

APPENDIX 1

SCHEDULE "A"

CLASSIFICATIONS AND WAGE SCALES

On all work covered by this Agreement, and in all instances in which equipment is operated in the performance of work covered by this Agreement, such work shall be performed and such equipment shall be operated by employees obtained in accordance with this Agreement (Appendix "3" Hiring and Union Recognition) and they and each of them shall be employed in the classifications and at the wage scales following:

NOTE: ONLY ZONE "1" RATES ARE SHOWN FOR ALL CLASSIFICATIONS. REFER TO SCHEDULE "C" FOR ZONE "2" AND "3" RATE ADJUSTMENTS

.WAGES			
Group	Effective Date		
	June 1, 2015	June 1, 2016	June 1, 2017
IAAA	\$40.67	\$41.87	\$43.13
IAA	\$40.10	\$41.28	\$42.52
IA	\$39.51	\$40.68	\$41.90
I	\$38.94	\$40.09	\$41.29
II	\$38.44	\$39.57	\$40.76
III	\$38.00	\$39.12	\$40.29
IV	\$35.57	\$36.61	\$37.70

DEDUCTIONS FROM WAGES			
	June 1, 2015	June 1, 2016	June 1, 2017
Dues Check-Off	2% GW	2% GW	2% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs(Voluntary)	\$0.05	\$0.05	\$0.05

FRINGE BENEFITS			
	June 1, 2015	June 1, 2016	June 1, 2017
Health & Security	\$7.90	\$8.25	\$8.60
Pension	\$9.40	\$9.65	\$9.90
Apprenticeship Training/Retraining	\$0.70	\$0.70	\$0.70

In years 2016 and 2017 if funds are required to adequately fund the health and welfare trust, as recommended by a vote of the board of trustees, then funds shall be diverted from the future pension contributions.

CLASSIFICATIONS

Group IAAA	-Cranes: 300 tons and over or 300' of boom including jib with attachments -Cranes Friction: 200 tons and over
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	- Tower Cranes: over 250' in height from base to boom
Group IAA	- Cranes: 200 tons to 299 tons, or 250' of boom including jib with attachments - Tower crane: over 175' through 250' in height, base to boom - Cranes: Friction cranes through 199 tons - Shovel, excavator, backhoes: over 90 metric tons
Group IA	- Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments) - Overhead, bridge type: 100 tons and over - Tower crane: up to 175' in height base to boom - Drilling Machine - Loader: Overhead 8 yards & over - Shovel, excavator, backhoes: over 50 metric tons and up to 90 metric tons - Mechanics: all (Leadmen - \$0.50 per hour over mechanic)
Group I	- Asphalt plant Operators - Cableways - Concrete Pump: Truck mount with boom attachment over 42M - Cranes: 45 tons through 99 tons, under 150' of boom (including jib with attachments) - Overhead, bridge type: 45 tons through 99 tons - Derricks: on building work - Hard tail end dump: articulating off-road equipment 45 yards & over - Loader: Overhead 6 yards but not including 8 yards - Motor patrol graders - Mucking machine, mole, tunnel drill, boring, road header and/or shield - Quad 9, HD 41, D10 and over - Remote control operator on rubber tired earth moving equipment - Rollagon - Scrapers, self-propelled: 45 yards and over - Spreader: Topsider & Screedman - Shovel, excavator, backhoe: over 30 metric tons and up to 50 metric tons - Slipform pavers - Transporters: all track or truck type - Welder
Group II	- Batch Plant Operator: concrete - Barrier machine: (Zipper) - Bump cutter - Cranes: 20 tons through 44 tons with attachments - Overhead, bridge type Crane: 20 tons through 44 tons - Chipper - Concrete pump: truck mount with boom attachment <u>up to 42M</u> - Crusher - Deck engineer/deck winches (power) - Grade Engineer: using blue prints, cut sheets, etc. - Finishing Machine: Bidwell and Gamaco & similar equipment - Guardrail punch

	<ul style="list-style-type: none"> -Hard tail end dump: articulating off-road equipment under 45 yards -Horizontal/directional drill operator -Loaders: Overhead under 6 yards -Loaders: Plant feed -Locomotives: all -Material Transfer Device -Piledriver: (other than crane mount) -Roto-mill, roto-grinder -Shovel, excavator, backhoe, tractor: 15 to 30 metric tons -Subgrader trimmer -Scraper: self propelled under 45 yards -Truck Crane Oiler/Driver: 100 tons and over -Truck mount portable conveyor -Yo Yo pay dozer
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Group III	<ul style="list-style-type: none"> -Cranes: through 19 tons with attachments, A-frame over 10 tons -Concrete Pump: Mounted or trailer high pressure line pump, pump high pressure -Conveyors -Dozers: D-9 & under -Drill Oilers: auger type, truck or crane mount -Forklift: 3000 lbs and over with attachments -Horizontal/directional drill locator -Outside Hoists (elevators and manlifts), Air Tuggers, Strato -Hydralifts/boom trucks: over 10 tons -Loaders: elevating type belt -Plant oiler: asphalt, crusher -Rigger/Signal Person, Bellman (Certified) -Roller: plant mix or multi-lift materials -Saws: concrete -Scrapers: concrete & carry all -Service Engineers: equipment -Tower Bucket Elevators -Trenching machines -Truck crane oiler/driver: under 100 tons -Shovel, excavator, backhoe, tractors: under 15 metric tons
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Group IV	<ul style="list-style-type: none"> -Assistant Engineer -Bobcat -Brooms -Compressor -Concrete Finish Machine: Laser Screed -Cranes, A-frame: 10 tons and under -Elevator and man-lift: permanent and shaft type -Forklifts: under 3000 lbs. with attachments: -Gradechecker/Stakeman
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	<ul style="list-style-type: none"> -Hydralifts/boom trucks: 10 tons and under -Oil distributors, blower distribution & mulch seeding operator -Pavement breaker -Posthole digger: mechanical -Power plant -Pumps: water -Rigger and Bellman -Roller: other than plant mix -Wheel tractors: Farm all type -Shotcrete/gunite equipment -Quick Tower: no cab, under 100 feet in height based to boom -Brokk: Remote demolition equipment
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All equipment will be classified in accordance with their respective manufacturer's rated capacity. The rates of pay for all tandem scrapers and/or scraper trailer will be paid in accordance with the total yardage thereof.

General Foreman /Foreman - \$2.50 per hour over highest classification under his supervision.
Master Mechanic - \$1.00 per hour over highest classification under his supervision.

Lift Director – When the Employer appoints an Operating Engineer as a Lift Director they shall be paid \$2.50 per hour over the highest classification under their supervision.

Wage scales for operators of equipment operated on heavy construction not listed herein shall be negotiated at the time such equipment is to be operated

HANDLING OF HAZARDOUS WASTE MATERIALS:

Personnel in all craft classifications subject to working inside a designated hazardous waste perimeter shall be eligible for compensation in accordance with the following group schedule relative to the level of hazardous waste as outlined in the specific Hazardous Waste Project Site Safety Plan. (The level of protection shall be defined in CFR 1910.120., Appendix B.)

CLASSIFICATION/HAZARDOUS WASTE GROUP NUMBER

- H-1 Base Wage Rate when on a hazardous waste site when not outfitted with protective clothing or Level “D” equipment.
- H-1 Class “D” Suit – Base wage rate plus \$0.50 per hour.
- H-2 Class “C” Suit – Base wage rate plus \$1.00 per hour.
- H-3 Class “B” Suit – Base wage rate plus \$1.50 per hour.
- H-4 Class “A” Suit – Base wage rate plus \$2.00 per hour.

Apprentice scales shall be set forth in APPENDIX 1, SCHEDULE “B”, SECTION (5) c.