.50 increments to a maximum of $8.00. Elective deferrals may be made upon new hire or first full pay period in August and February to the 8th District 401(k) Annuity Fund.

(**h**) Dues Checkoff - Inside Wireman: 4.5%
3rd-6th period Apprentices: 4.5%
1st-2nd period Apprentices: 2.5%

(i) Vacations Savings Plan (Effective 09/01/07) IBEW members will be able to voluntarily self-contribute to a Vacation Savings Plan. The only obligation of the Employer will be to deduct and forward the specified amount to the Local Union monthly along with the payroll report. The Local Union will then deposit the money into the individual employee's vacation account at an acceptable bank or credit union specified by the Local Union.

Employees may contribute to their account in fifty cent ($.50) increments per hour. The employee may change his/her contribution rate at six-month intervals or upon hire to the Employer. Employees may withdraw money from their account when desired and up to the amount available within the rules of the banking institution.

REQUIRED TOOL LIST (Inside Wiremen Only):
Knife; pencil; Tape (not to exceed 25'); all pliers; Sheet Rock saw; Category 3 or better Voltage Tester and/or Multimeter; Allen Wrenches through 3/8 inch, and/or ½"; plumb bob; hand hammer; wood chisel; hacksaw frame; all screwdrivers; tool pouch; crescent wrench, 8" or 10"; tool box; flashlight; center punch; wire strippers, small; level, small; square, small; National Electrical Code, current; 6 pc., 3/8" SAE socket set with ratchet; Stick Rule (optional); Offset Level (no-dog) (optional).
==========

Note: Line Construction wages are reflected in a separate agreement.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	HRA (Bene Card)	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
IRONWORKERS (Effective 06/01/19 – 05/31/20)						
Journeyman	$ **29.41**	$ .50	**$ 7.25**	$ **7.00**	$ **1.00**	(**a**)
Foreman	$ **33.05**	$ .50	**$ 7.25**	$ **7.00**	$ **1.00**	(**a**)
General Foreman	**$ 35.17**	$ .50	**$ 7.25**	$ **7.00**	**$ 1.00**	(**a**)

(**a**) Annuity Fund
Ironworkers & Apprentices: **$ 6.00** per hour

DEDUCTIONS:

(c) Savings Bond Deduction: $ 25.00 minimum per week
Requires approved payroll deduction authorization form

(d) Dues Checkoff: $ 5% **of gross wages**
(Effective 10/22/12)

REQUIRED TOOL LIST:

Pliers; hammer; rule; belt.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	TRAINING FUND	OTHER (SEE NOTE#)
LABORERS (Effective 06/01/19 – 05/31/20)						
Group I	**$ 29.58 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group II	**$ 29.73 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group III	**$ 29.91 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group IV	**$ 30.12 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group V	**$ 30.21 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group VI	**$ 30.67 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group VII	**$ 31.16 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group VIII	**$ 30.33 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group IX	**$ 30.29 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	
Group X	**$ 30.30 (a)**	$ -0-	$ 4.75 **+(b&c)**	$ 7.07	$ 0.35	

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.
General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

(**a**) $1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

(b) ($0.13) - The Executive Board acknowledges that the Pension Protection Act requires employers contributing to The Idaho Signatory Laborers Trust begin paying a surcharge of 5% (13 cents) per hour worked, effective June 1, 2008, in accordance with notice from the Trust.

(c) ($1.12) - The Executive Board determined that Signatory Employers will increase the contribution rate by $1.12 (in addition to the above $0.13) effective September 1, 2008.

DEDUCTIONS:

(c) Dues Checkoff **(Effective 06/01/04)** - 2.5% of total package per hour for all hours worked. (Deducted from net wages)

(d) 401(k) Plan: **(Effective 1/1/99)** The Employer shall provide for a voluntary deduction on an individual basis and forward to the employee's designated individual 401(k) account through the administrator of the existing Trust at no cost to the employer. The amounts that may be contributed will be in amounts of .25 cents; .50 cents; $1.00; $2.00; or $3.00 per hour. The participant may change the amount of the contribution each time he/she is dispatched and on the first day of January, April, July or October. Contributions may be stopped at any time

(e) Effective 01/01/08 – Organizing Fund - $0.05 per hour (deducted after taxes from net wages).

GROUP DEFINITIONS

GROUP	DEFINITION
1	General Laborers, slope clearing and grading, form stripper, concrete crew, concrete curing crew (by any means including covering, hardening compound and waterproofing), Carpenter tender, asphalt Laborer, hopper tender, flagman (including pilot car), watchman, heater tender, stake jumper, choker setter, spreader and weighman, power wheelbarrow, scouring concrete, rip rap man (hand placed), fence erector and installer - manual or mechanical (includes the installation and erection of fences, guard rails, median rails, reference posts, guide posts and right-of-way markers), crusher helper, cribbing and shoring (in open ditches), machinery & parts cleaner, leverman - manual or mechanical, demolition - salvage, landscaper, tool room man, janitor, asbestos abatement laborer, **HAZARDOUS WASTE WORKER.**

GROUP DEFINITIONS

GROUP	DEFINITION
2	Chuck tender, drill helper, air tampers, gunite nozzleman tender, pipe wrapper, tar pot tender, concrete sawyer, concrete grinder, signalman, handling cement, dump man, steam nozzleman, air and water nozzleman (green cutter, concrete), vibrator (less than 4"), pump Crete and grout pump crew, hydraulic monitor, hydro blaster, **HAZARDOUS WASTE WORKER.**
3	Pipe layer including sewer, drainage, sprinkler systems and water lines, free air caisson, jackhammer, paving breaker, chipping gun concrete, powderman helper, asphalt raker, gasoline powered tamper, electric ballast tamper, sand blasting, form setter - airport paving, gunman (gunite), manhole setter, hand guided machines such as rotor tillers, trenchers, post hole diggers, walking garden tractors, etc., form setter (highway - curb and gutter), vibrator (4" and over), metal pan installer, cutting torch, **HAZARDOUS WASTE WORKER.**
4	Hod carrier, mason tender, plasterer tender, mason tender, (concrete), terrazzo-tile tender, **HAZARDOUS WASTE WORKER.**
5	Highscaler, wagon drill, grade checker, gunite nozzleman, timber faller and bucker, **HAZARDOUS WASTE WORKER.**
6	Diamond drill, drillers on drill with manufacturers rating 3" or over, certified pipe welder, **HAZARDOUS WASTE WORKER.**
7	Powderman, **HAZARDOUS WASTE WORKER.**
8	Underground rebound man, chuck tender, nipper, dump man, vibrator (less than 4"), brakeman, muckers, bullgang, **HAZARDOUS WASTE WORKER.**
9	Underground form setter and mover, HAZARDOUS **WASTE WORKER.**
10	Underground minders, machinemen, timbermen, steelmen, drill doctors, spaders and tuggers, spilling and/or caisson workers, vibrator (over 4"), **HAZARDOUS WASTE WORKER.**

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
OPERATING ENGINEERS (Effective 06/01/19 – 05/31/20)						
Group 1	**$ 30.00 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 2*****	**$ 30.47 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 3	**$ 31.15 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 4	**$ 31.40 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 5*****	**$ 32.10 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 6*****	**$ 32.40 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 7*****	**$ 33.06 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 8	**$ 33.53 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 9	**$ 34.00 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	
Group 10	**$ 33.41 (a)**	$ -0-	**$ 6.00**	$ **7.85**	$ 0.50	

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.

General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

(**a**) $1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

*** Groups 2, 5, 6,** and **7** receive the following **Long Boom pay**:

A. Crane Booms, 100 ft. to 150 ft., fifteen (15) cents over scale.
B. Crane Booms, 150 ft. to 200 ft., thirty (30) cents over scale
C. Crane Booms, over 200 ft., forty-five (45) cents over scale

NOTE: When the Crane Operator receives additional pay for long boom, the Oiler shall also receive such additional pay. In computing the length of the boom on Tower Cranes, they shall be measured from the base of the tower to the point of the boom.

DEDUCTIONS
Union Programs - $.05 (Five Cents) per hour for all hours worked (Deducted from net wages.)
Effective 12/01/2016
Dues Checkoff: 2% of gross wages

GROUP DEFINITIONS

GROUP **DEFINITION**

1 Brakeman, crusher plant feeder (mechanical), deckhand, drill helper, grade checker, heater tender, land plane, pumpman, rear chainman, **HAZARDOUS WASTE WORKER.**

2 Air compressor, assistant refrigeration plant operator, bell boy, bit grinder operator, blower operator (cement), bolt threader machine operator, broom, cement hog, concrete mixer, concrete saw - multiple cut, discing - harrowing or mulching (regardless of motive power), distributor leverman, drill steel threader machine operator, fireman - all, heavy duty mechanic helper or welder helper, hoist - single drum, hydraulic monitor operator - skid mounted, oiler (single piece of equipment), crusher oiler, pugmixer - box operator, spray curing machine, tractor - rubber tired farm type using attachments, **HAZARDOUS WASTE WORKER.**

3 A-frame truck (hydra lift, Swedish cranes, Ross Carrier, hyster on construction jobs), battery tunnel locomotive,

belt finishing machine, cable tenders (underground), chip spreader machine (self-propelled), head chainman, hoist - 2 or more drums or tower hoist, hydralift - fork lift and similar (when hoisting), oilers (underground), power loader (bucket elevator, conveyors), rodman, road roller (regardless of motive power), Bobcat, Skid-steer, Tugger, **HAZARDOUS WASTE WORKER**

4 Boring machines (earth or rock), quarry master - Joy - tractor mounted, Drills: Churn - Core - Calyx or Diamond, front end or overhead loaders and similar machines - (up to and including 4 yds.) - (rubber tired), grout pump, hydra-hammer, locomotive engineer, longitudinal float machine, mixermobile, spreader machine, **GPS grade checker,** tractor - rubber tired - using backhoe, transverse finishing machine, trenching machines, Waggoner Compactor and similar, asphalt spreaders, Groundman on Rotomill, Trenching machine to include ditch-witch (chain type), **HAZARDOUS WASTE WORKER**

5 Concrete plant operator, concrete road paver, (dual), elevating grader operator, Euclid elevating loader, generator plant operator - mechanic (diesel electric), post hole auger or punch operator, power shovels, backhoes and draglines - under 3/4 yd., pumpcrete, refrigeration plant operator, road roller (finishing high type pavement), skidder - rubber tired, sub grader, instrument man, multiple station belt line operator, screed operator, **HAZARDOUS WASTE WORKER**

6 Asphalt pavers - self-prop., asphalt plant operator, blade operator (motor patrol), concrete slip form paver, cranes - up to and including 50 ton, crusher plant operator, derrick operator, drilling equipment (bit under 8") - (Robbins Reverse Circulation and similar), front end & overhead loader & similar machines (over 4 yds. & including 7 yds.), Koehring scooper, mucking machine (underground), multi-batch concrete plant operator, piledriver engineer, power shovels, backhoes and draglines (3/4 yd. to and including 3 1/2 yds.), **service oiler,** tractor - crawler type - including all attachments, refrigeration plant operator (over 1,000 tons), trimmer machine operator, concrete pump boom truck, all scrapers (up to and including 40 yds.), Asphalt transfer machine (Roadtec, Blawnox or shuttle buggy), Bending machine, Pulverizer, Robotics operator, Rotomill, Threncher machine (wheel or bucket),Vacuum/Super-sucker/Vactor operator, **HAZARDOUS WASTE WORKER**

7 Tower Crane operator, cableway operator, continuous excavator (Barber-Greene WL-50), cranes - over 50 ton, dredges, drilling equipment (bit 8" and over) - (Robbins Reverse circulation & similar), fine grader - CMI equivalent, front end & overhead loaders & similar machines - (over 7 yds..), **heavy duty mechanic or welder,** power shovels & draglines over 3 1/2 yds., quad type tractors with all attachments, all scrapers, pulling wagons, belly dumps and attachments (over 40 yds. to and including 60 yds.), multiple scraper units, **HAZARDOUS WASTE WORKER**

8 Scrapers - Euclid & similar pulling wagons, belly dumps and attachments (over 60 yds. to and including 80 yds.), Blade/Motor patrol when remote grade controls device is used, Dozer when remote grade control device is used, **HAZARDOUS WASTE WORKER**

9 Scrapers - Euclid & similar pulling wagons, belly dumps and attachments (over 80 yds. to and including 100 yds.), **HAZARDOUS WASTE WORKER**

10 Scrapers - Euclid & similar pulling wagons, belly dumps and attachments (over 100 yds.), **HAZARDOUS WASTE WORKER**

WORKING CONDITIONS - OPERATING ENGINEERS ONLY

1. Crews on power shovels, draglines, clamshells, whirleys, hammer heads, stifflegs, derricks, backhoes with 360-degree swing, gradalls, cranes and truck cranes shall consist of an operator and oiler or fireman (assistant to operator).

   On cranes (25 tons and under) and Oiler shall be optional. If a second man is needed, he shall be an Operating Engineer.

   On backhoes and shovels, the Oiler shall be required to be qualified to perform grade checking duties in addition to his duties as an oiler.

By mutual agreement between the Contractor and the Union, one Oiler may be used to service two cranes that are operating in close proximity to one another. In such cases, the Oiler shall receive the Service Oiler rate of pay.

In special circumstances and other special conditions, size of crane crews may be adjusted providing the parties mutually determine, by conference, the requirements necessary to meet the conditions that prevail. When, in the opinion of the parties, any machine under the jurisdiction of this Union requires an assistant to the Operator, he shall be a man covered by this Agreement and shall be under the supervision of the Operator at all times.

2. All Operators and Oilers on rental equipment, within the jurisdiction of this agreement, shall be permitted to move from job to job as directed by the renter.

3. A compressor operator shall be assigned to attend the compressors on a project where the capacity of the compressors exceeds 1500 cubic feet per minute.

4. Side curtains and fans shall be furnished to protect employees during appropriate periods of weather. Side curtains damaged willfully or by negligence shall be subject to replacement by employees concerned - fair wear and tear expected. Adequate windshield, fenders and/or splash boards will be provided on rubber-tired scrapers. A cab and heater will be required on motor patrols.

   Rubber tired tractors, scrapers and front-end loaders, when ordered factory new by a contractor after this agreement is signed by the contractor, shall be equipped with cabs and heaters.

5. In the event the crane operator on any project believes that signals given to him by a signalman are dangerously beyond the capacity of the machine or are likely to endanger the lives of other workmen, he may refuse to obey such signals provided he immediately contacts his supervisor and explains the circumstances.

6. This section shall not prevent employees of equipment dealers from performing normal service or repairs to equipment under the terms of a factory warranty. However, such equipment dealers' employees shall be limited to service and repair provided under the standard warranty of the manufacturer or dealer. Where regular mechanics are employed on the job, and warranty mechanics perform warranty work, such work shall be performed on a ratio of one-to-one.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
PAINTERS, TAPERS, SOFT FLOOR LAYERS & GLAZIERS **(Effective 06/01/19 – 05/31/20)**						
	$ 31.00	$ -0-	**$ 5.87**	**$ 4.60**	$ 0.10	

Foreman 7% per hour over Journeyman scale of the highest classification under his/her supervision.
General Foreman 12% per hour over Journeyman scale of the highest classification under his/her supervision.

DEDUCTIONS:

(a) Dues Checkoff: 3.99% of gross wages.
(Effective 06/01/2019)

REQUIRED TOOL LIST:

Hammer; broad knife (3" or 4"); putty knife; screwdriver; and 4" duster.

==========

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
PIPEFITTERS (Effective 06/01/19 – 05/31/20)						
Journeyman	$ **38.28**	$ -0-	$ **9.15** (**a**)	$ **6.10**	$ 0.85 **(b)**	
Welder, Nonde-structive Testing	**$ 41.96**	$ -0-	**$ 9.15** (**a**)	**$ 6.10**	$ 0.85 **(b)**	
Material Man	**$ 41.96**	$ -0-	**$ 9.15** (**a**)	**$ 6.10**	$ 0.85 **(b)**	
Pipe Bender, Process Piping	**$ 41.96**	$ -0-	**$ 9.15** (**a**)	**$ 6.10**	$ 0.85 **(b)**	
Detail Man	**$ 41.96**	$ -0-	**$ 9.15** (**a**)	**$ 6.10**	$ 0.85 **(b)**	
Foreman	**$ 43.65**	$ -0-	**$ 9.15** (**a**)	**$ 6.10**	$ 0.85 **(b)**	
General Foreman	**$ 46.52**	$ -0-	**$ 9.15** (**a**)	**$ 6.10**	$ 0.85 **(b)**	

(a) National Pension Fund: $ 2.45
Idaho Pipe Trades Trust: **$ 6.20**

(b) Training Fund: $ 0.75
U.A. Training Fund: $ 0.10

DEDUCTIONS:

(c) Idaho State Pipe Trades Assessment Fund: $ 0.20 per hour

(d) Dues Check-Off **(effective 7/1/02)** 5.125% of actual hrs. worked, not to exceed 40 hrs. per week, based on the basic Journeyman & Apprentices wage rate.

(e) U.A. Organizing Fund $ 0.10 per hour

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
ROOFERS (Effective 06/01/19 – 05/31/20)						
Journeyman	**$ 21.25**	$ -0-	**$ 7.84**	**$ 9.40**	$ -0-	
Foreman	**$ 22.57**	$ -0-	$ **7.84**	**$ 9.40**	$ -0-	
General Foreman	**$ 25.94**	$ -0-	$ **7.84**	**$ 9.40**	$ -0-	

DEDUCTIONS:

(a) Dues Checkoff: $ 1.00 per hour

(b) Working Assessment: $ 0.80 per hour

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
SHEET METAL WORKERS (Effective 06/01/19 – 05/31/20)						
Journeyman (+**b,c,e,f**)	**$ 29.49**	$ **(f)**	**$ 6.72**+(d)	**$ 10.19**	$ **0.89**	(**a**)
Foreman (+**b,c,e,f**)	**$ 32.91**	$ **(f)**	**$ 6.72**+(d)	**$ 10.19**	$ **0.89**	(**a**)
General Foreman (+**b,c,e,f**)	**$ 34.61**	$ **(f)**	**$ 6.72**+(d)	**$ 10.19**	$ **0.89**	(**a**)

(**a**) National Training Fund: $ **0.12** per hour
Local Training Fund: $ **0.70** per hour

(b) $ 0.02 per hour for each hour worked by each employee is paid to the Sheet Metal Occupational Health Institute Trust.

(**c**) **3% of the gross wages calculated on Journeyman Base Rate + Pension Fund +(d) N.W. 401(K) Plan + Health & Welfare is paid to SASMI.**

(**d**) $ 0.35 per hour for N.W. 401 (K) Plan

(e) $ 0.01 per hour to International Scholarship Fund

(f) $ 0.03 per hour to National Energy Institute

DEDUCTIONS:

(f) Vacation: $ 1.00 (**Vacation is not withheld from Apprentice wages**)
PAL: $ 0.02 (Requires approval of employee)

(g) Employee Organization Dues: $ 0.50 per hour worked
(Deducted from gross wages)

(h) Contractor agrees to allow voluntary deductions into Northwest Sheet Metal Workers Supplemental Pension Trust (401(K) plan of $0.50, $1.00, $2.00, $3.00, or $4.00.
Employee must complete and sign a form authorizing these deductions and electing amount to be deducted, upon hire.
Employee must give 30 days written notice of cancellation.
Employee may enter or change deduction on March 1, and September 1, of each year.

(i) (Effective 1/11/10) Working Assessment Checkoff – 2.75% of gross wages remitted to local union on the 20th of each month.

REQUIRED TOOL LIST:

Snips R. & L.; 1 pr. bull dog snips; 1 set trammel points; 1 small dolly; 1 plumb bob and chalk box; 1 pr. 8" dividers; 1 hacksaw frame; 1 pr. square nose pliers; 1 sheet metal hammer; 1 pr. tongs; 1 6" screwdriver; 1 6" Phillips screwdriver; 1 hand pipe crimper; bench snips (at least Wiss #18); 1 1/8 hand pop riveter; 1 dove tailer; 2 vise grips; 1 12 ft. steel tape; 1 8" crescent wrench; and 1 scratch awl.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPREN-TICESHIP FUND	OTHER (SEE NOTE#)
SPRINKLER FITTERS **(Effective 06/01/19 – 05/31/20)**						
Journeyman	**$ 30.89**	$ -0-	$ 10.42 (**a+b**)	**$ 10.02**	$ 0.52	
Foreman	**$ 33.56**	$ -0-	$ 10.42 (**a+b**)	**$ 10.02**	$ 0.52	

(a) NASI: $ **6.60**
(b) Supplemental Pension Plan: **$ 3.82**
(Fund may be modified by Union)

DEDUCTIONS:

(c) Dues Checkoff: 5% of gross wages

==========

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
TEAMSTERS (Effective 06/01/19 – 05/31/20)						
Group 1	**$ 27.76 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 2	**$ 28.51 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 3	**$ 28.92 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 4	**$ 29.29 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 5A	**$ 28.92 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 5B	**$ 29.29 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 5C	**$ 29.66 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 5D	**$ 30.70 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 5E	**$ 31.15 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	
Group 5F	**$ 31.95 (a)**	$ 0	$ 7.25 **(b)**	**$ 9.10**	$ 0.25	

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.

General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

(**a**) $1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

(**b**) Basic Plan of Benefits: $ **6.50**
Program for Enhanced Early Retirement (PEER): $ **0.75**

NOTE: Two or four wheeled power tractor with trailer, i.e., Tournatrailer, Athey Wagon, Terra Cobras, Letourneaus, Westinghouse; DW-10, 20, 21, and 24; 619C and similar type equipment when transporting material loaded by external means; also power boom and similar type trucks when performing work within the Teamster jurisdiction, regardless of types of attachment - Base rate from Group 4 or yardage scale from Group 5, whichever is greater.

GROUP DEFINITIONS

GROUP	DEFINITION
1	Leverman loading at bunkers, pilot car or escort drivers, flat bed - 2 axle and pickup hauling material, water tank truck (1,000 gallons and under), ambulance driver, flat bed - 3 axle, fuel truck (1,000 gallons and under), greaser, tireman, serviceman buggymobile, man haul (shuttle truck or bus), **HAZARDOUS WASTE WORKER.**
2	Truck helpers, slurry or concrete pumping truck; flat bed using power takeoff, semi-trailer - low boy - up to 96,000 lbs., GVW; bulk cement tanker - up to 96,000 lbs., GVW; fork lift (bull lift, hydro lift); Ross hyster and similar straddle equipment; "A" frame truck (Swedish crane, Iowa 3,000, Hydro-lift); warehouseman - loading and unloading; forklift, **HAZARDOUS WASTE WORKER.**
3	Water tank truck; fuel truck, over 1,000 gallon; transit mix truck - 0-10 yards; dumptors; warehouseman; counterman, shipping; receiving; cardex; distributor or spreader trucks; field tireman - serviceman, snow plow (truck mounted), **HAZARDOUS WASTE WORKER.**

4 Low boy (96,000 lbs., GVW & over); bulk cement tanker (96,000 lbs., GVW & over); warehouseman general; transit mix truck (over 10 yds.); Turnarocker and similar equipment, **HAZARDOUS WASTE WORKER.**

5A Truck - side, end and bottom dump (0-16 yds. inclusive); **HAZARDOUS WASTE WORKER.**

5B Truck - side, end and bottom dump (16-30 yds. inclusive); **HAZARDOUS WASTE WORKER.**

5C Truck - side, end and bottom dump (30-50 yds. inclusive); Truck mechanic; **HAZARDOUS WASTE WORKER.**

5D Truck - side, end and bottom dump (50-75 yds. inclusive); **HAZARDOUS WASTE WORKER.**

5E Truck - side, end and bottom dump (75-100 yds. inclusive); **HAZARDOUS WASTE WORKER.**

5F Truck - side, end and bottom dump (over 100 yds.); **HAZARDOUS WASTE WORKER.**

(Footnote #40**)** **Teamster Pension Trust** Article XVIII Executive Board 8/21/00
IT IS AGREED by and between each signatory Employer and the International Brotherhood of Teamsters that such Employer hereby subscribes to the various agreements and declarations of trust and policies and procedures of the particular funds into which such Employer will be required to make contributions pursuant to the Idaho National Environmental and Engineering Laboratory Site Agreement, and agrees to be bound thereby and to amendments made or to be made thereto; and authorizes the parties to such trust agreements to name the trustees and successor trustees, and to administer the trusts; and does hereby ratify and accept such trustees and the terms and conditions of said trusts as fully and as completely as if made by each signatory Employer; provided, however, that no amendments or provisions of said trust agreements shall bind the Employer for any financial obligations beyond that set forth in the INL Site Agreement pursuant to which such contributions are made. Said Employer's obligations shall also be considered within and limited by the construction industry exemption of the Employee Retirement Income Security Act ("ERISA"), as amended by the Multiemployer Pension Plan Amendments Act of 1980 ("MEPPA") as long as said Employer is a construction industry employer within the meaning of 29 U.S.C. 1383(b) of ERISA and/or MEPPA. Furthermore, under this Agreement, Employer shall only be obligated to contribute to plans which primarily cover employees in the building and construction industry, or plans which have been amended to provide that the construction industry exemption of Sec. 4203 of ERISA applies.

WORKING CONDITIONS - TEAMSTERS ONLY

1. Whenever a driver is fined, through no fault of his own, because of overload, including maximum weights or load distribution, or faulty equipment, the Employer shall pay all fines assessed against the Employee. If the Employee loses time, he shall be paid for the hours lost at the straight time hourly wage rate.

2. Actual reasonable road expense (meals and lodging receipts required) for Low Boy transport and other drivers will be reimbursed by the Contractor for time spent overnight away from established job site or Contractor headquarters.

3. It is the intent of this Agreement that warehousemen will not drive; drivers will not warehouse. It is also understood that certain situations will merit an overlap of these classifications to avoid gross featherbedding. Any overlap will only be allowed when there is a mutual consent between the Union and the Contractor.