

SCHEDULE A: WAGE RATES

OPERATING ENGINEERS LOCAL 302

SCHEDULE A-1 COUNTIES

Asotin, Benton, Franklin, Garfield, Lincoln, Spokane, Whitman in Washington, and all of Idaho, North of the 46th Parallel.

SCHEDULE A-2 COUNTIES

Adams, Chelan, Columbia, Douglas, Ferry, Grant, Kittitas, Okanogan, Pend Oreille, Stevens, Yakima, lying East of the 120th Meridian.

GROUP "1":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$38.17	\$40.30	\$42.26
SCHEDULE A-2:	\$41.17	\$43.30	\$45.26
Bit			
Grinders			
Boat			
Operator			
Bolt Threading Machine			
Compressors (under 2000 CFM, gas, diesel or electric power)			
Crane Oiler & Cable Tender, Mucking Machine			
Crusher Feeder			
Deck Hand			
Drillers			
Helper			
Fireman & Heater Tender			
Helper, Mechanic or Welder,			
H.D. Hydro-seeder, Mulcher,			
NozzlemanPlant Oiler			
Pumpman			
Rollers, all types on subgrade, including seal and chip coating (farm type, Case, John Deere and similar, or Compacting Vibrator), except when pulled by Dozer with operable blade			
Steam Cleaner			
Welding			
Machine			

GROUP “2”:

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$38.56	\$40.71	\$42.69
SCHEDULE A-2:	\$41.56	\$43.71	\$45.69

A-Frame Truck (single drum)
Assistant Refrigeration Plant (under 1000 ton)
Assistant Plant Operator, Fireman or Pugmixer
(asphalt)Bagley or Stationary Scraper
Belt Finishing
Machine Blower
Operator (cement)
Cement Hog
Compressor (2000 CFM or over, 2 or more, gas diesel or electric
power)Concrete Saw (multiple cut)
Crane Oiler-Driver (CDL required)
Distributor Leverman
Ditch Witch or similar
Elevator Hoisting
MaterialsDope Pots
(power agitated)
Fork Lift or Lumber Stacker, hydra-life &
similarGin Trucks (pipeline)
Hoist, single drum
Loaders (bucket elevators and
conveyors)Longitudinal Float
Mixer (portable - concrete)
Pavement Breaker, Hydra-Hammer &
similarPower Broom
Railroad Ballast Regulation Operator (self-
propelled)Railroad Power Tamper Operator (Self-
propelled) Railroad Tamper Jack Operator (self-
propelled) Spray Curing Machine (concrete)
Spreader Box/Road Widener (self-propelled)
Straddle Buggy (Ross & similar on construction job
only) Tractor (Farm type R/T with attachments, except
Backhoe)Tugger Operator

GROUP “3”:

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$39.31	\$41.50	\$43.51
SCHEDULE A-2:	\$42.31	\$44.50	\$46.51

A-Frame Truck (2 or more drums)
Assistant Refrigeration Plant & Chiller Operator (over 1000

ton)Backfillers (Cleveland & similar)
 Batch Plant & Wet Mix Operator, single unit
 (concrete)Belt-Crete Conveyors with power pack or
 similar
 Belt Loader (Kocal or
 similar)Bending Machine
 Bob Cat (skid steer)
 Boring Machine
 (earth)
 Boring Machine (rock under 8" bit) (Quarry Master, Joy or
 similar)Bump Cutter (Wayne, Saginaw or similar)
 Canal Lining Machine (concrete)
 Chipper (without crane) Cleaning & Doping Machine
 (pipeline)Deck Engineer
 Dozer / Tractor (up to D-5 or equivalent) and Traxcavator
 Elevating Belt-Type Loader (Euclid, Barber Green &
 similar)Elevating Grader-Type Loader (Dumor, Adams or
 similar) Generator Plant Engineers (diesel or electric)
 Guniting Combination Mixer &
 CompressorLocomotive Engineer
 Mixermobile
 Mucking Machine
 Posthole Auger or
 PunchPump (grout or
 jet)
 Soil Stabilizer (P & H or
 similar)Spreader Machine
 Traverse Finish
 MachineTurnhead
 Operator

GROUP "4":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$39.51	\$41.71	\$43.73
SCHEDULE A-2:	\$42.51	\$44.71	\$46.73

Concrete Pumps (squeeze-crete, flow-crete, Whitman &
 similar)Curb Extruder (asphalt or concrete)
 Drills (churn, core, calyx or
 diamond) Equipment Serviceman,
 Greaser & OilerHoist (2 or more
 drums or Tower Hoist)
 Loaders (overhead & front-end, under 4 yds..
 R/T)Refrigeration Plant Engineer (under 1000
 ton) Rotomill Groundsman
 Rubber-tired Skidders (R/T with or without

attachments)Surface Heater & Planer Machine
Trenching Machines (under 7 ft. depth
capacity)Turnhead (with re-screening)
Vacuum Drill (reverse circulation drill under 8" bit)

GROUP "5":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$39.71	\$41.92	\$43.95
SCHEDULE A-2:	\$42.71	\$44.92	\$46.95

Backhoe (45,000 gw & under)
Backhoe & Hoe Ram (Under ¾
yd.)
Carrydeck & Boom Truck (under 25 tons)
Cranes (25 tons & under), all attachments incl. Clamshell,
DraglineDerricks & Stifflegs (under 65 tons)
Drilling Equipment (8" bit & over) (Robbins, reverse circulation &
similar)Grade Checker
Hoe Ram
Piledriving
EngineersPaving
(dual drum)
Railroad Track Liner Operator (self-propelled)
Refrigeration Plant Engineer (1000 tons & over)
Signalman (Whirleys, Highline, Hammerheads or
similar)

GROUP "6":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$40.05	\$42.27	\$44.32
SCHEDULE A-2:	\$43.05	\$45.27	\$47.32

Asphalt Plant Operator
Automatic Subgrader (Ditches & Trimmers)
(Autograde, ABC, R.A. Hansen & similar on grade
wire)Backhoe (45,000 gw to 110,000 gw)
Backhoes & Hoe Ram (¾ yd. to 3
yd.)Batch Plant (over 4 units)
Batch & Wet mix Operator (multiple units, 2 & incl. 4)
Blade Operator (motor patrol &
attachments)Boom Cats (side)
Cableway Controller (Dispatcher)
Compactor (self-propelled with
blade)Concrete Pump Boom
Truck Concrete Slip Form Paver

Cranes (25 tons to 44 tons), all attachments incl. Clamshell, Dragline Conveyor
 Aggregate Delivery Systems (C.A.D.)
 Crusher, Grizzly & Screening Plant
 Operator Dozer, 834 R/T & similar
 Dozer/ Tractors /(D-6 & equivalent &
 over) Drill Doctor
 Lime Batch Tank Operator (Recycle
 Train) Lime Brain Operator (Recycle
 Train)
 Loader Operator (front-end & overhead, 4 yds. incl. 8
 yds.) Material Transfer Machine, (Shuttle Buggy or
 similar) Mobile Crusher Operator (Recycle Train)
 Multiple Dozer Units with single
 blade Paving Machine (asphalt and
 concrete) Quad-Track or similar
 equipment Rollerman (finishing
 asphalt pavement) Roto Mill
 (pavement grinder)
 Scrapers, all, Rubber-
 tired Screed Operator
 Shovels (under 3 yds.)
 Trenching machines (7 ft. depth &
 over) Tug Boat Operator
 Vactor Guzzler, Super Sucker

GROUP "7":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$40.39	\$42.63	\$44.69
SCHEDULE A-2:	\$43.39	\$45.63	\$47.69

Backhoe (over 110,000 gw)
 Backhoes & Hoe Ram (3 yds &
 over)
 Blade Finish & bluetop, automatic, CMI, ABC, Athey , Huber & similar when used as
 auto. Cableway Operators
 Concrete Cleaning / Decontamination Machine Operator
 Cranes (45 tons to 55 tons), all attachments incl. Clamshell and
 Dragline Derricks & Stifflegs (65 tons & over)
 Elevating Belt (Holland Type)
 Grade Engineer (GPS Instrument person)
 H.D. Mechanic
 H.D. Welder
 Heavy Equipment Robotics Operator
 Hydraulic Platform Trailers (Goldhofer, Shaurerly and
 similar) Loader (360 degrees revolving Koehring Scooper
 or similar) Loaders (overhead & front-end, over 8 yds.)

Master Environmental Maintenance Technician
 Rubber-tired Scrapers (multiple engine with three or more scrapers) Shovels (3 yds. & over)
 Ultra High Pressure Waterjet Cutting Tool System Operator, (30,000 psi) Vacuum Blasting Machine Operator
 Whirleys & hammerheads, ALL

GROUP "8":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$42.36	\$44.70	\$46.86
SCHEDULE A-2:	\$45.36	\$47.70	\$49.86

Cranes (56 to 99 tons) and overhead, rail & Quick Tower. All attachments incl.
 Clamshell, Dragline
 Driller
 Licensed
 Helicopter
 Pilot
 Horizontal Linear Wrapping Machine

GROUP "9":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$43.34	\$45.73	\$47.93
SCHEDULE A-2:	\$46.34	\$48.73	\$50.93

Cranes (100 to 299 tons) All attachments

GROUP "10":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$44.21	\$46.64	\$48.88
SCHEDULE A-2:	\$47.21	\$49.64	\$51.88

Cranes (300 tons & over) All attachments
 All Tower Cranes

CERTIFIED CRANE OPERATOR: Shall be paid \$.50 per hour above their classification.

LIFT DIRECTOR: When the employer appoints an Operating Engineer as a Lift Director they shall be paid at the hourly rate of the highest Operating Engineer classification supervised.

HAZMAT: Anyone working on HAZMAT jobs, working with supplied air shall receive \$1.00 more an hour above classification.

GENERAL FOREMAN/FOREMAN: Shall be paid \$3.50 per hour over the highest Operating Engineer classification under his supervision.

MECHANICS: All employees classified as H.D. Mechanics who are required to furnish personal hand tools for the performance of their duties shall receive a tool allowance of two dollars (\$2.00) per hour worked. This tool allowance is paid in addition to regular wages and fringe benefits, and is not considered wages, or for calculation of the overtime rate.

THE PARTIES SHALL MEET TO NEGOTIATE A RATE FOR ANY NEW MACHINE NOT CLASSIFIED ABOVE.

FRINGE BENEFITS

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
Health & Security	\$9.50	\$9.85	\$10.20
Pension	\$13.05	\$13.55	\$14.05
Apprenticeship & Training	\$0.80	\$0.90	\$1.00
National Training Fund (NTF)	\$0.05	\$0.05	\$0.05
TOTAL Package:	\$23.40	\$24.35	\$25.30
<u>Deductions from wages:</u>			
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	(\$0.22)	(\$0.22)	(\$0.22)
Political programs (voluntary)	(\$0.05)	(\$0.05)	(\$0.05)

**SCHEDULE A-1
OPERATING ENGINEERS LOCAL 302
SHOP PERSONNEL
95%**

<u>CLASSIFICATION</u>	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
Heavy Duty Mechanic (Group 7)	\$38.37	\$40.50	\$42.46
Welder (Group 7)	\$38.37	\$40.50	\$42.46
Machine Tool Operator (Group 7)	\$38.37	\$40.50	\$42.46
Service Oiler (Group 4)	\$37.53	\$39.62	\$41.54
Mechanic's Helper (Group 1)	\$36.26	\$38.29	\$40.15

**SCHEDULE A-2
OPERATING ENGINEERS LOCAL 302
SHOP PERSONNEL
95%**

<u>CLASSIFICATION</u>	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
Heavy Duty Mechanic (Group 7)	\$41.22	\$43.35	\$45.31
Welder (Group 7)	\$41.22	\$43.35	\$45.31

Machine Tool Operator (Group 7)	\$41.22	\$43.35	\$45.31
Service Oiler (Group 4)	\$40.38	\$42.47	\$44.39
Mechanic's Helper (Group 1)	\$39.11	\$41.14	\$43.00

HOURS OF WORK AND OVERTIME

It is mutually agreed that the hours of work shall be eight (8) hours per day, five days per week, Monday through Friday. All work performed in excess of eight (8) hours per day or on Saturdays, except for makeup days, shall be at one and one-half (1-1/2) times the basic rate of pay. All work performed on Sundays or holidays shall be paid at double the straight time rate. The recognized holidays are: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the Friday and Saturday thereafter, Christmas Eve, and Christmas Day.

COVERAGE

It is mutually agreed that when men employed in these shops are required to transfer their activities to the site of a construction job for the Employer their wages and working conditions shall be governed by the Heavy and Highway Construction Agreement in effect in the area at the time.