SOUTHERN IDAHO CRANE RENTAL AGREEMENT

AGREEMENT
Between
The International Union of Operating Engineers Local 302
And
Maxim Crane Works

THIS AGREEMENT made and entered into this **30th day of April 2026,** by and between Maxim Crane Works ("Employer"), and the International Union of Operating Engineers Local 302 ("Union").

WITNESSETH

WHEREAS, the parties hereto desire to enter into an agreement establishing wages, hours of labor and working conditions, to stabilize labor conditions, to avoid strikes and lockouts, and to maintain harmonious relations between Employer and Employees covered by this Agreement.

NOW THEREFORE, in consideration of the foregoing and of the mutual covenants and agreements herein contained, the parties hereto hereby agree as follows:

Article 1
COVERAGE

1.01 This Agreement shall apply to and cover all Crane Rental operations for the period of **May 1, 2026**, through **April 30, 2029**.

1.02 The phrase "Crane Rental" when used in this Agreement shall mean all construction work in Idaho south of the 46th parallel.

1.03 If an Employee is working on a public project where the prevailing wage rate is higher than the contract rates, the difference will be added to the wage.

1.04 This Agreement shall apply to and cover all work, work tasks, and the operation of equipment, including all job site maintenance, including, but not limited to, greasing, oiling, fueling and non-warranty repairs of equipment covered by this Agreement at the site of the job or project. This Agreement shall also apply to and cover the transportation of the first load of crane components or counterweight to the job or project.

1.05 This Agreement shall apply to all employees and applicants for employment employed on or seeking employment on any such work, work tasks, or as an operator of any such equipment.

1.06 This Agreement shall apply to and cover the Employer performing work covered by this Agreement under the Employer's own name or a joint venture including the Employer.

1.07 By mutual agreement between the parties, all the work covered by this Agreement shall be done under and in accordance with the terms and conditions of this Agreement. Exceptions can be made to this provision if agreed to by both parties.

1.08 In the event a state or federal statute or regulation shall supersede, invalidate, or be in conflict with any clause of this Agreement, such statute or regulation shall prevail over such clause; however, the other provisions of this Agreement shall be valid and remain in full force. If a clause is declared invalid because it conflicts with a governmental statute or regulation, then that clause and any related clauses shall be subject to immediate re-negotiation, and in no event will the parties wait longer than sixty (60) days to modify such clauses.

Article 2
UNION RECOGNITION

2.01 The Employer has satisfied itself that the Union has demonstrated that it represents a majority of Employees and therefore, the Employer recognizes and acknowledges the International Union of Operating Engineers Local 302, as the exclusive 9(a) Collective Bargaining Representative of all Employees covered by this Agreement.

2.02 The Employer recognizes the Union as the sole and exclusive collective bargaining agent for those Employees of the Employer covered hereby in the State of Idaho south of the 46th parallel.

Article 3
HIRING HALL PROCEDURES

3.01 It is recognized that, because of the special nature of Crane Rental work, it is necessary the Employer have available experienced and qualified Employees and that both parties shall cooperate to the end that all Employees hired hereunder shall be capable of performing such Crane Rental work in an experienced manner.

3.02 All hiring shall be subject to and in accordance with IUOE Local 302 hiring hall rules which shall be posted in the Union's hiring hall.

3.03 When a worker ceases to be employed by the Employer for any reason, the Employer will complete a Termination Slip stating the specific reason for termination and provide a copy to the worker and to the Union.

3.04 When an Employee is temporarily required to perform work in a higher classification the Employee shall be paid the rate that the classification calls for while required to perform such work. When an Employee is temporarily required to perform work in a lower classification, the Employee shall be paid the higher rate for the entire shift.

ARTICLE 4
WAGES

4.01 The classifications of employees, wage rates, effective dates, health and welfare, pensions, training and other fringe benefits, and other considerations of employment shall be provided in the separate Schedule A, attached hereto and made a part of this Agreement.

4.02 Subsistence. On any Crane Rental job located more than fifty (50) miles from the Employer's permanent yard Employees shall receive a daily subsistence of fifty dollars ($50.00) per day for meals for each day when starting or ending the shift out of town. The Employer shall also reimburse the Employee for the cost of lodging if the Employee is required to spend the night out of town based on written receipts and up to a maximum of one hundred and twenty dollars ($120.00) per night of lodging. If lodging is not available for one hundred and twenty dollars or less, per night, the Employer shall reimburse the Employee for the cost of the most reasonably priced lodging available based on written receipts. The Employee shall make every effort to minimize the lodging costs by staying at designated motels where a corporate rate can be obtained.

4.03 No subsistence shall be paid on any job when the employee's shift starts and ends at the Individual Employer's permanent yard without any break in compensable hours except for meal periods.

4.04 *Payment of Wages.* Each Employee shall be paid their wages in full on a regularly designated day of each week and not more than five (5) working days shall be held back. (Saturday, Sunday and holidays excluded) When Employees are laid off or discharged, they shall receive their wages in full at the time of being laid off or discharged. Accompanying each payment of wages shall be a statement showing the total straight time earnings, the total overtime earnings, if any, the gross total of earnings, the amount of deductions, and the purpose thereof, and the net total of wages paid. At the option of the Employee, the Employer may pay wages by direct deposit to the Employee’s bank account or by debit card.

Article 5
DISPUTE RESOLUTION

5.01 *Grievance Defined*. A grievance is defined as any dispute between the parties concerning the interpretation or application of this Agreement.

Step One: Within fifteen (15) working days of the time of occurrence of the alleged violation, or from a date when the grievant reasonably should have been aware of facts giving rise to the grievance, the grievance shall be presented by the Job Steward or acting Union representative to the immediate supervisor. In the event that the dispute cannot be satisfactorily adjusted on the job between the representative of the Union and the Employer, the parties agree to follow the procedural steps outlined below.

Step Two: The aggrieved party shall promptly (not later than ten (10) working days), reduce the grievance to writing and present it to the authorized representative of the Employer or authorized representative of the Union in person or by email and certified mail. Should the parties fail to resolve the matter within five (5) working days from the presentation of the written grievance to the authorized representative of the other party, the matter shall proceed to Step Three. By mutual Agreement Step Three may be waived.

Step Three: The dispute shall be referred to a Board of Conciliation or at the option of either party this Step may be waived, and the matter will proceed to Step Four. The Board shall consist of two (2) persons who have no direct involvement in the dispute, appointed by each party. If these four (4) persons cannot affect a settlement within seven (7) working days after the dispute has been referred to them the matter shall proceed to Step Four.

Step Four: If no settlement is reached after steps two and/or three, and a party wishes to pursue the matter further, it may refer the grievance to arbitration by written notice within fifteen (15) working days of the completion of Steps Two or Three, whichever is applicable. The parties shall request a list of seven (7) arbitrators from the Federal Mediation and Conciliation Service. The party filing the grievance shall begin the striking of names. The Union and Employer shall alternately strike names until only one (1) name remains. This person shall serve as the arbitrator to resolve the dispute. The expense of employing the arbitrator shall be borne equally by both parties and each party shall be responsible for their own attorney fees and costs. The total cost of any stenographic record, or transcripts thereof which may be made, shall be paid by the party ordering the same.

5.02 The parties shall be bound by the arbitrator's decision. The arbitrator shall have jurisdiction to decide any dispute arising under this Agreement, but shall not have the power to add to, delete, or modify any provision of the Agreement. Time limits may be waived at each step of the grievance process by mutual agreement.

Article 6
WORKING RULES

6.01 The Employee's time shall start at the job site or yard and shall end at quitting time on the job site or yard, depending on where the Employee is directed to report; however, the lunch period shall be excluded.

6.02 The payday shall be once each week. Employees are to be paid at the end of their regular shift, whether working on the Employer's yard or at the job site.

A. Employees who quit shall be paid no later than the next regular pay period.

B. When Employees are laid off or discharged, they shall be paid in full immediately. Employees laid off or discharged, who are paid by direct deposit in their bank accounts, shall be paid no later than the next regular business day.

C. If payment is not made expressly as provided in this article, then the Employee shall be paid two (2) hours pay at the appropriate hourly wage rate for each twenty-four (24) hour period for the first forty-eight (48) hours (Saturday, Sunday and holidays excepted). Thereafter, the employee will be paid four (4) hours' pay at the appropriate hourly wage rate for each twenty-four (24) hour period until payment is made. In the case of payment by mail, the postmark on the envelope will serve as the cutoff for any penalty. Unless prior arrangements are made in writing between the employee and the employer.

6.03 The work coming under the jurisdiction of the Union and covered by the terms of this Agreement includes the Employees for operation, transportation of the first load of crane components (including counterweight), assembly, disassembly, field maintenance and non-warranty repair of all equipment covered by this Agreement. If a regular employee is not available to transport equipment and or the union cannot provide one in a timely manner, then another worker or entity may be used on an intermittent basis until an Operating Engineer can be provided.

6.04 This Agreement does not apply to warranty work performed upon equipment purchased from a recognized dealer, nor does it limit the right of the Employer to use the field services of a permanently established commercial shop.

6.05 *Tools*. The Employer shall provide, on each job site, a secure place where his/her Heavy-Duty Repairman may keep his tools. If all or any part of a Heavy-Duty Repairman's kit of working tools is lost by reason of the failure of the Employer to provide such a secure place or by fire, flood or theft involving forcible entry while in the secure place designated by the Employer, the Employer shall reimburse such Heavy-Duty Repairman for such loss of tools. To obtain the benefits of this paragraph, a Heavy-Duty Repairman must provide the Employer with an inventory of his/her tools at the time he/she commences work, and additional inventory every thirty (30) calendar days.

6.06 *Personal Vehicle Use.* When an employee is required to use their personal vehicle to travel between job sites or office/shop after reporting to work for the start of their shift, it shall be considered paid time.

6.07 Heavy Duty Repairmen shall furnish their own hand tools, but special tools shall be furnished by the Employer as needed, such as: pin presses, testing and measuring devices other than a hand rule, gear and bearing pullers, reamers, taps and dies, oxy-acetylene hoses, gauges, torches and tips, torque wrenches, and sockets requiring over three-quarter inch (3/4") drive. Heavy Duty Repairmen shall be entitled to a tool pickup time before the end of each shift, which shall not be less than five (5) minutes or more than fifteen (15) minutes.

6.08 *Owner-Operator.* Any individual who owns his/her own equipment who performs work on the job site for the Employer in those classifications set forth in Schedule "A" shall be on the payroll of the Employer from the first day of employment by Employer. The hiring hall shall be notified of the name, address and social security number of the owner-operator within twenty-four (24) hours after the owner-operator reports for work, regardless of how long he/she works.

6.09 *Meal Period.* No employee shall work over five (5) hours without a thirty (30) minute meal period. All work that is approved by Employer management, which is performed during any employee's scheduled meal period, shall be paid for at the overtime rate. If an employee is required to work through the scheduled meal period, he/she shall be paid one-half (1/2) hour at the applicable overtime rate for working this period; and in that event, the employee shall be given sufficient time (not less than fifteen (15) minutes) to eat his/her meal on the Employer's time. The shortening of the employee's workday one-half (1/2) hour to compensate for the meal period will not be allowed.

6.10 Eight (8) consecutive hours of work (exclusive of meal period) shall constitute a day's work for each Employee. All hours worked by an Employee in excess of eight (8) hours in one day or forty (40) hours in any week shall be paid for at the rate of one and one-half ($1^1/_2$) the straight time hourly rate. It is understood the normal starting time for the eight (8) hour day will be between 5:00 am and 8:00 am and may be changed by mutual consent.

6.11 Any Employee who is given less than eight (8) hours off between shifts shall be paid a one and one-half (1½) times the regular rate of pay for all hours worked on call back.

6.12 Four (4) day, ten (10) hour shifts at the straight time rate may be established Monday through Thursday or Tuesday through Friday. There shall be no overlapping of four (4)/ten (10) shifts between crews on the same operation of an Individual Employer's project. All hours worked in excess of ten (10) hours a day or forty (40) hours a week must be compensated at the overtime rate.

6.13 When Employees covered by this Agreement are employed on a job or project where another craft is entitled to shift differential, such Employees affected shall be given the same shift differential not to exceed a maximum of five percent (5%) of the applicable straight-time wage rate.

6.14 Where there is equipment to be operated or work to be performed in excess of eight (8) consecutive hours in one (1) day or forty (40) hours of work in any one (1) week or on a Saturday or holiday, the Employee who operates the equipment or performs the work shall be given such work on an overtime basis. No Employee who is employed shall be laid off and replaced by another Employee for the purpose of circumventing overtime provisions of this Agreement.

6.15 Saturdays shall be paid at time and a half the regular rate. All Sundays and Holidays shall be paid at double the regular rate.

6.16 *Holidays.* Holidays shall be New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. When a holiday falls on Saturday or Sunday, the day observed by the State or Nation as such holiday shall be observed. No work, except in case of emergency, shall be performed on Labor Day.

6.17 *Paid Time Off.* The parties to this agreement will implement a Paid Time Off fund (hereinafter "PTO fund"). The purpose of the PTO fund is to provide employees with paid time off including but not limited to vacation and sick leave. Employees are authorized to use PTO for any reason including but not limited to; sick leave, vacation, missed days of work, or days when work was not provided.

The Union will establish and manage a PTO fund, and the Employer shall pay the PTO rates listed in Schedule A for all compensable hours actually worked for all employees covered by this Agreement to the PTO Fund. PTO amounts are a fringe benefit and not to be compounded in overtime.

6.18 When the Employer rents or leases a crane out to a customer on bare rental and an Employee of the Employer is required to operate or assist the operation of that equipment, the Employee will remain on the Employer's payroll and not be required to transfer to the customer's payroll.

6.19 The parties to this Agreement recognize the constantly changing nature of the industry with respect to certain private market and/or geographic areas and the necessity of Individual Employers to maintain competitive positions in those markets or geographic areas to protect and assure the continued work opportunities of the affected Employees covered by this Agreement. The Union normally requires oilers on certain cranes in every other market. If the market share changes in the area covered by this Agreement, then the Union and the Employer agree to meet and discuss the need for Oilers on specific cranes. If the Operator and the Employer agree that an Oiler is required on the job, then an Oiler shall be assigned to the job. If assistance for operation, assembly or disassembly of cranes is required it shall be performed by employees covered by this Agreement.

6.20 *Climb pay.* Time spent climbing up or down the tower shall be considered time worked.

6.21 *Separation of Employment.* An Employee may be discharged for just cause. Just cause includes but not limited to substance abuse; sexual, racial, or any other form of harassment; theft; dishonesty; insubordination; or unexcused absenteeism.

Article 7
REPORTING PAY

7.01 *Reporting Pay.* Employees reporting for work and not put to work shall receive two (2) hours pay at the regular straight time rate, unless notified not to report at the end of the previous shift or two (2) hours prior to the start of a shift. The Individual Employer may require employees to remain at the jobsite for two (2) hours to receive such reporting pay.

7.02 It is understood that it shall be the responsibility of the Individual Employer to secure from each employee a telephone number by which he or she can be contacted. The Individual Employer will make every effort to notify employees of any shift cancellation. If the employee does not, at the Individual Employer's request, furnish a telephone number or fails to inform the Individual Employer of any change of number at which they may be reached, then the Individual Employer shall be relieved of any responsibility of notification and shall not have to pay show-up time.

7.03 When employees, including new hires, reporting for work arrive on the job unprepared to perform the work required (for example, under the influence of alcohol or drugs, or inadequately clothed), the Individual Employer shall not be expected to put such individuals to work nor shall they be entitled to reporting pay if not put to work.

7.04 Reporting pay on overtime days shall be a minimum of two (2) hours at the applicable overtime wage rate.

Article 8
WORK STOPPAGE

There shall be, during the term of this Agreement and as to any work covered thereby, no slowdown, no stoppage of work, no strike and no lockout over jurisdiction, it being the good faith intention of the parties hereto that by execution of this Agreement, industrial peace shall be brought about and maintained, that the parties shall cooperate to the end and that work may be done efficiently and without interruption. In case of any violation of this Agreement, the Employer and the Union shall be notified immediately.

Article 9
JURISDICTIONAL DISPUTES

There shall be no cessation or interference in any way with any work of the Employer by reason of jurisdictional disputes between the various unions affiliated with the AFL-CIO or with respect to jurisdiction over any of the work covered by this Agreement. Such disputes shall be settled by the unions themselves in accordance with the rules of the Building and Construction Trades Department of the AFL-CIO and the agreement establishing a National Joint Board for Settlement of Jurisdictional Disputes in the Building and Construction Industry. The Union and Employer covered hereby shall be bound by the decision thereof.

Article 10
GENERAL SAVINGS CLAUSE

10.01 It is the intent of the parties hereto to observe all laws, rulings or regulations of all applicable state and federal legislation and governmental authorities or agencies having jurisdiction on the subject matter of this Agreement, including those of the National Labor Relations Board, the Wage and Hour and Public Contracts Divisions of the Department of Labor, etc.; and the parties hereto agree that in the event any provisions of this Agreement are finally held or determined to be illegal or are void as being in contravention of any such laws, rulings or regulations, the remainder of this Agreement shall remain in full force and effect, unless the provisions so found to be void are wholly inseparable from the remaining portion of this Agreement.

10.02 Should any clause, sentence, paragraph or section of this Agreement be held invalid by a court of competent jurisdiction, the parties hereto agree to meet immediately and renegotiate the part or parts affected. If no agreement has been reached on renegotiations of such provisions as provided above within sixty (60) days, then the matter shall be resolved as provided in Article 5 of this Agreement.

Article 11
QUALIFICATIONS

Each of the parties hereto warrants and agrees it is under no disability of any kind whether arising out of the provisions of the Articles of Incorporation, Constitution, By-Laws, or otherwise, that will prevent it from fully and completely carrying out and performing each and all of the terms and conditions of this Agreement, and further, it will not by the adoption or amendment of any provision of its Articles of Incorporation, Constitution or By-Laws or by contract or any means whatsoever take any action that will prevent or impede it in the full and complete performance of each and every term and condition hereof. The warranty and Agreement contained in this section are made by each of the signatories hereto on their own behalf, and on behalf of each organization for which it is acting hereunder. The individual signing this Agreement in their official capacity and the signatories hereto guarantee their authority to act for and bind the respective parties or organizations whom their signatures purport to represent.

Article 12
SAFETY

12.01 The parties to this Agreement shall comply with all applicable provisions of state and federal, health, sanitation, and safety laws and regulations.

12.02 Employees shall not be required to work with unsafe equipment or where proper safeguards are not provided, or under conditions which are injurious to health.

12.03 The Employer agrees to notify the union if an employee suffers an injury of a serious nature on the job.

12.04 Pure drinking water and sanitary facilities, including toilets, shall be provided in convenient places on the job site. All safety and sanitary appliances shall be furnished by the Employer without cost to the employees.

12.05 Employee cooperation shall be required in Sections 12.02 and 12.04 above.

Article 13
BUSINESS REPRESENTATIVES AND JOB STEWARDS

13.02 *Business Representative.* The Business Representative of the Union shall be permitted on all jobs but shall not interfere with the work.

13.03 *Job Steward.* The Union may appoint a working Employee as Steward on each job. The Union shall immediately advise the Employer, in writing, on making such appointment. The Employer shall immediately notify the Union in the event of the Steward's termination. The Steward shall not be discriminated against in any manner by the Employer or his/her agent because of or on account of his/her activities in carrying out his/her duties.

Article 14
FRINGE BENEFITS

14.01 *health & Security Provision.* In addition to the wage rates listed in schedule A, the Employer shall pay the Health and Security fringe benefit rates listed in Schedule A for all compensable hours actually worked for all employees covered by this Agreement to the "Locals 302 & 612 of the I.U.O.E.- Employers Construction Industry Health & Security Fund," ("Local 302-612- Employers Fund"), as a result of the August 1, 2022 merger of the WIOE – Employers Health and Security Trust into the Locals 302-612-Employers Fund. All contribution payments made under this agreement shall be made monthly on or before the 15th of the month following that for which contributions are being made, in accordance with the governing Trust Agreement. On and after August 1, 2022, the governing Trust Agreement is the *Revised Trust Agreement of the Locals 302 & 612 of the International Union of Operating Engineers Construction Industry Health & Security Fund* dated August 4, 1993, and as amended. The Trust Agreement as amended shall be available upon request of a signatory employer and is incorporated by this reference into and shall become a part of this Agreement

14.02 *Retirement Provision.* In addition to the wage rates listed in schedule A, the Employer shall pay the Pension fringe benefit rates listed in Schedule A for all compensable hours actually worked for all employees covered by this Agreement to the Locals 302 and 612, of the International Operating Engineers Employers Construction Industry Retirement Fund. As of the January 1, 2026, merger of Idaho Operating Engineers – Employers Pension Plan into the Locals 302 and 612 of the International Operating Engineers Employers Construction Industry Retirement Fund. All contribution payments made under this agreement shall be made monthly on or before the 15th of the month following in which the hours were worked, in accordance with the governing Trust Agreement. On and after January 1, 2026, the governing Trust Agreement is the *Revised Trust Agreement of the Locals 302 and 612 of the International Operating Engineers Employers Construction Industry Retirement Fund* dated October 1, 1993, and as amended. The Trust Agreement as amended shall be available upon request of a signatory employer and is incorporated by this reference into and shall become a part of this Agreement.

14.03 In the event an Employer fails to make the monetary contributions in conformity with this section of the Agreement, the Union is free to take economic action against such Employer it deems necessary, and such action shall not be considered a violation of this Agreement.

14.04 It is further agreed that if additional sums are necessary to maintain or improve the fringe benefit plans, such sums may be deducted from wages at any anniversary date of the Agreement, giving sixty (60) days prior notice.

14.05 *Apprenticeship/Training.* It is agreed that all Individual Employers covered by this Agreement shall contribute a sum as listed in Schedule A for each compensable hour, except for those paid as a penalty paid for missed or late meal period, and including supervisory employees when covered by this Agreement, employed by such employers in work covered by the terms of this Agreement. Said contributions shall be made on or before the fifteenth (15^{th}) day of the month following the month in which the hours were worked to the Western Washington Employers-Engineers Training Trust in the manner as set forth in the trust agreement of the said trust fund.

14.06 *National Training Fund.* It is agreed that all Individual Employers covered by this Agreement shall contribute a sum as listed in Schedule A for each compensable hour, except for those paid as a penalty paid for missed or late meal period, and including supervisory employees when covered by this Agreement, employed by such employers in work covered by the terms of this Agreement. Said contributions shall be made on or before the fifteenth (15th) day of the month following the month in which the hours were worked to the National Training Fund in the manner as set forth in the trust Agreement of the said trust fund.

Article 15
DUES DEDUCTIONS

15.01 The Union shall have the sole and unequivocal right to set the level of voluntary dues, assessments, and initiation fees. In no event shall the membership dues (including initiation fee, if any) exceed the amount specified in the Constitution and/or Bylaws of the Union.

15.02 *Dues Deductions.* The Employer shall deduct union membership dues from the wages of an employee upon the following conditions and at the times and in the manner hereinafter provided.

15.03 For employees who sign individual dues check-off authorization forms as described below, the Employer shall in accordance with such authorization deduct union dues from the earnings payable to such employee, and remit the dues to the Union on or before the fifteenth (15th) day of each month following the month of accrual.

15.04 The check-off may be revoked by the employee pursuant to the terms of the authorization form.

15.05 *Indemnity Agreement*. The Union shall indemnify and hold the Employer harmless against any and all claims, demands, lawsuits or other forms of liability that may arise out of or by reason of action taken by the Employer in making payroll deductions of union membership dues and/or initiation fees, as herein defined.

15.06 As part of the hiring process, regular full-time employees within the bargaining unit will be routed to the Union as part of their sign-up procedure.

Article 16
UNION SECURITY

Idaho Right to Work Law. In the event the Idaho Right to work law is repealed or amended, the parties to this Agreement shall meet within sixty (60) calendar days to negotiate this article.

Article 18
EFFECTIVE, TERMINATION AND RENEWAL DATES

This Agreement shall be effective as of the **1st day of May 2026**, and remain in effect through and including the **30th day of April 2029**, and shall renew from year to year thereafter, unless either party to this Agreement gives written notice to the other party of a desire to modify, amend or terminate not later than sixty (60) calendar days nor more than ninety (90) calendar days prior to the date of expiration of this Agreement or any subsequent anniversary year thereafter.

Notice as required in this article shall be served in writing by Certified or Registered Mail, postage prepaid and deposited in the U. S. Post Office.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals by their respective officers duly authorized to do so this **30th day of April 2026**.

Employer:		Union:	
Mark Swaney			
Signature		Signature	
Mark Swaney	4-30-2026	Shane Linse	4/30/2026
Print Name	Date	Print Name	Date
Vice President – West Region		Field Rep - Boise	
Title		Title	

SCHEDULE "A"
WAGES AND FRINGE BENEFITS

Wages		Effective Dates**		
		5/01/26	**5/01/27**	**5/01/28**
Group 1	Cranes 500 Tons and above, All Friction cranes.	$40.90	TBD	TBD
Group 2	Cranes 300-499 Tons, Tower Cranes over 250', HD Mech.	$38.90	TBD	TBD
Group 3	Cranes 201-299 Tons, Tower Cranes up to 250'.	$36.90	TBD	TBD
Group 4	Cranes 91-200 Tons, AT Cranes *40-200 Tons,* Tower Cranes up to 175' and Hydraulic Platform Trailer (SPMT, Goldhofer, or similar).	$34.90	TBD	TBD
Group 5	Cranes Up to 90 Tons Including Boom Trucks and spider cranes, elevator operator.	$32.90	TBD	TBD
Group 6	Assistant Engineer, Oiler, Forklifts, Quick Tower without cab, Mechanic Helper, CDL driver, Rigger, signalman.	$30.90	TBD	TBD

The total package increase shall be three dollars ($3.00) per hour effective **May 1, 2026**, three dollars ($3.00) per hour effective **May 1, 2027**, and three dollars ($3.00) per hour effective **May 1, 2028**.

Wage increase for **May 1, 2026, will be $1.00; for **May 1, 2027**, will be TBD; and for **May 1, 2028**, will be TBD.

* The Union may allocate increases to wage and/or fringe benefits.

* Tower Cranes group classifications shall be measured from tower base/foundation to the highest point of jib.

* No current Employee shall receive a reduction in wages because of the implementation of this Agreement.

* Foreman: Shall be paid two dollars ($2.00) per hour over the scale of highest scale supervised.

* Lift Director: Shall be paid three dollars ($3.00) per hour over highest classification under their supervision.

* General Foreman: Shall be paid two dollars ($2.00) per hour over highest classification under their supervision.

GROUPS 1 THOUGH 5

FRINGE BENEFITS			
	May 1, 2026	**May 1,2027**	**May 1, 2028**
Health & Security	$10.55	TBD	TBD
Pension	$11.26	TBD	TBD
Apprenticeship Training Retraining	$0.70	$0.70	$0.70
National Training	$0.05	$0.05	$0.50
Paid Time Off (PTO)	$0.50	TBD	TBD

DEDUCTIONS FROM WAGES			
	May 1, 2026	**May 1, 2027**	**May 1, 2028**
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	$0.20	$0.20	$0.20

GROUP 6 CLASSIFICATIONS AND APPRENTICES

FRINGE BENEFITS			
	May 1, 2026	**May 1, 2027**	**May 1, 2028**
Health & Security	$10.55	TBD	TBD
Pension*	$7.53	TBD+$1.25	TBD+$1.25
Apprenticeship Training Retraining	$0.70	$0.70	$0.70
National Training	$0.05	$0.05	$0.05
Paid Time Off (PTO)	$0.50	TBD	TBD

* The rates set forth above include an additional one dollar and twenty-five cents ($1.25) per hour allocated to the pension contribution, effective **May 1, 2026**. Effective **May 1, 2027**, and **May 1, 2028**, an additional one dollar and twenty-five cents ($1.25) per hour shall be applied to the pension contribution, in addition to any allocation from the negotiated annual total package increase, for a cumulative total of three dollars and seventy-five cents ($3.75) per hour over the term of this Agreement.

DEDUCTIONS FROM WAGES			
	May 1, 2026	**May 1, 2027**	**May 1, 2028**
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	$0.20	$0.20	$0.20

APPRENTICESHIP/TRAINING/RETRAINING

The wages, rates of pay, hours of labor and other conditions of employment of Registered Apprentices shall be and are governed entirely by the terms and conditions of this Agreement.
Any apprentice having been cancelled for just cause after written and specific notice and full and fair hearing by the Apprenticeship Committee, or who has dropped out of the program of their own accord, shall not be permitted to register for employment nor be dispatched as journey level operator by the local Union for a period of two (2) years after cancellation.

APPRENTICE RATES
CONSTRUCTION EQUIPMENT OPERATORS & MECHANICS

Operator based on Group 5, Mechanic based on Group 2:

0-1000 Hours	*65%*
1001-2000 Hours	70%
2001-3000 Hours	75%
3001-4000 Hours	80%
4001-5000 Hours	85%
5001-6000 Hours	90%

The Joint Apprenticeship and Training Committee (JATC) acknowledged by the parties in this Agreement shall have the responsibility for the criteria of the training, retraining and apprenticeship program which shall be within the scope of the National Apprenticeship Standards. If the apprenticeship standards change the parties agree to meet and modify any language here to be compliant with the standards. The apprenticeship office shall dispatch all apprentices in accordance with their procedures.