

PROPPANT SAND MINING MASTER AGREEMENT
ARTICLE XIV
CLASSIFICATION & WAGE RATES

Section 14.1**CLASSIFICATIONS:****Wage Rates
Effective**

6/1/2019 6/1/2020

1. Foreman.....	\$31.39	\$31.89
2. Operator.....	\$30.39	\$30.89

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 6/1/2019	6/1/2020
1) Health Benefit Fund (<i>This amount includes \$1.06 to pre-funding</i>)	\$9.65	\$9.65
2) Central Pension Fund	\$9.05	\$9.71
3) Skill Improvement & Apprenticeship Fund.....	\$.30	\$.49
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).....	\$.15	\$.15
8) National Training Fund (NTF).....	\$.05	\$.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:

6/1/2018.....	\$4.35
6/1/2019.....	\$4.53
6/1/2020.....	\$4.86