

SCHEDULE "A" (1)

(PASCO)

WAGE RATES

HEAVY-HIGHWAY AND BUILDING CONSTRUCTION

Schedule "A" (1) shall cover the following Counties: Adams, Benton, Columbia, Ferry, Franklin, Grant, Okanogan, Walla Walla, and that portion of Douglas County east of the 120th Meridian in the State of Washington; zone rates will apply to all work outside a 45 Mile Radius from Local 348 (204 West Clark) or the Main Post Office of the established residence of employee.

SEE ZONE MAP:

ZONE CENTERS: PASCO

ZONE 1 = 0-45 MILES

ZONE 2 = 45 MILES & OVER

GROUP I

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|----------------------|----------------------|----------------------|
| ZONE 1: | \$20.56 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$22.56 | | |

Flagman

Landscape Laborer

Scaleman

Traffic Control Maintenance¹

Window Washer/Cleaner*

Pilot Car

(*Detail clean-up, such as, but not limited to, cleaning floors, ceilings, walls, windows, etc., prior to final acceptance by the Owner.)

¹ **TO INCLUDE:** But is not limited to, erection and maintenance of barricades, signs and relief of flagperson.

GROUP II

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|--|----------------|-----------------|---|
| ZONE 1: | \$22.66 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$24.66 | | |
| Asbestos, Lead, or Mold Abatement Worker | | | General Laborer |
| Brick Pavers ² | | | Grout Machine Header Tender |
| Brush Hog Feeder | | | Guard Rail ³ |
| Carpenter Tender | | | Hazardous Waste Worker (Level D) ⁴ |
| Cement Handler | | | HDPE or similar liner installer |
| Clean-up Laborer | | | Miner, Class "A" ⁵ |
| Concrete Crewman ⁶ | | | Nipper |
| Concrete Signalman | | | Riprap Man |
| Confined Space Attendant | | | Sandblast Tailhoseman |
| Crusher Feeder | | | Scaffold Erector, wood or steel |
| Demolition ⁷ | | | Stake Jumper |
| Dry Stack Walls ⁸ | | | Structural Mover ⁹ |
| Dumpman | | | Tailhoseman (water nozzle) |
| Erosion Control Laborer | | | Timber Bucker & Faller (by hand) |
| Fence Erector | | | Track Laborer (RR) |
| Firewatch | | | Truck Loader |
| Form Cleaning Machine Feeder, Stacker | | | Well-Point Man |

NOTE: All other work classifications not specifically listed shall be classified as General Laborer Group II.

² TO INCLUDE: the installation of brick or grass pavers for sidewalks, driveways, streets and parking lots.

³ TO INCLUDE: Guard rails, guide and reference posts, sign posts and right-of-way markers.

⁴ This is the lowest level of protection. No respirator is used and skin protection is minimal.

⁵ TO INCLUDE: Bull Gang, Concrete Crewman, Dumpman and Pumpcrete Crewman, including distributing pipe, assembly & dismantle and Nipper.

⁶ TO INCLUDE: Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine, signaling, handling the nozzle of squeezecrete or similar machine, 6 inches or smaller.

⁷ TO INCLUDE: Clean-up, burning, loading, wrecking & salvage of all material.

⁸ TO INCLUDE: Including all dray stack walls, including keystone walls and others using blocks and interlocking pegs.

⁹ TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of structures.

GROUP III

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$22.93 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$24.93 | | |

Asphalt Roller, walking
 Cement Finisher Tender
 Concrete Saw, walking
 Demolition Torch
 Dope Pot Fireman, non-mechanical
 Driller Helper (when required to move & position machine)
 Form Setter, paving
 Hazardous Waste Worker (Level C)¹⁰
 Jackhammer Operator Miner, Class "B"¹¹
 Nozzleman, water (to include fire hose), air or steam
 Pavement Breaker, under 90 lbs.
 Pipelayer, Corrugated Metal Culvert and multi-plate
 Pot Tender
 Powderman Helper
 Power Buggy Operator
 Power Tool Operator, gas, electric, pneumatic
 Railroad Equipment, power driven, except dual mobile
 power spiker or puller
 Railroad Power Spiker or Puller, dual mobile
Rigger/Signal Person
 Rodder & Spreader
 Compaction Equipment¹²
 Trencher, Shawnee
 Tugger Operator
 Wagon Drills
 Water Pipe Liner
 Wheelbarrow, power driven
Remote Equipment Operator¹³

¹⁰ This level includes a chemical “splash suit” and air purifying respirator.

¹¹ **TO INCLUDE:** Brakeman, Finisher, Vibrator, Form Setter.

¹² **TO INCLUDE:** All hand operated power compaction equipment.

¹³ *i.e. Compaction and Demolition*

GROUP IV

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$23.20 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$24.20 | | |

Air and Hydraulic Track Drill
 Asphalt Raker
 Brush Machine¹⁴
 Caisson Worker, free air
 Chain Saw Operator & Faller
 Concrete Stack¹⁵
 Gunite¹⁶
 Hazardous Waste Worker (Level B)¹⁷
 High Scaler
 Laser Beam Operator¹⁸
 Miner, Class "C"¹⁹
 Monitor Operator, air track or similar mounting
 Mortar Mixer
 Nozzleman²⁰
 Pavement Breaker, 90 lbs. & over
 Pipelayer²¹
 Pipewrapper
 Trenchless Technology Technician
 Plasterer Tenders
 Vibrators, ALL

¹⁴ TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.

¹⁵ TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.

¹⁶ TO INCLUDE: Operation of machine and nozzle.

¹⁷ Uses same respirator protection as Level A. A supplied air line is provided in conjunction with a chemical "splash suit."

¹⁸ TO INCLUDE: Elevation control.

¹⁹ TO INCLUDE: Miner, Nozzleman for concrete, Laser Beam Operator and Rigger on tunnels.

²⁰ TO INCLUDE: Jet Blasting Nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle, Squeeze and Flo-crete nozzle

²¹ TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper. *Including pressurized and non-pressurized ductile pipe, gravity pipe and HDPE (fused and non fused)*

GROUP V

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$23.48 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$25.48 | | |

Drills with dual masts
 Hazardous Waste Worker (Level A)²²
 Miner, Class "D"²³
 Welder, electric, manual or automatic²⁴
 Remote equipment operator

GROUP VI

(SAND HOGS UNDER COMPRESSED AIR CONDITIONS)

(Computed by multiplying the increase x 8 hr. shift and add total to previous rate)

| | | | <u>6-1-09</u> | | |
|-----------------------------|-------|----------------|---------------|---------|---|
| Work Lbs. | Hours | Over-Time Div. | Zone 1 | Zone 2 | |
| 1-14 | 6 | 7 ½ | \$180.40 | | |
| 14-18 | 6 | 7 ½ | 185.33 | Add | Rates to be recalculated as needed |
| 18-25 | 4 | 7 ½ | 185.61 | | |
| 18-22 | 6 | 10 | 207.47 | \$16.00 | |
| 22-26 | 4 | 7 ½ | 189.93 | | |
| 26-32 | 4 | 7 ½ | 192.55 | per | |
| 32-38 | 3 | 7 ½ | 195.51 | | |
| 38-44 | 2 | 7 ½ | 196.92 | shift | |
| Outside Lock & Gauge Tender | | | 171.89 | | |

GROUP VII

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$23.38 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$25.38 | | |

Construction Specialist²⁵

²² This level utilizes a fully encapsulated suit with a self-contained breathing apparatus or a supplied air line.

²³ TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts.

²⁴ TO INCLUDE: HDPE or similar pipe and liner

²⁵ TO INCLUDE: Work requiring special skills not addressed in the above classifications mutually agreed to between the Union and the Employer.

GROUP VIII

| | | | |
|---------|---------------|---------------|---------------|
| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
| ZONE 1: | | | |
| ZONE 2: | | | |

Hod Carrier²⁶

GROUP IX

| | | | |
|---------|---------------|---------------|---------------|
| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
| ZONE 1: | \$24.85 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$26.85 | | |

Powderman

| | | | |
|----------------|---------------|---------------|---------------|
| <u>GROUP X</u> | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
| ZONE 1: | \$25.19 | **\$0.40 | **\$0.40 |
| ZONE 2: | \$27.19 | | |

Grade Checker

Traffic Control Supervisors: \$1.00 above highest rate supervised.
 FOREMAN: *\$1.50 above highest rate supervised.*
 GENERAL FOREMAN: \$1.50 above highest rate supervised.
 (See Work Rule #2)

APPRENTICES

(PERCENTAGE COMPUTED ON GROUP II RATE):

<NOTE: At no time will apprenticeship rates exceed journeyman rates for the same classification>

| STEP / HOURS | % | Zone 1 <u>6-1-09</u> | Zone 1 <u>6-1-10</u> | Zone 1 <u>6-1-11</u> | Zone 2 |
|---------------|-----|-------------------------|-------------------------|-------------------------|---------|
| I 0-1000 | 60% | \$13.60 | | | Add |
| II 1001-2000 | 70% | \$15.86 | | | \$2.00 |
| III 2001-3000 | 80% | \$18.13 | | | to each |
| IV 3001-4000 | 90% | \$20.39 | | | |

²⁶ Wages, Fringes and Promotional Fund as per Spokane Masonry Association Agreement.

SCHEDULE "A" (2)

(SPOKANE)

WAGE RATES

HEAVY-HIGHWAY AND BUILDING CONSTRUCTION

Schedule "A" (2) shall cover the following Counties: Asotin, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Whitman, Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and that part of Idaho County North of Parallel 46 in the State of Idaho, zone rates will apply to all work outside a 45-mile radius from the main post office of Spokane and Lewiston.

SEE ZONE MAP:

ZONE CENTERS: SPOKANE and LEWISTON

ZONE 1 = 0-45 MILES

ZONE 2 = 45 MILES & OVER

GROUP I

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|----------------------|----------------------|----------------------|
| ZONE 1: | \$20.56 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$22.56 | | |

Flagman

Landscape Laborer

Scaleman

Traffic Control Maintenance¹

Window Washer/Cleaner*

Pilot Car

(*Detail clean-up, such as, but not limited to, cleaning floors, ceilings, walls, windows, etc., prior to final acceptance by the Owner.)

¹ **TO INCLUDE:** But is not limited to, erection and maintenance of barricades, signs and relief of flagperson.

GROUP II

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|--|----------------|-----------------|---|
| ZONE 1: | \$22.66 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$24.66 | | |
| Asbestos, Lead, or Mold Abatement Worker | | | General Laborer |
| Brick Pavers ² | | | Grout Machine Header Tender |
| Brush Hog Feeder | | | Guard Rail ³ |
| Carpenter Tender | | | Hazardous Waste Worker (Level D) ⁴ |
| Cement Handler | | | HDPE or similar liner installer |
| Clean-up Laborer | | | Miner, Class "A" ⁵ |
| Concrete Crewman ⁶ | | | Nipper |
| Concrete Signalman | | | Riprap Man |
| Confined Space Attendant | | | Sandblast Tailhoseman |
| Crusher Feeder | | | Scaffold Erector, wood or steel |
| Demolition ⁷ | | | Stake Jumper |
| Dry Stack Walls ⁸ | | | Structural Mover ⁹ |
| Dumpman | | | Tailhoseman (water nozzle) |
| Erosion Control Laborer | | | Timber Bucker & Faller (by hand) |
| Fence Erector | | | Track Laborer (RR) |
| Firewatch | | | Truck Loader |
| Form Cleaning Machine Feeder, Stacker | | | Well-Point Man |

NOTE: All other work classifications not specifically listed shall be classified as General Laborer Group II.

² TO INCLUDE: the installation of brick or grass pavers for sidewalks, driveways, streets and parking lots.

³ TO INCLUDE: Guard rails, guide and reference posts, sign posts and right-of-way markers.

⁴ This is the lowest level of protection. No respirator is used and skin protection is minimal.

⁵ TO INCLUDE: Bull Gang, Concrete Crewman, Dumpman and Pumpcrete Crewman, including distributing pipe, assembly & dismantle and Nipper.

⁶ TO INCLUDE: Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine, signaling, handling the nozzle of squeezecrete or similar machine, 6 inches or smaller.

⁷ TO INCLUDE: Clean-up, burning, loading, wrecking & salvage of all material.

⁸ TO INCLUDE: Including all dray stack walls, including keystone walls and others using blocks and interlocking pegs.

⁹ TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of structures.

GROUP III

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$22.93 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$24.93 | | |

Asphalt Roller, walking
 Cement Finisher Tender
 Concrete Saw, walking
 Demolition Torch
 Dope Pot Fireman, non-mechanical
 Driller Helper (when required to move & position machine)
 Form Setter, paving
 Hazardous Waste Worker (Level C)¹⁰
 Jackhammer Operator Miner, Class "B"¹¹
 Nozzleman, water (to include fire hose), air or steam
 Pavement Breaker, under 90 lbs.
 Pipelayer, Corrugated Metal Culvert and multi-plate
 Pot Tender
 Powderman Helper
 Power Buggy Operator
 Power Tool Operator, gas, electric, pneumatic
 Railroad Equipment, power driven, except dual mobile
 power spiker or puller
 Railroad Power Spiker or Puller, dual mobile
Rigger/Signal Person
 Rodder & Spreader
 Compaction Equipment¹²
 Trencher, Shawnee
 Tugger Operator
 Wagon Drills
 Water Pipe Liner
 Wheelbarrow, power driven
Remote Equipment Operator¹³

¹⁰ This level includes a chemical “splash suit” and air purifying respirator.

¹¹ **TO INCLUDE:** Brakeman, Finisher, Vibrator, Form Setter.

¹² **TO INCLUDE:** All hand operated power compaction equipment.

¹³ *i.e. Compaction and Demolition*

GROUP IV

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$23.20 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$24.20 | | |

Air and Hydraulic Track Drill
 Asphalt Raker
 Brush Machine¹⁴
 Caisson Worker, free air
 Chain Saw Operator & Faller
 Concrete Stack¹⁵
 Guniting¹⁶
 Hazardous Waste Worker (Level B)¹⁷
 High Scaler
 Laser Beam Operator¹⁸
 Miner, Class "C"¹⁹
 Monitor Operator, air track or similar mounting
 Mortar Mixer
 Nozzleman²⁰
 Pavement Breaker, 90 lbs. & over
 Pipelayer²¹
 Pipewrapper
 Trenchless Technology Technician
 Plasterer Tenders
 Vibrators, ALL

¹⁴ TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.

¹⁵ TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.

¹⁶ TO INCLUDE: Operation of machine and nozzle.

¹⁷ Uses same respirator protection as Level A. A supplied air line is provided in conjunction with a chemical "splash suit."

¹⁸ TO INCLUDE: Elevation control.

¹⁹ TO INCLUDE: Miner, Nozzleman for concrete, Laser Beam Operator and Rigger on tunnels.

²⁰ TO INCLUDE: Jet Blasting Nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle, Squeeze and Flo-crete nozzle

²¹ TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper. *Including pressurized and non-pressurized ductile pipe, gravity pipe and HDPE (fused and non fused)*

GROUP V

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$23.48 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$25.48 | | |

Drills with dual masts
 Hazardous Waste Worker (Level A)²²
 Miner, Class "D"²³
 Welder, electric, manual or automatic²⁴
 Remote equipment operator

GROUP VI

(SAND HOGS UNDER COMPRESSED AIR CONDITIONS)

(Computed by multiplying the increase x 8 hr. shift and add total to previous rate)

| | | | <u>6-1-09</u> | | |
|-----------------------------|-------|----------------|---------------|---------|---|
| Work Lbs. | Hours | Over-Time Div. | Zone 1 | Zone 2 | |
| 1-14 | 6 | 7 ½ | \$180.40 | | |
| 14-18 | 6 | 7 ½ | 185.33 | Add | Rates to be recalculated as needed |
| 18-25 | 4 | 7 ½ | 185.61 | | |
| 18-22 | 6 | 10 | 207.47 | \$16.00 | |
| 22-26 | 4 | 7 ½ | 189.93 | | |
| 26-32 | 4 | 7 ½ | 192.55 | per | |
| 32-38 | 3 | 7 ½ | 195.51 | | |
| 38-44 | 2 | 7 ½ | 196.92 | shift | |
| Outside Lock & Gauge Tender | | | 171.89 | | |

GROUP VII

| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
|---------|---------------|---------------|---------------|
| ZONE 1: | \$23.38 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$25.38 | | |

Construction Specialist²⁵

²² This level utilizes a fully encapsulated suit with a self-contained breathing apparatus or a supplied air line.

²³ **TO INCLUDE:** Raise and Shaft Miner, Laser Beam Operator on raises and shafts.

²⁴ **TO INCLUDE:** HDPE or similar pipe and liner

²⁵ **TO INCLUDE:** Work requiring special skills not addressed in the above classifications mutually agreed to between the Union and the Employer.

GROUP VIII

| | | | |
|---------|---------------|---------------|---------------|
| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
| ZONE 1: | | | |
| ZONE 2: | | | |

Hod Carrier²⁶

GROUP IX

| | | | |
|---------|---------------|---------------|---------------|
| | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
| ZONE 1: | \$24.85 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$26.85 | | |

Powderman

| | | | |
|----------------|---------------|---------------|---------------|
| <u>GROUP X</u> | <u>6-1-09</u> | <u>6-1-10</u> | <u>6-1-11</u> |
| ZONE 1: | \$25.19 | **\$0.25 | **\$0.25 |
| ZONE 2: | \$27.19 | | |

Grade Checker

Traffic Control Supervisors: \$1.00 above highest rate supervised.
 FOREMAN: *\$1.50 above highest rate supervised.*
 GENERAL FOREMAN: \$1.50 above highest rate supervised.
 (See Work Rule #2)

APPRENTICES

(PERCENTAGE COMPUTED ON GROUP II RATE):

<NOTE: At no time will apprenticeship rates exceed journeyman rates for the same classification>

| STEP / HOURS | % | Zone 1 <u>6-1-09</u> | Zone 1 <u>6-1-10</u> | Zone 1 <u>6-1-11</u> | Zone 2 |
|---------------|-----|-------------------------|-------------------------|-------------------------|---------|
| I 0-1000 | 60% | \$13.60 | | | Add |
| II 1001-2000 | 70% | \$15.86 | | | \$2.00 |
| III 2001-3000 | 80% | \$18.13 | | | to each |
| IV 3001-4000 | 90% | \$20.39 | | | |

²⁶ Wages, Fringes and Promotional Fund as per Spokane Masonry Association Agreement.

DISPATCH POINTS:

WASHINGTON

| | |
|------------------------------|-----------------|
| BRIDGEPORT | (Contact Pasco) |
| MOSES LAKE | (Contact Pasco) |
| LOCAL 348 - PASCO | |
| P. O. Box 1530, 99301 | (509) 547-7553 |
| LOCAL 238 - SPOKANE | (509) 328-6660 |
| N. 1330 Calispel, 99201-2316 | |
| WALLA WALLA | (Contact Pasco) |

IDAHO

| | |
|----------------------|-------------------|
| LOCAL 238 - LEWISTON | (Contact Spokane) |
|----------------------|-------------------|

DOUBLE BREASTING AND COMMON SITUS: If during the term of this agreement legislation is enacted which alters the present NLRB case law governing so called "double breasted operations" or alters the NLRB case law regarding so called "common situs picketing," and such case law creates a work stoppage initiated by the parties to this agreement on the Employers' projects, then upon written notification identifying the problems, either party to this agreement may declare this Agreement open for negotiations to discuss the terms and conditions contained.