

APPENDIX 1
SCHEDULE "A-1"

CLASSIFICATIONS AND WAGE SCALES

Schedule A-1
King, Snohomish, 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

WAGES			
	Effective Date		
Group	June 1, 2021	June 1, 2022	June 1, 2023
IAAA	\$55.73	\$58.09	\$60.60
IAA	\$54.96	\$57.28	\$59.76
IA	\$54.16	\$56.45	\$58.89
I	\$53.40	\$55.65	\$58.05
II	\$52.72	\$54.94	\$57.31
III	\$52.13	\$54.33	\$56.68
IV	\$48.83	\$50.88	\$53.08

DEDUCTIONS FROM WAGES			
	June 1, 2021	June 1, 2022	January 1, 2023
Dues Check-Off	2% GW	2% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

FRINGE BENEFITS			
	June 1, 2021	June 1, 2022	June 1, 2023
Health & Security	*\$8.97	*\$9.32	*\$9.67
Pension	\$13.65	\$14.40	\$15.15
Apprenticeship Training/Retraining	\$0.70	\$0.70	\$0.70
National Training	\$0.05	\$0.05	\$0.05

**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

**Clallam, Jefferson, Mason, Grays Harbor, Island, San Juan, Kitsap, Kittitas, 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

WAGES			
Effective Date			
Group	June 1, 2021	June 1, 2022	June 1, 2023
IAAA	\$52.51	\$54.62	\$56.87
IAA	\$51.78	\$53.86	\$56.08
IA	\$51.02	\$53.07	\$55.25
I	\$50.28	\$52.30	\$54.45
II	\$49.63	\$51.62	\$53.74
III	\$49.07	\$51.04	\$53.14
IV	\$45.90	\$47.73	\$49.69

DEDUCTIONS FROM WAGES			
	June 1, 2021	June 1, 2022	January 1, 2023
Dues Check-Off	2% GW	2% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05

FRINGE BENEFITS			
	June 1, 2021	June 1, 2022	June 1, 2023
Health & Security	*\$8.97	*\$9.32	*\$9.67
Pension	\$13.65	\$14.40	\$15.15
Apprenticeship Training/Retraining	\$0.70	\$0.70	\$0.70
National Training	\$0.05	\$0.05	\$0.05

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