

**PROPPANT SAND MINING MASTER AGREEMENT
ARTICLE XIV
CLASSIFICATION & WAGE RATES**

Section 14.1

CLASSIFICATIONS:

**Wage Rates
Effective**

	6/1/2016	6/1/2017
1. Foreman.....	\$29.94	\$30.34
2. Operator.....	\$28.94	\$29.34

In addition to the hourly wage rates enumerated above, the following sums will be paid over and above the aforementioned wage rates when EPA Protective equipment is required:

- EPA Level "A" Protection--\$3.00 per hour.
- EPA Level "B" Protection--\$2.00 per hour.
- EPA Level "C" Protection--\$1.00 per hour.

Fringe benefit contributions to be paid in addition to the above wage rates:

	Effective	
	6/1/2016	6/1/2017
1) Health Benefit Fund (<i>This amount includes \$1.06 to pre-funding</i>)	\$9.40	\$9.40
2) Central Pension Fund	\$7.70	\$8.20
3) Skill Improvement & Apprenticeship Fund.....	\$.20	\$.25
4) Vacation (rate to be established)		
5) Administrative Dues (1.5% of Total Gross Wage and Fringe Package)		
6) Wisconsin Contractors' Mining Association Education Fund	\$.00	\$.00
7) Joint Labor Management Work Preservation Fund (JLMWPF).....	\$.05	\$.10

Section 14.5. APPRENTICES:

Wage Rate (based on Class 5 of the Heavy and Highway Master Agreement)

- First 1,000 hours worked: 80% of wage rate
- Second 1,000-2,000 hours worked: 90% of wage rate
- After 2,000 hours: 100% of wage rate

PURSUANT TO THE COLLECTIVE BARGAINING AGREEMENT EFFECTIVE 6/1/2014, APPRENTICES SHALL RECEIVE FIFTY (50%) PERCENT OF THE JOURNEYWORKERS PENSION RATE:

6/1/2015	\$3.75
6/1/2016	\$3.85
6/1/2017	\$4.10