

**INL SITE STABILIZATION
AGREEMENT (SSA)**

APPENDIX A

WAGE RATES

EFFECTIVE DATE

JUNE 1, 2025

THROUGH

MAY 31, 2026

Doc. Title: INL SITE STABILIZATION AGREEMENT & APPENDIX A

Rev. Date	Description of Change		Rev. No.
NOV. 1, 1984	GENERAL	First Edition	1
OCT. 1, 1991	GENERAL	Second Edition	2
MAR. 1, 2007	GENERAL	Third Edition	3
OCT. 1, 2010	GENERAL	Fourth Edition	4
OCT. 1, 2011	GENERAL	Fifth Edition	5
JUN. 1, 2019	APPENDIX A UPDATES – Article VII Clarification – Article XI, “SITE LABOR”		6
JUN 20, 2019	Page updates – Pipefitter, Electrical, Carpenter, SMART App.A corrections		7
July 9, 2019	Carpenters revised wage and benefit rates App. A		8
Aug. 5-2019	Cement Masons: take \$0.15 from vacation-add \$0.15 to H&W		9
Aug. 6-2019	Asbestos/Heat Frost: move \$0.04 from OH to Pension		10
Aug. 8-2019	Asbestos/Heat Frost <u>Effective: 09/02/2019 add 2% to dues (from 6% to 8%)</u>		11
Oct.9,2019	Roofers General Forman changed from \$25.94 to \$25.90 per Roofers Business Manager		12
Oct.14, 2019	Operating Engineers Group 10 correction, change wrong rate of \$33.41 to correct rate \$34.41		13
01/03/2020	Per direction of Rick Clark take \$0.10 from wages and add to IAP, effective <u>01/01/2020</u>		14
01/22/2020	Electricians effective 02/01/2020 take \$0.50 from wages & add to H&W. Change welders pay from 5% to 7.5%		15
02/21/2020	AWL 69 deduct \$0.25 from wages, add to H&W effective 03/01/2020		16
03/06/2020	Per Kris Winget: deduct \$0.41 from wages, add \$0.20 to Pension fund, add \$0.21 to H&W. Revise NASI to read \$6.80 with the effective date: 01/01/20.		17
05/07/2020	Appendix A revision for years 2020-2025; Footnote 26k added, Footnote 30 revised		18
06/01/2020	Carpenters increase to pension \$0.31 from wages		19
06/16/2020	Sheetmetal modify benefit rates		20
07/23/2020	Extend Appendix A through May 31,2021		21
07/29/2020	Incorporate Footnotes into body of SSA		22
07/29/2020	Cement Masons, deduct \$0.15 from vacation and add to Health & Welfare		23
08/10/2020	Corrections to Sheet Metal Appendix A sheet		24
08/10/2020	Add “Large Project Greater than \$50 Million” clause in Article XVII / Article XXIII Standing Board of Adjustment modifications / updated Appendix A end date / Added Appendix D, Executive Board Members/Idaho Building & Construction Trades Directory		25
11/18/2020	Sprinkler Fitters, deduct \$0.52 from wages, add \$0.32 to H&W, add \$0.20 to pension. Effective 01/01/2021 Electricians: Lower the Inside Wireman working assessment from 4,5% to 4% Effective 12/01/2020 Sheetmetal Workers: changed the PAL rate from \$0.02 to \$0.05 Ironworkers: take \$.26 from Apprentice fund, add to (d) Annuity		26
03/01/2021	Heat & Frost Insulators: take \$0.25 from wages, add \$0.25 to Health & Welfare, effective Mar. 1, 2021 ADD: to SSA Statement of Excellence		27
May 18, 2021	To avoid confusion, this revision has been voided due to Appendix A corrections		28
June 1, 2021	Appendix A wage and benefit increase, Article XIV Hiring Hall Procedures, Appendix E Idaho Building Trades General Referral Procedure		29
July 1, 2021	Iron Workers: take \$0.02 from annuity fund and add \$0.02 to Apprenticeship fund. Effective July 1, 2021. Changes to Executive Board members		30
Jan 1, 2022	Electrical Workers Appendix A sheet, delete the (b) designation under the “Other” column; Added item 19 on the Appendix A requirement for each signatory union to submit the Taft Heartly questionnaire to the SLC prior to Feb 1 st of each year; Added Appendix F Taft Heartly Questionnaire; Sprinkler		31

	Fitters Appendix A changes	
Jan 1, 2022	Per Brandt Goble: Dues change from 3.99% to 3.8% effective Jan 1, 2022	32
Jan 11, 2022	<u>Per Steven Overby: EFFECTIVE: Feb 1, 2022, take \$0.20 from wages add \$0.20 to apprenticeship fund. EFFECTIVE March 1, 2022, take \$0.25 from wages and add \$0.25 to H&W.</u>	33
Feb. 1, 2022	Per Steve Overby: EFFECTIVE: Feb 1/ 2022; take \$0.07 from Occupational Health, add to Defined Pension. The Employer will contribute \$2.00 per hour into the Individual Pension Fund for Class II through Class V, then the difference will be deducted from the Employees base wage rate. The Apprenticeship Fund is funded by a co-contribution of forty cents (\$1.00) Employer contribution and forty cents (\$.60) Employee contribution which is deducted from the employee's taxable gross wages.	34
June 1, 2022	Effective June.1 2022. OE move GPS grade checker out of group 4 and move to group 6 to coincide with the Southeast Master Labor Agreement. Appendix A wage and benefit increase. Language added to the Carpenter wage agreement; General Foreman: To be negotiated between the GF and the Company but will be at a rate no less than 12% per hour over the Journeyman scale of the classification under his/her supervision. Language added to the Electrical workers wage agreement; Area General Foreman when needed: Rate will be negotiated with the contractor, minimum rate will be 1.05 times the General Foreman rate. Wage correction to the Labors wage agreement.	35
June 29, 2022	Per Brandt Gobble: (Painters, Tapers, Soft floor layers, & Glaziers) <u>Effective June 01, 2022</u> , dues deductions 3.8% of gross wages + \$0.10/hour	36
July 7, 2022	Per the Executive board meeting July 07, 2022, a motion was presented, seconded, and passed. Effective July 07, 2022 , language was added to Article IX, All company owners and or owner/operators shall comply with Article IX (Signatory Contractor Requirements), Article XIV (Hiring Procedures), all applicable Appendices, and all other terms and conditions of the INL Site Stabilization Agreement.	37
Aug 8, 2022	Per Brandon Leatham (SMART Local #103): Effective: Aug 01, 2022 , wage agreement was simplified for clearer wage allocations and required tool list was removed. Per Jessica Prather (Teamsters Local #983): Effective: Aug 01, 2022 , dues were increased from \$80.00 to \$82.00	38
Nov. 22, 2022	Per Gill Arouxet/Stephen Kramer (Carpenters Local #808): Effective: January 01, 2023 , Note b was added to the Credit Union Provisions heading, OTHER 401K was changed to Annuity, funds allocated to Base Rate, Pension Fund, and Health & Welfare were modified, annuity was added to Note b, and a new Note was added under Deductions along with some language additions.	39
Dec. 22, 2022	Per Ben Gundry (SprinklerFitters #669): Effective: January 01, 2023 , .56 cents was taken from wages and .10 was added to the Pensions fund under NASI and .46 cents was added to Health & Welfare.	40
Jan. 4, 2023	Per Steven Overby (Asbestos Workers #69): Effective: March 01, 2023 , .50 cents was taken from wages and .50 was added to Health & Welfare.	41
Feb 7, 2023	Per Daren Konopaski (Operating Engineers #302) Effective: February 07, 2023 , membership working dues checkoff percentage was changed from 2.0% to 1.75%.	42
June 1, 2023	Per Executive Board meeting April 18, 2023: Effective June 1, 2023 , wage and pension adjustments were made to the Boilermakers to correct the miscalculation made in 2020. A \$1.33 was added to the wage of a journeyman, \$1.37 was added to the wage of an assistant foreman, and \$1.42 was added to the wage of the foreman as well as a \$1.00 being added to each of the pension contributions for these positions. Wage adjustments were also made to the painters because of a calculation error in 2020, and 0.08 cents was added to the current wages. Wage adjustments were made to the sheetmetal workers because of a miscalculation in 2021. 0.03 cents was added to the wage of the journeyman and foreman and 0.04 cents was added to the wage of the general foreman. Per Executive Board meeting on April 18, 2023,	43

	a motion was presented, seconded, and passed. Any affect employee is precluded from seeking redress from the contributing employer for any calculation error stemming from the calendar year 2020 through 2022 allocations under the Site Stabilization Agreement. Per Executive Board meeting April 18, 2023, language was added to the top of Appendix A under Working Conditions for All Crafts as item 20, and reads, "Any revision to the allocation must be submitted corrected prior to the 1 st of June of each calendar year." Appendix A wage and benefit increase and any changes in dues.	
July 11, 2023	Effective: July 10, 2023 , Dues checkoff was changed from \$0.55 to \$0.75 for the Cement Masons per Geoff Kossak.	44
Dec. 20, 2023	Effective: January 1, 2024 , Laborers increased Pension contribution from \$6.60 to \$8.00. The \$1.40 will be deducted from all current wage groups in Appendix A per David Dillon.	45
Feb. 1, 2024	Per Steven Overby (Asbestos Workers #69): Effective: March 01, 2024 , \$0.75 cents was taken from wages and \$0.75 was added to Health & Welfare.	46
June 1, 2024	Effective June 1, 2024 , Appendix A wage and benefit increase and any changes in dues. Appendix tables updated. Revision for the June 1, 2024 , Appendix A Sprinkler Fitters wages and benefits, \$0.46 was moved to Health and Welfare, \$0.10 was moved to NASI Pension, and \$0.02 was moved to the apprenticeship fund per Ben Gundry.	47
Jan 1, 2025	Effective January 1, 2025 , per Ben Gundry Appendix A Sprinkler Fitters wages and benefits, \$0.49 was moved from wages to Health and Welfare and \$0.10 was moved from wages to Pension. Effective January 1, 2025 , per Brandt Goble Appendix A Painters wages and benefits, employee deductions dues were raised from \$0.10 per hour to \$0.25 per hour.	48
Jan 30, 2025	Effective February 1, 2025 , per Steven Overby Appendix A Asbestos Workers wages and benefits, the different Journeyman classes were broken out into separate lines to show how much should be taken out of the wages and going to the Pension fund for each Class, with the note for an additional \$2.00 from the Employer. Furthermore, \$0.25 was moved from the wages under Class V to the Pension and \$0.40 was moved from the wages to the Apprenticeship fund for all Classes.	49
Feb 18, 2025	Effective March 1, 2025 , per Steven Overby Appendix A Asbestos Workers' wages and benefits, \$0.35 was moved from the wages to Health & Welfare for all Classes.	50
May 15, 2025	Effective June 1, 2025 , Appendix A wage and benefit increase. The increases are shown in the wages, as the unions allocate the increase, an updated revision will be sent. The Asbestos Workers and Ironworkers have made their allocations.	51
May 29, 2025	Effective June 1, 2025 , Appendix A allocations have been made by the Bricklayers #1, Carpenters #808, Cement Masons #555, Electricians #449, IUPAT DC 5 #77, Laborers #155, Operating Engineers #302, Plumbers & Fitters #648, SheetMetal Workers #103, and Roofers #200.	52
June 3, 2025	Effective June 1, 2025 , Appendix A allocations have been made by the Teamsters #983.	53
Dec 18, 2025	Effective Jan 1, 2026 , per Steven Overby Appendix A Asbestos Workers' wages and benefits, \$0.30 was moved from the wages to Pension Fund for all Classes, Effective Jan 1, 2026 , per Ben Gundry Appendix A Sprinkler Fitters wages and benefits, \$1.30 was moved from the wages to funds as follows \$0.05 to the Pension Fund, \$1.20 to Health and Welfare, and \$0.05 to the Apprenticeship Fund. Language changes were made to Per Diem Pay and Article XXIV Executive Committee sections. Numbers were added next to the Roman Numeral numbers for quicker reference.	54
Dec 30, 2025	Effective Jan 1, 2026 , per Brandt Goble Appendix A Painters wages and benefits, \$0.10 was added to the employee deduction amount. Per LaMar Hayward, Calvin Beard was added to Appendix D Executive Board	55

	Members.	

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.
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.
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.
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.

(33)

17. Training and medical examinations related to construction work are covered by the INL Site Stabilization Agreement, including per diem.
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.
19. Each Union signatory to the SSA shall submit to the Site Labor Coordinator a copy of their Taft Heartly report from the previous year. This report shall be submitted before March 1st to allow the Site Labor Coordinator time to submit the report to DOE-ID. (see Appendix F)

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
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ASBESTOS WORKERS / HEAT & FROST INSULATORS

(Effective 01/01/2026 – 05/31/2026)

J Journeyman

Class II	\$ <u>48.44</u>	\$ <u>-0-</u>	\$ <u>6.03</u> (a,b,c)	\$ <u>9.22</u>	\$ <u>1.40</u> (d)
Class III	\$ <u>47.44</u>	\$ <u>-0-</u>	\$ <u>7.03</u> (a,b,c)	\$ <u>9.22</u>	\$ <u>1.40</u> (d)
Class IV	\$ <u>46.34</u>	\$ <u>-0-</u>	\$ <u>8.13</u> (a,b,c)	\$ <u>9.22</u>	\$ <u>1.40</u> (d)
Class V	\$ <u>45.29</u>	\$ <u>-0-</u>	\$ <u>9.18</u> (a,b,c)	\$ <u>9.22</u>	\$ <u>1.40</u> (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: \$ 5.82

(b) Individual Pension Fund:

Class II	\$ <u>2.20</u> *
Class III	\$ <u>3.20</u> *
Class IV	\$ <u>4.30</u> *
Class V	\$ <u>5.35</u> *

*The Employer will contribute **\$2.00** per hour into the Individual Pension Fund for Class II through Class V, then the difference will be deducted from the Employees base wage rate.

(c) Occupational Health: \$ 0.01

DEDUCTIONS

(d) **Total contribution to the Apprenticeship Fund is \$1.40 for each hour worked for workers covered under this agreement. The Apprenticeship Fund is funded by (\$1.40) Employee contribution which is deducted from the employee's taxable gross wages.**

(e) Dues Checkoff (per hour): \$ 8%

(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

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>BOILERMAKERS (Effective 06/01/2025 – 05/31/2026)</u>						
Journeyman	\$ <u>51.69</u>	\$ <u>6.00</u> (d)	\$ <u>17.30</u> (a)	\$ <u>8.57</u>	\$ <u>1.84</u> (b)	\$ <u>1.00</u> (c)
Ass't Foreman	\$ <u>53.61</u>	\$ <u>6.00</u> (d)	\$ <u>17.30</u> (a)	\$ <u>8.57</u>	\$ <u>1.84</u> (b)	\$ <u>1.00</u> (c)
Foreman	\$ <u>55.52</u>	\$ <u>6.00</u> (d)	\$ <u>17.30</u> (a)	\$ <u>8.57</u>	\$ <u>1.84</u> (b)	\$ <u>1.00</u> (c)

General Foreman: Rate to be negotiated.

(a) Pension Fund: \$ 15.80 straight time; \$ 23.70 time and one-half; \$ 31.60 double time.
and
 National Annuity Fund: \$ 1.50 straight time; \$ 2.25 time and one-half; \$ 3.00 double time.

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

(c) Western States Boilermakers Industry Fund (WSBIF): \$ 1.00
 Pay is to be at straight time hours worked.

DEDUCTIONS:

(d) Vacation: \$ 6.00 straight time; \$ 9.00 time and one-half; \$ 12.00 double time.

(e) 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	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
<u>BRICKLAYERS</u> (Effective 06/01/2025 – 05/31/2026)						
J Journeyman	\$ <u>38.97</u> (b)	\$ <u>-0-</u>		\$ <u>9.54</u> (a)	\$ <u>8.78</u>	\$ <u>0.58</u>
Foreman		\$ 1.00 per hour over Journeyman rate.				

(a) N.W. Pension:	\$ <u>7.94</u>
N.W Pension (PPA)	\$ <u>0.70</u>
Bricklayers Int'l Pension Fund:	\$ <u>0.50</u>
Pension Protection Act (PPA) IPF	\$ <u>0.40</u>
=	\$ <u>9.54</u>

(b) Over 4 continuous hours on a saw will be \$0.25 extra per hour.

DEDUCTIONS

(a) Working Dues Assessment: \$ 4%

REQUIRED TOOL LISTS

Levels; trowels, jointers, brick hammer, brushes.

Primary purpose

Lays out, lays, cuts, installs, and finishes all brick, structural tile, refractory materials, precast units, concrete, cinder, glass, gypsum, terra cotta block, and all other natural and artificial masonry products to construct or repair walls, partitions, stacks, furnaces, or other structures.

Sets stone to build stone structures such as piers, walls, and abutments, and lays walks, curbstones, or special types of masonry for vats, tanks, and floors. May set, cut, and dress ornamental and structural stone in buildings.

This classification is tended by Tender to Masons Trades: Brick and Stonemason, Mortar Mixer, Hod Carrier.

(Bricklayers continued.)

Typical Duties

- Measures distance points from reference points and marks guidelines on working surface to lay out work.
- Determines vertical and horizontal alignment of courses using plumb bob, gauge line (tightly stretched cord) and level.
- Spreads soft layer of mortar that serves as base and binder for brick or block using trowel.
- Breaks or cut bricks or blocks to size, using power or hand tools.
- Shapes stone preparatory to setting, using a chisel hammer and other shaping tools.
- Applies mortar to end of brick or block and positions same in mortar bed.
- Spreads mortar over stone and foundation with trowel and sets stone in place by hand or with aid of a crane.
- Removes excess mortar from face using trowel.
- Taps brick or block with trowel to level, align and embed in mortar, allowing for specified thickness of joint.
- Aligns stone with plumb line and finishes joints between stone with a pointing trowel.
- Fastens brick, block, or terra cotta veneer to face of buildings or structures with appropriate ties embedded in mortar between units or in anchor holes in units.
- Grouts, insulates, and places all reinforcing rods, anchors, and flashing in masonry walls.
- Lays refractory brick, block, and insulation in place by spreading, dipping, or spraying materials to build furnaces, line boilers or like fire resistant structures.
- Finishes mortar between brick and block with pointing tool or trowel.
- Points, cleans, caulk and waterproofs masonry.
- Cleans excess mortar or grout from surface of stone using sponge, brush, water, or acid.

REQUIRED TOOL LISTS

Brick Trowel, Pointing trowel, Brick Hammer, 2" & 4" Levels, Standard Square, Speed Square, Sliding T Bevel, Braided Masonry Line, Line pins & Line Blocks, Standard Tape Measure, Brick Spacing & Modular tapes, Gauge Rod, Tuck Pointers.

APPENDIX A

CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>CREDIT UNION PROVISION (See Note b)</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>ANNUITY (See Note b)</u>
<u>CARPENTERS</u> (Effective 06/01/2025 – 05/31/2026)						
Group I	\$ <u>39.96</u> (a)	\$ <u>2.40</u>	\$ <u>6.16</u>	\$ <u>8.50</u>	\$ <u>0.77</u>	\$ <u>0.50</u>
Group II	\$ <u>40.42</u> (a)	\$ <u>2.40</u>	\$ <u>6.16</u>	\$ <u>8.50</u>	\$ <u>0.77</u>	\$ <u>0.50</u>
Group III	\$ <u>40.68</u> (a)	\$ <u>2.40</u>	\$ <u>6.16</u>	\$ <u>8.50</u>	\$ <u>0.77</u>	\$ <u>0.50</u>

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

General Foreman: To be negotiated between the GF and the Company but will be at a rate no less than 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.

DEDUCTIONS:

Dues Checkoff Group I - \$1.51 per hour. (Deducted from wages – paid monthly by the fifteenth (15) day of the month following the month in which they are deducted)

Dues Checkoff Group I Apprentice – refer to local Union for per hour rate.

Dues Checkoff Group II - \$1.52 per hour. (Deducted from wages – paid monthly by the fifteenth (15) day of the month following the month in which they are deducted)

Dues Checkoff Group II Apprentice – refer to local Union for per hour rate.

Dues Checkoff Group III - \$1.53 per hour. (Deducted from wages – paid monthly by the fifteenth (15) day of the month following the month in which they are deducted)

Dues Checkoff Group III Apprentice – refer to local Union for per hour rate.

(b) Benefits apply to Journeymen and Apprentices.

NOTE: Vacation/supplemental Dues are paid on hours worked. Vacation/supplemental Due are added to the Base Wage, taxed, and then deducted from the total taxable wage and sent to the Carpenters Southwest Trust along with the other benefits due. This is an after-tax deduction.

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 toolbox with lock; and 1 pair carpenter overalls or belt.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>CEMENT MASONS (Effective 06/01/2025 – 05/31/2026)</u>						
Group I	\$ <u>34.04</u> (a)	\$ <u>2.27</u>	\$ <u>11.87</u>	\$ <u>8.70</u>	\$ <u>0.36</u>	
Group II	\$ <u>34.51</u> (a)	\$ <u>2.27</u>	\$ <u>11.87</u>	\$ <u>8.70</u>	\$ <u>0.36</u>	
Foreman	Working Foreman shall receive one dollar (\$1.00) per hour over the highest 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:

Dues Checkoff - **\$ 1.54** per hour for all hours worked.
 (Deducted from net wages)

GROUP DEFINITIONS

<u>GROUP</u>	<u>DEFINITION</u>
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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 bush hammer; all color concrete work; power trowel operator; power grinder operator; gunite and composition floor layer, **HAZARDOUS WASTE WORKER**).

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

UNION <u>ELECTRICAL WORKERS</u>	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPREN- TICESHIP FUND
Inside Wiremen (Effective 06/01/2025 – 05/31/2026)					
Journeyman	<u>\$ 42.20 (a)</u>	<u>\$ -0-</u>	<u>\$ 10.52 (b)+(c)+(e)</u>	<u>\$ 10.95 (f)</u>	<u>(d)</u>
Foreman		10% over the Journeyman's base rate.			
General Foreman		20% over the Journeyman's base rate.			

Area General Foreman when needed: Rate will be negotiated with the contractor, minimum rate will be 1.05 times the General Foreman 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 7.5% 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: \$ 2.25
- (c) National Elec. Benefits Fund: 3% of gross wages.
- (d) Inside Wiremen Apprenticeship Fund: 3% of gross monthly payroll
- (e) Pension: \$ 7.00
- (f) Health & Welfare: \$ 8.70
- Personal Care Account: \$ 2.25

DEDUCTIONS:

- (g) Effective 6/1/05 self-contribution of **\$0.50** 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: 4.0%
3rd-6th period Apprentices: 2.5%
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 (**\$0.50**) 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 1/2"; 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.

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APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>HRA (Bene Card)</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>IRONWORKERS (Effective 06/01/2025 – 05/31/2026)</u>						
J Journeyman	\$ <u>38.87</u>	\$ <u>1.15</u>	\$ <u>10.70</u>	\$ <u>7.25</u>	\$ <u>0.76</u>	(a)
Foreman	\$ <u>43.51</u>	\$ <u>1.15</u>	\$ <u>10.70</u>	\$ <u>7.25</u>	\$ <u>0.76</u>	(a)
General Foreman	\$ <u>46.24</u>	\$ <u>1.15</u>	\$ <u>10.70</u>	\$ <u>7.25</u>	\$ <u>0.76</u>	(a)

(a) Annuity Fund
Ironworkers & Apprentices: \$ 6.60 per hour

DEDUCTIONS:

(b) Dues Checkoff: \$ 5% of gross wages

REQUIRED TOOL LIST:

Pliers; hammer; rule; belt.

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APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>PENSION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>TRAINING FUND</u>	<u>LECET CONTRIBUTION</u>
LABORERS (Effective 06/01/2025 – 05/31/2026)						
Group I	\$ 35.90 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group II	\$ 36.09 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group III	\$ 36.33 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group IV	\$ 36.58 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group V	\$ 36.71 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group VI	\$ 37.29 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group VII	\$ 37.90 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group VIII	\$ 36.98 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group IX	\$ 36.80 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10
Group X	\$ 36.81 (a)	\$ 1.00	\$ 6.75 +(b&c)	\$ 8.70	\$ 0.95	\$ 0.10

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% **(\$0.13 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:

- (a) Dues Checkoff **\$2.14 per hour worked** (Journeyman).
 Dues Checkoff **\$1.68 per hour worked** (Apprentice).
 (Deducted from net wages)
- (b) 401(k) Plan: 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 **0.25 cents; 0.50 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.

GROUP DEFINITIONS
DEFINITION

GROUP

1. General Laborers, sloper 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),

(LABORERS CONT.)

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

2. Chuck tender, drill helper, air tampers, gunite nozzleman tender, pipe wrapper, tar pot tender, concrete sawyer, concrete grinder, signalman, handling cement, dumpman, steam nozzleman, air and water nozzleman (green cutter, concrete), vibrator (less than 4"), pumpcrete 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 reboundman, chuck tender, nipper, dumpman, 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**.

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CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>NATIONAL TRAINING FUND</u>
<u>OPERATING ENGINEERS (Effective 06/01/2025 – 05/31/2026)</u>						
Group 1	\$ 35.89 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 2*	\$ 36.50 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 3	\$ 37.35 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 4	\$ 37.68 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 5*	\$ 38.58 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 6*	\$ 38.96 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 7*	\$ 39.78 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 8	\$ 40.40 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 9	\$ 40.98 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05
Group 10	\$ 41.53 (a)	\$ -0-	\$ 10.75	\$ 9.50	\$ 0.45	\$ 0.05

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.

Party Chief (Surveyor) \$2.00 per hour above General Forman.

(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 (\$0.15) cents over scale.
- B. Crane Booms, 150 ft. to 200 ft., thirty (\$0.30) cents over scale
- C. Crane Booms, over 200 ft., forty-five (\$0.45) 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 - \$0.05 (five cents) per hour for all hours worked (Deducted from net wages.)

Dues Checkoff: 1.75% of gross wages

GROUP DEFINITIONS

<u>GROUP</u>	<u>DEFINITION</u>
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, 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.), **GPS grade checker**, 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.

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<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>PAINTERS, TAPERS, SOFT FLOOR LAYERS & GLAZIERS</u>						
	<u>\$ 40.86</u>	<u>\$ -0-</u>	<u>\$ 7.28</u>	<u>\$ 4.60</u>	<u>\$ 0.10</u>	

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: 3.8% of gross wages + **\$0.35/hour**

REQUIRED TOOL LIST:

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

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UNION	BASE RATE	VACATION FUND	PENSION FUND	HEALTH & WELFARE	APPRENTICESHIP FUND	OTHER (SEE NOTE#)
<u>PIPEFITTERS (Effective 06/01/2025 – 05/31/2026)</u>						
J Journeyman	<u>\$ 49.08</u>	<u>\$ -0-</u>	<u>\$ 13.63</u> (a)	<u>\$ 6.30</u>	<u>\$ 1.10</u> (b)	
Welder, Nondestructive Testing	<u>\$ 53.86</u>	<u>\$ -0-</u>	<u>\$ 13.63</u> (a)	<u>\$ 6.30</u>	<u>\$ 1.10</u> (b)	
Material Man, Pipe Bender, Process Piping						
Detail Man	<u>\$ 53.83</u>	<u>\$ -0-</u>	<u>\$ 13.63</u> (a)	<u>\$ 6.30</u>	<u>\$ 1.10</u> (b)	
Foreman	<u>\$ 56.02</u>	<u>\$ -0-</u>	<u>\$ 13.63</u> (a)	<u>\$ 6.30</u>	<u>\$ 1.10</u> (b)	
General Foreman	<u>\$ 59.70</u>	<u>\$ -0-</u>	<u>\$ 13.63</u> (a)	<u>\$ 6.30</u>	<u>\$ 1.10</u> (b)	

In the event there is a need for an Area general Foreman the rate of pay will be negotiated with the contractor not to be less than 5% of the General Foreman's rate of pay.

(a) National Pension Fund: \$ 4.00
Idaho Pipe Trades Trust: \$ 9.63

(b) Training Fund: \$ 1.00
U.A. Training Fund: \$ 0.10

DEDUCTIONS:

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

(d) Dues Check-Off 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 Assessment Fund \$ 0.10 per hour

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>ROOFERS (Effective 06/01/2025 – 05/31/2026)</u>						
J Journeyman	\$ <u>29.02</u>	\$ <u>-0-</u>	\$ <u>10.50</u>	\$ <u>9.40</u>	\$ <u>-0-</u>	
Foreman	\$ <u>30.70</u>	\$ <u>-0-</u>	\$ <u>10.50</u>	\$ <u>9.40</u>	\$ <u>-0-</u>	
General Foreman	\$ <u>34.93</u>	\$ <u>-0-</u>	\$ <u>10.50</u>	\$ <u>9.40</u>	\$ <u>-0-</u>	

DEDUCTIONS:

(a) Dues Checkoff: \$ 1.00 per hour

(b) Working Assessment: \$ 0.80 per hour

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CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER</u>
<u>SHEET METAL WORKERS (Effective 06/01/2025 – 05/31/2026)</u>					
J Journeyman	<u>\$ 38.02</u>	<u>\$ 9.47</u> (a)	<u>\$ 12.13</u>	<u>\$ 1.97</u> (b)	<u>\$ 1.71</u> (c & d)
F Foreman	<u>\$ 42.42</u>	<u>\$ 9.47</u> (a)	<u>\$ 12.13</u>	<u>\$ 1.97</u> (b)	<u>\$ 1.71</u> (c & d)
G General Foreman	<u>\$ 44.62</u>	<u>\$ 9.47</u> (a)	<u>\$ 12.13</u>	<u>\$ 1.97</u> (b)	<u>\$ 1.71</u> (c & d)

(a) \$ 9.47 per hour pension contributions. National Pension (\$1.72), N.W. Pension (\$7.25), and N.W. 401K Plan (\$0.50).

(b) \$ 1.97 per hour for Apprenticeship funding. Local JATC (\$1.85) and National (\$0.12).

(c) \$ 1.65 per hour to SASMI.

(d) \$ 0.06 per hour for each hour worked by each employee is paid to the Sheet Metal Occupational Health Institute Trust (\$0.02), International Scholarship Fund (\$0.01), and National Energy Institute (\$0.03).

AFTER TAX PAYCHECK DEDUCTIONS PER HOUR WORKED:

\$ 0.05 PAL (requires approval of employee)

\$ 0.50 Employee Organization Dues

\$ 1.72 Working Assessment Checkoff (2.4% of total Package plus \$0.20 per hour) for all listed at Journeyman rate.

Apprentice deduction amounts listed on wage sheet provided by Local #103.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>
<u>SPRINKLER FITTERS</u> (Effective 01/01/2026 – 05/31/2026)					
J Journeyman	\$ <u>38.07</u>	\$ <u>-0-</u>	\$ <u>14.58</u> (a+b)	\$ <u>13.60</u>	\$ <u>0.59</u>
Foreman	\$ <u>45.00</u>	\$ <u>-0-</u>	\$ <u>14.58</u> (a+b)	\$ <u>13.60</u>	\$ <u>0.59</u>

(a) NASI: \$ 7.45
 (b) Supplemental Pension Plan: \$ 7.13
 (Fund may be modified by Union)

DEDUCTIONS:

(c) Dues Checkoff: 5% of gross wages

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>TEAMSTERS (Effective 06/01/2025 – 05/31/2026)</u>						
Group 1	\$ 33.40 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 2	\$ 34.36 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 3	\$ 34.88 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 4	\$ 35.35 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 5A	\$ 34.88 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 5B	\$ 35.35 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 5C	\$ 35.82 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 5D	\$ 37.17 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 5E	\$ 37.72 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	
Group 5F	\$ 38.74 (a)	\$ 0	\$ 13.25 (b)	\$ 9.75	\$ 0.25	

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

General Foreman: To be negotiated between the GF and the Company but will be at a rate no less than 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: \$ 11.91
Program for Enhanced Early Retirement (PEER): \$ 1.34

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

DEDUCTIONS:

Dues Checkoff – \$88.00 one-time per month to be remitted to Teamsters Local 983.

GROUP DEFINITIONS

<u>GROUP</u>	<u>DEFINITION</u>
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; forklift (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 gallons; transit mix truck - 0-10 yards; dumptrucks; 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**.

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.

APPENDIX B

(Sample)

Alternating 4 - 10 Hour Shifts (Two Shifts)

A & B - Day Shifts	<u>Sun.</u>	<u>Mon.</u>	<u>Tues.</u>	<u>Wed.</u>	<u>Thur.</u>	<u>Fri.</u>	<u>Sat.</u>
1st Shift	A 1	A 2	A 3	A 4	B 5	B 6	B 7
2nd Shift	C	C	C	C	D	D	D
1st Shift	B 8	A 9	A 10	A 11	A 12	B 13	B 14
2nd Shift	D	C	C	C	C	D	D
1st Shift	B 15	B 16	A 17	A 18	A 19	A 20	B 21
2nd Shift	D	D	C	C	C	C	D
1st Shift	B 22	B 23	B 24	A 25	A 26	A 27	A 28
2nd Shift	D	D	D	C	C	C	C
1st Shift	B 29	B 30	B 31				
2nd Shift	D	D	D				

A and B - Day Shifts

C and D - Second Shift

APPENDIX "C"
WEATHER NOTIFICATION

It is understood that situations may arise which will require the EMPLOYER to close either some or all its operations at the INL.

An agreement is hereby set forth between the various Employers and the Building Trades concerning the obligations of the parties under these conditions.

OBLIGATIONS BY THE EMPLOYER:

1. ...will make an attempt to notify its EMPLOYEES as early as possible of a project closure (see following means).
2. ...will find out about the impacts of weather conditions and/or road closures relative to Site or in-town facility operations by calling the INL official notification source: 1-866-843-4681. This number will officially report the latest, accurate information related to Site operations and closures.
3. ...will determine, in the event of an emergency or site closure, to advise its employees of information cleared through the INL Media Advisory Board via local radio/TV stations:
 - o KIDK TV 3
 - o KPVI Channel 6 TV
 - o KIFI TV-Idaho 8 .
 - o KID 590 AM & KID-FM 96.1 (radio)
4. ...will inform the employee to check with www.511.idaho.gov or 888-432-7623 for Idaho's current road conditions.
5. ...will set up a reporting station, (e.g. CWI @ INTEC Building 698; URS-IWTU @ Craft Lunch Room). These respective reporting locations will be staffed by company representative(s) to validate that an EMPLOYEE in fact reported to work and was not properly & timely notified of the site closure. Other employers may establish their reporting locations but must inform their employees and unions of said reporting locations. (Exec. Brd. 1/22/08)
6.will inform each EMPLOYEE as to whether they are to go home or remain at work.
7. ...will pay EMPLOYEES according to this AGREEMENT.
8.will, in the event an emergency site closure on a designated payday, attempt to deliver craft paychecks to the Employee's respective local union for distribution, or by mail, provided the EMPLOYER has access to payroll records. If travel is too hazardous, the EMPLOYER will provide the craft employee's paychecks at the work site the next available business day.
9. ...will be responsible for notifying their EMPLOYEES of this procedure.
10. ...will notify its EMPLOYEES via the above-mentioned process when to return to work.

THE CRAFT EMPLOYEE'S OBLIGATIONS WILL BE:

1. ...responsible to contact 1-866-843-4681 and monitor the above listed Radio or TV stations.
2. ...to not report to work if so instructed by 1-866-843-4681 or the radio/TV announcement.
3. ...in the event the EMPLOYEE reports to work, the Fluor-ID employees will report to INTEC Building 698 for sign in and instruction. The URS's IWTU Employees will report to the IWTU Craft Lunch Room for sign-in and instruction. Other employers may establish their own designated reporting locations at which that employee will report at said locations.

APPENDIX D
EXECUTIVE BOARD MEMBERS

<u>Last Name</u>	<u>First Name</u>	<u>Company</u>	<u>Work #</u>	<u>Cell #</u>	<u>Email</u>
Helsing	Lance	Site Labor Coordinator Chairman	208-524-4404	208-604-2182	Lance@sitelabor.org
Trautner	Dana	L&L Mechanical Co-Chair Mngt	208-782-0204	208-604-3330	Dana@llmechinc.com
Anderson	Dave	UA Plumbers/pipe LU 648 – IBCTC Co-Chair Labor	208-232-6806	208-680-6808	ua648bm@gmail.com
Hayward	LaMar	All-in FPC, LLC Vice-Pres Co-Chair Mngt		208-313-5177	lamar.hayward@all-infpc.com
Leatham	Brandon	Sheet Metal Workers 103 Vice-Pres Co-Chair Labor		208-705-9275	brandonl@smart103.org
Hirning	Clay	IBEW LU 449 Labor	208-232-5263	208-680-0239	clay@ibewlocal449.org
Manthe	Steven	BEA Management	208-526-4380		steven.manthe@inl.gov
Shippen	Nicholas	Desert Peak General Contractors LLC Managment		208-821-2313	nicholas.shippen@desertpeakgc.com
Stacey	Brett	IEC Management	208-533-6327	208-881-7217	brett.stacey@icp.doe.gov
Tanzey	Brandon	Operating Engineers 302 Labor	208-232-8492	208-406-3456	btanzey@iuoe302.org
Christensen	Jordan	L&L Mechanical Alternate Management for Dana Trautner	208-782-0204	208-709-7838	jordanllmi1@ida.net
Anderson	David	Plumbers & Fitters 648 Labor	208-232-6806	208-680-6806	ua648bm@gmail.com
Beard	Calvin	Sunroc Alternate Management for LaMar Hayward	208-542-5492	208-351-6946	cbeard@sunrocinc.com

APPENDIX E

IDAHO BUILDING & CONSTRUCTION TRADES UNION DIRECTORY

Asbestos Workers #69

Steven Overby, B.A.
2261 S Redwood Rd., Suite #B
Salt Lake City, UT 84119
Office: 801-972-3945
Cell: 801-349-9433
E-Mail: aw69@insulators.org

Boilermakers & Welders #242

Marshall Wright, B.M.
P.O. Box 27607
Salt Lake City, Utah 84127
Office: 385-528-2166
Cell: 801-247-7689
E-Mail: bm.local4@gmail.com

Carpenters & Mlwts Local 808

Stephen Kramer, B.M.
P.O. Box 51160
Idaho Falls, ID 83405
Office: 208-524-2409
Cell: 208-473-9286
E-Mail: skramer@wscarpenters.org
Gil Arouxet, B.A.
Cell: 208-800-1136
E-Mail: garouxet@wscarpenters.org
Chad Canoy, Millwright Rep.
Cell: 509-222-4111
Email: ccanoy@wscarpenters.org

Electricians #449

Clay Hirning, B.M.
1537 Baldy Avenue
Pocatello, ID 83201
Office: 208-232-5263
Cell: 208-680-0239
E-Mail: clay@ibewlocal449.org
Cory Facer, B.A.
Cell: 208-232-5263
Email: cory@ibewlocal449.org

Ironworkers #732

Jim Wonnacott, B.M.
1700 N. Harrison
Pocatello, ID 83204
Office: 208-232-4873
Cell: 406-560-1258
E-Mail: jim@iw732.org

IUPAT District #5

Local #77
Wm. Brandt Goble, B.M.
1975 West 3500 South
West Valley City, UT 84119
Office: 801-977-0732
Cell: 801-414-5710
E-mail: brandt@iupatdc5.org

Laborers #155

Dave Dillon, B.M.
465 W. 17th Street
Idaho Falls, ID 83402
Office: 208-529-0191
Cell: 208-541-2720
E-mail: ddillon@laborers155.org
William "Bill" White, B.A.
Office/Cell: 208-331-0661
E-mail: Bwhite@laborers155.org

Operating Engineers #302

Brandon Tansey, Field Rep.
456 N. Arthur St., Suite #1
Pocatello, ID 83204
Office: 208-232-8492
Cell: 208-406-3456
E-mail: btansey@iuoe302.org

Plasters & Cement Masons #555

Nick Harrington, B.M.
12812 NE Marx St
Portland, OR 97230
Office: 888-383-6816
Cell: 503-702-2253
E-mail: Nick@cementmasons555.org
Gene Standley, B.A.
Cell: 208-206-9183
Email: gene@cementmasons555.org

Bricklayers Local #1

Shawn Lenczowski, B.A.
3223 N Market St
Spokane, WA 99207
Office: 509-327-2774
Cell: 503-750-0627
E-Mail: shawn@bac1or.org

Plumbers & Fitters #648

Dave Anderson, B.M.
456 N. Arthur St. Suite #4
Pocatello, ID 83204
Office: 208-232-6806
Cell: 208-680-6806
E-mail: ua648bm@gmail.com

Roofers #200

Logan Fernandez, B.M.
896 Berryman Rd
Pocatello, ID 83201
Office: 208-237-7021
Cell: 208-530-0942
E-mail: rooferslocal200@gmail.com

SheetMetal Workers #103

Brandon Leatham, B.A.
101 S Park Ave, Ste #1
Idaho Falls, ID 83204
Office: 406-458-3364
Cell: 208-705-9275
E-mail: brandonl@smart103.org

SprinklerFitters #669

Ben Gundry B.A. Dist. 40
655 S. Orcas St. #215
Seattle, WA 98108
Office: 206-441-0737
Cell: 801-669-2863
E-mail: bgundry669@gmail.com

Teamsters #983

LaWanda Ellsworth, B.M.
456 N. Arthur St
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Cell: 208-241-8247
E-mail: lawanda@teamsterslocal983.com

APPENDIX F
IDAHO BUILDING TRADES GENERAL REFERRAL PROCEDURE

A. Each applicant for employment must register with the appropriate union hall to be placed on an out of work list.

B. The out-of-work list(s) will be open to applicants for registration during normal business hours Monday through Friday.

C. Applicants shall register on the out-of-work list or lists in the appropriate group for which they are qualified. Anyone desiring to sign an out-of-work list(s) shall present:

- a. A Dues Receipt for documentation of classification.
- b. Travelers: Introduction Letter from home Local for documentation of classification.
- c. Non-members - Verifiable documentation of qualifications.
- d. Applicable certifications of special skills.
- e. Termination slip, form, or verifiable termination of employment if working within the jurisdiction of the Local Unions.
- f. Electronic registration is available through some of the local unions. An applicant will be placed on the out-of-work list in the appropriate group.
- g. The Local Unions maintain offices at various locations throughout S.E. Idaho.

D. Applicants will be registered on all Out-of-Work list(s) and Out-of-Work Short Call lists if applicable.

E. An applicant who has registered on the out-of-work list shall Re-register as required to maintain their registration.

F. All job calls; placed by EMPLOYERS, will be made available for dispatch according to the Local Union's dispatch procedures. Jobs will be offered to applicants according to their place on the out-of-work lists.

G. Employers may port current employees into the jurisdiction for dispatch to a project covered by the SSA. In order to receive a dispatch, each employee must meet the current trade qualifications and hiring hall rules.

- 1. Employers will be able to port key employees to projects covered by the SSA. EMPLOYERS are to coordinate with the Local Union having craft jurisdiction prior to the commencement of work regarding the dispatch of key men.
- 2. The parties agree to follow the principle that the "money will follow the man" with regard to pension, health and welfare, pensioned health and welfare, retiree health and welfare annuity and training/holiday. For the above referenced contributions, the contributions will be sent to the key employee's home local. Where direct receipt by the home local is not possible, the local union will work with the Employer(s) to assure benefit payments will be reciprocate to each key employee's home local trust funds. Supplemental dues, apprenticeship, and training, and any and all industry advancement or contract administration contributions, where applicable will be paid to the receiving local trust funds.
- 3. The Local Unions and the trust funds recognized in their respective collecting bargaining agreements agree to implement any policies and procedures to effectuate Article XIV (Hiring Procedures) and this Appendix E.

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APPENDIX G
TAFT HEARTLY QUESTIONNAIRE

Idaho National Laboratories (INL) / BEA - Building Trades Pension Funds Status
Taft Hartley Multiemployer Plan(s) Data Call

Site	Plan Name	What is the Plan's Funding Percentage?	If plan is "endangered" or "critical", is a funding improvement/rehabilitation plan in place? Please provide copy of such plan.	What is the amount of the unfunded vested liability?
INL	Western States Asbestos Workers Trust			
INL	Boilermakers National Fund			
INL	Northwest Bricklayers Pension Plan			
INL	Southwest Carpenters Trust Funds			
INL	8th District Electrical Fund			
INL	National Electrical Benefit Fund			
INL	Intermountain Iron Workers			
INL	Oregon Laborers Employer Pension Fund			
INL	Idaho Operating Engineers Pension Fund			
INL	International Painters and Allied Trades Industry Pension Fund			
INL	Cement Masons Employers Trust Fund			
INL	UANPF Pension Fund			
INL	Idaho Plumbers and Pipefitters Pension Fund			
INL	National Roofing Industry Pension Plan			
INL	Sheet Metal Workers National Pension Fund			
INL	NW SMW Pension Trust			
INL	Western Conference of Teamsters Pension Trust Fund			
INL	National Automatic Sprinkler Industry Pension Fund			