

<b>DISPATCH POINT</b>		
<b>WASHINGTON</b> <b>Spokane 690*</b>	1912 N. Division, 99207	(509) 455-9410
*Active dispatch point		

<b>ZONE CENTERS:</b>	<b>SPOKANE, PASCO, LEWISTON</b> <b>ZONE 1 = 0-45 MILES</b> <b>ZONE 2 = 45 MILES &amp; OVER</b>
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Zone rates will apply to all work outside a 45 mile radius from the main post office of Spokane, Pasco and Lewiston.

## SCHEDULE A

TEAMSTERS LOCAL UNION NO. 690

WAGE RATES FOR SPOKANE AND LEWISTON ZONE CENTERS

HEAVY – HIGHWAY

**SPOKANE ZONE CENTER TO INCLUDE THE FOLLOWING COUNTIES FROM THE TOP OF THE CASCADE MOUNTAIN RANGE EAST: Adams, Chelan, Douglas, Ferry, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Stevens, Spokane and Whitman in the State of Washington and Benewah, Bonner, Boundary, Kootenai and Shoshone County in the State of Idaho under Schedule A of the Agreement [Zone 1 and Zone 2 pay]**

**LEWISTON ZONE CENTER TO INCLUDE THE FOLLOWING COUNTIES: Asotin, Columbia and Garfield Counties in the State of Washington and Clearwater, Latah, Lewis, Nez Perce and that part of Idaho County north of Parallel 46 in the State of Idaho under Schedule A of the Agreement [Zone 1 and Zone 2 pay]**

	<u>6-1-09</u> <u>Zone 1</u>	<u>6-1-09</u> <u>Zone 2</u>	<u>6-1-10</u> <u>Zone 1</u>	<u>6-1-10</u> <u>Zone 2</u>	<u>6-1-11</u> <u>Zone 1</u>	<u>6-1-11</u> <u>Zone 2</u>
Group 1	\$20.02	\$22.02		\$0.05		\$0.10.
Group 2	\$22.29	\$24.29	increase		increase	
Group 3	\$22.79	\$24.79	"		"	
Group 4	\$23.12	\$25.12	"		"	
Group 5	\$23.23	\$25.23	"		"	
Group 6	\$23.40	\$25.40	"		"	
Group 7	\$23.93	\$25.93	"		"	
Group 8	\$24.26	\$26.26	"		"	

All Groups listed above include the same job titles as listed in Schedule "A" Wage Rates, Heavy-Highway.

# SCHEDULE A-1

TEAMSTERS LOCAL UNION NO. 690

WAGE RATES FOR THE PASCO ZONE CENTER

HEAVY – HIGHWAY

**PASCO ZONE CENTER TO INCLUDE THE FOLLOWING COUNTIES FROM THE TOP OF THE CASCADE MOUNTAIN RANGE EAST: Benton, Franklin, Klickitat, Walla Walla and Yakima County in the State of Washington under Schedule A-1 of the Agreement [Zone 1 and Zone 2 pay]**

	<u>6-1-09</u> <u>Zone 1</u>	<u>6-1-09</u> <u>Zone 2</u>	<u>6-1-10</u> <u>Zone 1</u>	<u>6-1-10</u> <u>Zone 2</u>	<u>6-1-11</u> <u>Zone 1</u>	<u>6-1-11</u> <u>Zone 2</u>
Group 1	\$21.62	\$23.62		\$0.05		\$0.10.
Group 2	\$24.26	\$26.26		increase		increase
Group 3	\$24.37	\$26.37		“		“
Group 4	\$24.70	\$26.70		“		“
Group 5	\$24.81	\$26.81		“		“
Group 6	\$24.97	\$26.97		“		“
Group 7	\$25.51	\$27.51		“		“
Group 8	\$25.83	\$27.83		“		“

All Groups listed above include the same job titles as listed in Schedule "A" Wage Rates, Heavy-Highway.

# SCHEDULE A - 2

TEAMSTERS LOCAL UNION NO. 690

BUILDING CONSTRUCTION — WAGE RATES

**BUILDING CONSTRUCTION TO INCLUDE ALL COUNTIES IN THE STATES OF WASHINGTON AND IDAHO LISTED IN THE ABOVE ZONE CENTERS**

	<u>6-1-09</u> <u>Zone 1</u>	<u>6-1-09</u> <u>Zone 2</u>	<u>6-1-10</u> <u>Zone 1</u>	<u>6-1-10</u> <u>Zone 2</u>	<u>6-1-11</u> <u>Zone 1</u>	<u>6-1-11</u> <u>Zone 2</u>
Group 1	\$21.62	\$23.62		\$0.05		\$0.10.
Group 2	\$24.26	\$26.26		increase		increase
Group 3	\$24.37	\$26.37		“		“
Group 4	\$24.70	\$26.70		“		“
Group 5	\$24.81	\$26.81		“		“
Group 6	\$24.97	\$26.97		“		“
Group 7	\$25.51	\$27.51		“		“
Group 8	\$25.83	\$27.83		“		“

All Groups listed above include the same job titles as listed in Schedule "A" Wage Rates, Heavy-Highway.

## GROUP CLASSIFICATIONS

### **GROUP I**

Escort Driver or Pilot Car  
Employee Haul  
Helper or Swamper  
Power Boat Hauling Employees or Material

### **GROUP II**

Ambulance Driver (when in operation)  
Fish Truck  
Flat Bed Truck  
Fork Lift, 3000 lbs. & under  
Leverperson, loading trucks at bunkers  
Mechanic, Shop  
Trailer Mounted Hydro Seeder & Mulcher  
Seeder & Mulcher  
Stationary Fuel Operator  
Tractor (small, rubber-tired, pulling trailer or similar equipment)

### **GROUP III**

Auto Crane: 2000 capacity  
Buggy Mobile & similar  
Bulk Cement Tanks & Spreader  
Dumptor: 6 yd. & under  
Flat Bed Truck with hydraulic system  
Fork Lift: 3001-16,000 lbs.  
Fuel Truck Driver, Steamcleaner & Washer  
Power Operated Sweeper  
Rubber-tired Tunnel Jumbo  
Scissors Truck  
Slurry Truck Driver  
Straddle Carrier (Ross, Hyster & similar)  
Transit Mixers & Trucks Hauling Concrete: 3 yd. to & incl. 6 yd.  
Trucks, side, end, bottom & articulated end dump: 3 yd. to & incl. 6 yds.  
Wrecker & Tow Truck

### **GROUP IV**

A-Frame  
Burner, Cutter & Welder  
Service Greaser  
Trucks, side, end, bottom & articulated end dump: Over 6 yds. to & incl. 12 yds.  
Truck Mounted Hydro Seeder  
Water Tank Truck: 0-8000 gallons

## **GROUP V**

Dumpton, over 6 yds.

Lowboy, 50 ton & under

Self-loading Roll Off

Semi-truck & Trailer

\*Tractor with Steer Trailer

\*(both Operators to receive same rate, and not to conflict with DW's & similar classification Group VI pulling trailer)

Transit Mixers & Trucks Hauling Concrete: Over 6 yds. to & incl. 10 yds.

Trucks, side, end, bottom & articulated end dump: Over 12 yds. to & incl. 20 yds.

Truck-Mounted Crane (with load bearing surface, either mounted or pulled), up to 14 ton

Vacuum Truck (super sucker, guzzler, etc.)

## **GROUP VI**

Flaherty Spreader Box Driver

Flowboys

Fork Lift: 16,000 lbs. & over

Dumps, Semi-end

Lowboy, Over 50 ton

Mechanic, Field

Transfer Truck & Trailer

Transit Mixers & Trucks Hauling Concrete: Over 10 yds. to & incl. 20 yds.

Trucks, side, end, bottom dump & articulated end dump: Over 20 yds. to & incl. 40 yds.

Truck & Pup

Tournarocker, DW's & similar, with 2 or more 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater

Water Tank Truck: 8,001-14,000 gallons

## **GROUP VII**

Oil Distributor Driver

Stringer Truck (cable operated trailer)

Tireperson

Transit Mixers & Trucks Hauling Concrete: Over 20 yds.

Trucks, side, end, bottom & articulated end dump: Over 40 yds. to & incl. 100 yds.

Truck Mounted Crane (with load bearing surface either mounted or pulled, 16 through 25 tons)

Warehouseperson, to include shipping & receiving

## **GROUP VIII**

Prime Movers & Stinger Truck

Trucks, side, end, bottom & articulated end dump, Over 100 yds.

Helicopter Pilot Hauling Employees or materials

**GENERAL FOREMAN, NON-WORKING FOREMAN OR DISPATCHER:**

\$1.50 over highest scale supervised (See Work Rule #2, Schedule "C")

**WORKING FOREMAN:**

\$1.00 over Working Foreperson or Dispatcher

**NOTE: TRUCKS PULLING EQUIPMENT TRAILERS** shall receive \$.15 / hour over applicable truck rate  
**TRUCKS PULLING EQUIPMENT TRAILERS WITH 3 AXLES OR MORE** shall receive \$.25 / hour over applicable truck rate

**HAZMAT PROJECTS**

Anyone working on a HAZMAT job, where HAZMAT certification is required, shall be compensated as a premium, in addition to the classification working in as follows:

**LEVEL C-D: +\$1.00 PER HOUR**

This is the lowest level of protection. This level may use an air purifying respirator or additional protective clothing.

**LEVEL A-B: +\$1.50 PER HOUR**

Uses supplied air in conjunction with a chemical splash suit or fully encapsulated suit with self-contained breathing apparatus.

Where employees are required to wear glasses, the company shall furnish the required masked glasses.

Employees shall be paid HAZMAT pay in increments of four (4) and eight (8) hours.

If required, the Employer shall reimburse the fee charged for CDL Hazmat endorsement at the time of renewal for any employee employed by the Employer (paid from receipt to DOL)

**FRINGE BENEFITS**

		<u>6-1-09</u>	<u>*12-1-10</u>	<u>6-1-10</u>	<u>1-1-11</u>	<u>6-1-11</u>	<u>1-1-12</u>
<b>HEALTH &amp; SECURITY</b>	\$5.93	\$5.93	+\$1.15	\$7.08	\$7.08	+\$0.62	+\$0.66
<b>PENSION</b>	\$4.57	+\$0.11	\$4.68		+\$0.20	\$4.88	+\$0.20
<b>TRAINING</b>	\$0.25		\$0.25		\$0.25		\$0.25
<b>TOTAL:</b>	\$10.75	\$10.86	\$12.01	\$12.21			

\*Medical increase tentatively scheduled December 09 hours for January 10 contributions effective on the date the Construction Medical Trust Merges into the WTWT Trust.

**Deduct from net wages:**

**NW FAIR CONTRACTING** (\$0.04)  
**UNION PROGRAMS** (\$0.20)

**Apprenticeship Rates:**

0-1000 hours 70% of scale  
1001-2000 hours 80% of scale  
2001-3000 hours 90% of scale  
Over 3000 hours Full Scale

\*The increase on \*6/1/09, 6/1/10 and 6/1/11 shall be committed to wages except additional monies may be taken to Health & Welfare, Pension, Training and NW Fair. Notification of the implementation of the fringe option must be made sixty (60) days prior to the scheduled 1/1/11 and 1/1/12 increases and upon ratification for the 6/1/09 increase.

# TEAMSTER LOCAL NO. 690

## TRUST FUNDS

SECTION 1. This Agreement requires the Employer to make contributions to certain employee benefit plans ("Trust Funds"). The formal names of the trust funds are as follows:

- (A) Western Conference of Teamsters Pension Trust Fund
- (B) Washington Teamsters Welfare Trust
- (C) Apprenticeship & Training Trust

SECTION 2. Trust fund payments are due on the 10th day of the month following the month in which the hours were worked. Payments must be made on all compensable hours worked by Teamsters hired by the Employer. All such contributions are for the benefit of Teamsters working under this Agreement. It is the Employer's responsibility to maintain an accurate record of compensable hours and timely remit payments therefore.

SECTION 3. Trust fund payments shall be submitted to:

**NORTHWEST ADMINISTRATORS  
2323 Eastlake Avenue East  
Seattle, Washington 98102**

SECTION 4. **HEALTH & SECURITY:** It is agreed that all Employers covered by this Agreement shall contribute a sum as listed in Schedules A, A-1 and A-2 herein for each compensable man hour of Teamsters employed by such Employers in work contained under the terms of this Agreement. Said contributions shall be made on or before the tenth (10th) of the month following the month in which the hours were worked to the Washington Teamsters Welfare Trust set up under a trust agreement established by the parties to this Agreement and in the manner set forth in said trust agreement. The details of the Health & Security Plan established by this trust fund shall continue to be controlled and administered by a joint Board of Trustees composed of equal representation from the Unions party to this Agreement, and the AGC of Washington who are signatory to the trust agreement of the aforesaid trust fund. Each Trustee appointed by the Union shall be a member of the Union party to this Agreement, and each Trustee appointed for the Employers shall be a member of an affiliated firm of the AGC of Washington or a regular paid employee of the AGC of Washington or their designee. 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 any economic action against such Employer it deems necessary, and such action shall not be considered a violation of this Agreement.

It is understood that the Union and Employer associations are principal parties to the Trust Agreements, and therefore, shall be furnished full information on the actions of the Trustees and the operations of the Trusts.

Should the State or Federal government enact legislation that requires the employer to provide employees and/or their dependents a Health, Medical, or Surgical plan prior to the expiration of this Agreement which duplicates coverage otherwise provided for in the Agreement, the parties signatory to the Agreement shall meet to discuss costs and modifications within thirty (30) days of enactment.

The Employer and the Union agree that if alternative Health Care Plans become available during the life of this Agreement they shall meet, upon request from the Union, for the purposes of negotiating changes in Health Care Plans.

**SECTION 5. PENSION:**

(A) If the Employer fails to make trust funds payments as required by the Agreement, liquidated damages in the amount of 20% will be paid by the Employer. Liquidated damages are in addition to the principal obligation. Actual costs of audit will be paid by the Employer if the audit establishes that the Employer has underpaid wages or trust fund payments during the period covered by the audit. Suit to collect wages, trust fund payments, liquidated damages or audit fees will be filed in King County, Washington. The Employer will be liable for reasonable attorneys fees and actual costs if such suit is substantially successful.

(B) Effective July 1, 2009, based on June hours, the allocation of the Western Conference of Teamsters Pension Trust Fund contribution shall be four dollars and thirty-eight cents (\$4.39) to the basic plan and twenty-nine cents (\$.29) to provide the Program for Enhanced Early Retirements (PEER). This contribution shall be paid on the same basis as contributions for the basic plan provided for in schedules A and A-1. The total contribution to the Western Conference of Teamsters Pension Trust Fund shall be Four dollars and sixty-eight cents (\$4.68) per hour. The contributions required to provide the Program for Enhanced Early Retirement will not be taken into consideration for benefit accrual purposes under the Plan. The additional contribution for PEER must at all times be 6.5% of the basic contribution and cannot be decreased or discontinued at any time.

**SECTION 6. APPRENTICESHIP & TRAINING:** In addition to the above mentioned trust funds, an Apprenticeship and Training Trust, to be known as the "Eastern Washington-Northern Idaho Teamster Construction Industry Apprenticeship and Training Trust" is hereby established. A sum of twenty-five cents (\$.25) per compensable hour worked for all employees covered by this Agreement shall be contributed to the fund by all employers signatory to this Agreement as amended June 1, 1997. Operation of the trust fund shall be controlled and administered by a joint board of trustees composed of equal representation from unions party to this Agreement and the Inland Northwest Associated General Contractors of America, Inc., who are signatory to the trust agreement. The trust agreement as amended shall be attached to and become a part of this Agreement.

**SECTION 7.** Said Trust or Trusts shall comply with limitations set forth in Section 302 of the Labor-Management Relations Act as amended and no determination made by the Trustees of the Trusts shall be such as to prevent the programs from being accepted by the Internal Revenue Service as conforming to such requirements of the Internal Revenue Code as must be met in order to qualify that portion of the amounts paid by the Employers which is allocated to the Trusts as deductions for income tax purposes.

**SECTION 8.** The Union and the Employer agree to be bound by all of the terms and conditions of the Trust Agreements creating the various Trust Funds and all lawful amendments thereto, and do further agree to accept as their representatives, the Union Trustees and the Employer Trustees who constitute the Board of Trustees created by such agreements and their lawful successors.

**SECTION 9.** The amounts of money to be contributed to each Trust or Fund as set forth in Schedule A, A-1 and A-2 of this Agreement.