

**APPENDIX 1**  
**SCHEDULE "A-1"**

**CLASSIFICATIONS AND WAGE SCALES**

**Schedule A-1**  
**King and Snohomish Counties**

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

<b>WAGES</b>			
	<b>Effective Date</b>		
<b>Group</b>	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
<b>IAAA</b>	\$63.58	\$66.97	\$70.54
<b>IAA</b>	\$62.70	\$66.05	\$69.57
<b>IA</b>	\$61.79	\$65.10	\$68.58
<b>I</b>	\$60.92	\$64.18	\$67.61
<b>II</b>	\$60.14	\$63.36	\$66.75
<b>III</b>	\$59.48	\$62.67	\$66.05
<b>IV</b>	\$55.72	\$58.73	\$61.90

<b>DEDUCTIONS FROM WAGES</b>			
	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

<b>FRINGE BENEFITS</b>			
	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
Health & Security	*\$10.02	*\$10.37	*\$10.72
Pension	\$15.70	\$16.25	\$16.80
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00
National Training	\$0.05	\$0.05	\$0.05
	Anticipated January 1, 2025	June 1, 2025	June 1, 2026
Paid Time Off (PTO)	2.5% GW	2.5% GW	2.5% GW

*\*This includes the \$2 per hour that is shifted temporarily to supplement the pension.*

**APPENDIX 1**  
**SCHEDULE “A-2”**

**CLASSIFICATIONS AND WAGE SCALES**

**Schedule A-2**  
**Kitsap, Skagit, and Whatcom Counties**

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

<b>WAGES (Skagit &amp; Whatcom)</b>			
	<b>Effective Date</b>		
<b>Group</b>	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
<b>IAAA</b>	\$61.26	\$64.19	\$67.20
<b>IAA</b>	\$60.39	\$63.29	\$66.26
<b>IA</b>	\$59.53	\$62.39	\$65.32
<b>I</b>	\$58.65	\$61.47	\$64.36
<b>II</b>	\$57.91	\$60.69	\$63.55
<b>III</b>	\$57.26	\$60.02	\$62.85
<b>IV</b>	\$53.60	\$56.19	\$58.85

<b>WAGES (Kitsap)</b>			
	<b>Effective Date</b>		
<b>Group</b>	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
<b>IAAA</b>	\$60.06	\$63.62	\$67.20
<b>IAA</b>	\$59.22	\$62.73	\$66.26
<b>IA</b>	\$58.36	\$61.83	\$65.32
<b>I</b>	\$57.51	\$60.93	\$64.36
<b>II</b>	\$56.76	\$60.14	\$63.55
<b>III</b>	\$56.14	\$59.49	\$62.85
<b>IV</b>	\$52.52	\$55.68	\$58.85

<b>DEDUCTIONS FROM WAGES</b>			
	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

<b>FRINGE BENEFITS</b>			
	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
Health & Security	*10.02	*\$10.37	*\$10.72
Pension	\$15.70	\$16.25	\$16.80
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00
National Training	\$0.05	\$0.05	\$0.05
	Anticipated January 1, 2025	June 1, 2025	June 1, 2026
Paid Time Off (PTO)	2.5% GW	2.5% GW	2.5% GW

\*This includes the \$2 per hour that is shifted temporarily to supplement the pension.

**APPENDIX 1**  
**SCHEDULE "A-3"**

**CLASSIFICATIONS AND WAGE SCALES**

**Schedule A-3**

**Clallam, Jefferson, Mason, Grays Harbor, Kittitas, Island, San Juan, Okanogan, Chelan,  
Douglas, and Yakima Counties**

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

<b>WAGES</b>			
	<b>Effective Date</b>		
<b>Group</b>	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
<b>IAAA</b>	\$60.39	\$63.68	\$66.47
<b>IAA</b>	\$59.55	\$62.80	\$65.55
<b>IA</b>	\$58.68	\$61.88	\$64.60
<b>I</b>	\$57.83	\$60.99	\$63.68
<b>II</b>	\$57.08	\$60.20	\$62.85
<b>III</b>	\$56.45	\$59.54	\$62.16
<b>IV</b>	\$52.81	\$55.72	\$58.18

<b>DEDUCTIONS FROM WAGES</b>			
	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

<b>FRINGE BENEFITS</b>			
	<b>June 1, 2024</b>	<b>June 1, 2025</b>	<b>June 1, 2026</b>
Health & Security	*\$10.02	*\$10.37	*\$10.72
Pension	\$15.70	\$16.25	\$16.80
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00
National Training	\$0.05	\$0.05	\$0.05
	Anticipated January 1, 2025	June 1, 2025	June 1, 2026
Paid Time Off (PTO)	2.5% GW	2.5% GW	2.5% GW

*\*This includes the \$2 per hour that is shifted temporarily to supplement the pension.*