

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

<b>Section 14.1 CLASSIFICATIONS:</b>	<b>Wage Rates Effective</b>	
	<b>6/1/2018</b>	<b>6/1/2019</b>
1. Foreman.....	\$30.59	\$31.39
2. Operator.....	\$29.59	\$30.39

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:**

	<b>Effective</b>	
	<b>6/1/2018</b>	<b>6/1/2019</b>
1) Health Benefit Fund ( <i>This amount includes \$1.06 to pre-funding</i> ) .....	\$9.65	\$9.65
2) Central Pension Fund .....	\$8.70	\$9.05
3) Skill Improvement & Apprenticeship Fund.....	\$ .25	\$ .30
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).....	\$ .10	\$ .15
8) National Training Fund (NTF).....	N/A	\$ .05

**Section 14.5. APPRENTICES:**

**Wage Rate** (based on Class 3 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:

6/1/2017 .....	\$4.10
6/1/2018 .....	\$4.35
6/1/2019 .....	\$6.10